

Original Section	New Article	Description of Changes/Rationale
[Unnamed/Unnumbered]	ARTICLE I. Purpose	
<p data-bbox="107 172 247 199">[Preamble]</p> <p data-bbox="107 237 762 670">The faculty of the College of Business (COB) is responsible for the direction and standards for all educational programs. The dean and other administrative officers provide leadership. The staff provides support for all programs. Guided by the Board of Trustees' general instructions for the COB and the standards articulated by AACSB, The International Association for Management Education the faculty is charged with developing and maintaining academic programs of overall high quality. Faculty and staff shall assist the dean in all issues relating to the effective and efficient accomplishment of the unit mission. Unit bylaws are authorized by Sec. 3.3.4 of The <u>Redbook</u>.</p>	<p data-bbox="789 172 814 199">I.</p> <p data-bbox="789 237 1434 500">The purpose of these Bylaws is to establish the organizational structure and governance procedures of the Faculty of the College of Business, hereafter referred to as "COB" or "the College." These Bylaws seek to promote participation in governance and decision-making, the orderly and efficient conduct of business, and a healthy organizational culture and climate.</p>	<p data-bbox="1476 172 1902 232">Replaced "preamble" with <i>Article I. Purpose</i> statement.</p> <p data-bbox="1476 269 1986 500">Any specific matters of faculty governance (e.g., faculty responsibilities) were already covered and/or moved to the appropriate articles within the Bylaws. This was done to eliminate redundancy, improve clarity, and reduce the possibility of internal contradictions.</p>

Section 1. Organization (and Appendix A)	ARTICLE II. Organization	
<p>I.</p> <p>The COB shall be organized into departments, schools or other appropriate subunits. Appended to this document is an organizational chart with administrative position descriptions reflecting the most current organizational structure, which may be changed from time to time with the approval of the University Provost.</p>	<p>II.A</p> <p>A. Organization Structure</p> <ol style="list-style-type: none"> 1. The COB shall be organized into schools, departments, and/or other appropriate subunits. The Dean’s Office shall post to the COB intranet an organizational chart reflecting the current organizational structure. 2. <i>Changes.</i> Changes to the organizational structure may be initiated by the Dean. The Dean must solicit, consider, and report advisory input from the Faculty of affected schools, departments, and/or subunits. Changes must be approved by the University Provost. <p>B. Organization Mission</p> <ol style="list-style-type: none"> 1. The work of the COB shall be guided by its Mission Document and Vision Document. The Dean’s Office shall post to the COB website its Mission Document and Vision Document. 2. <i>Changes.</i> Changes to the Mission Document and/or Vision Document may be initiated by faculty member(s) or the Dean. Any changes must be presented to and approved by a majority vote of COB Faculty and by the Dean before they are adopted. 	<ol style="list-style-type: none"> 1. Removed the Organizational Chart as an Appendix A to the Bylaws. This gives the Dean more flexibility to make changes as needed, but still provides for necessary transparency. 2. Clarified procedures for changing the organizational structure. Recognized faculty governance by requiring a vote of the affected Faculty. 3. Added information about the organization Mission. Specifically, the prior Bylaws had the Mission and Vision Statements detailed in an Appendix. But there was no reference in the Bylaws themselves to the Mission. This clarification stipulates the role of the Mission and Vision statement. Further, by separating the Mission and Vision statements from the Bylaws, we provide the College with more flexibility to make changes, but still provide necessary transparency by requiring they be publicly posted. We also identified procedures for how any changes will be made to the Mission and Vision statements along with the role of faculty governance in making those changes. 4. Struck Appendix A from Bylaws

Section 2. Membership	ARTICLE III. Membership	
<p>2.A</p> <p>A. The College of Business Faculty shall consist of personnel in the College of Business who have probationary and tenured appointments as authorized by <i>The Redbook</i> pursuant to Sections 4.1.1.B and 4.1.1.C.</p>	<p>III.A</p> <p>A. Participating Faculty</p> <ol style="list-style-type: none"> 1. <i>Definition.</i> The Association to Advance Collegiate Schools of Business (AACSB, the College’s accreditation body) defines Participating Faculty as those members who participate actively and fully in the College’s intellectual and operational work beyond their direct teaching functions. 2. <i>Membership.</i> Participating Faculty include individuals with specific appointments to the College of Business on a full-time basis: <ol style="list-style-type: none"> a. Tenured Faculty. Personnel who have tenured appointments, pursuant to Section 4.1.1.C of <i>The Redbook</i>. b. Probationary Faculty. Personnel who have tenure-eligible appointments, pursuant to Section 4.1.1.B of <i>The Redbook</i>. c. Term Faculty. Personnel who have non-tenure-eligible, renewable appointments, pursuant to Section 4.1.1.A of <i>The Redbook</i>. d. Primary Joint-Appointed Faculty. Tenured, Probationary, or Term faculty members appointed to two or more departments or units at the University of Louisville, when the primary-designated appointment is in the COB, pursuant to Section 4.1.4 of <i>The Redbook</i>. 	<p>This is one of the key changes in the Bylaws revision. Under the 2012 Bylaws, only Tenured and Probationary faculty held faculty status. The revision now includes Term faculty as COB Faculty (with some restrictions).</p> <ol style="list-style-type: none"> 1. We used AACSB definitions of “Participating” and “Supporting” faculty to frame categories of faculty member types. All participating faculty have faculty status and are included in “COB Faculty.” 2. We added clarification on Joint Appointed faculty, with individuals only considered Participating if they have their primary appointment(s) in COB.
	<p>III.A.3</p> <ol style="list-style-type: none"> 3. <i>Rights.</i> Participating Faculty shall have voting rights, except as stipulated below: 	<p>We added clarification of voting rights for broad categories of faculty. This puts voting rights as a top-level stipulation</p>

	<p>Tenured Faculty only shall have responsibility for matters related to tenure, including pre-tenure and tenure reviews of Probationary Faculty, recommendations for granting (or denial) of tenure, and the periodic career review of Tenured Faculty. Probationary Faculty and Term Faculty shall not have voting rights on matters of tenure, including but not limited to, standards for tenure, voting on individual tenure cases, voting on promotion for tenured faculty members, and/or periodic career reviews of tenured faculty members.</p>	<p>instead of adding it throughout the Bylaws and/or Personnel Document.</p> <p>We added a clear statement that all Participating Faculty have voting rights, with the exception that Term and Probationary faculty do not have voting rights related to Tenure.</p> <p>The clarification of Participating Faculty voting rights is significant because it sets the “default” to having voting rights for Term faculty.</p>
<p>2.B Membership</p> <p>B. Term Faculty shall consist of all personnel in the College of Business who are appointed on non-tenure track, full-time contracts, pursuant to Section 4.1.1.A.2. of <i>The Redbook</i>.</p> <p>C. Part-time Faculty shall consist of personnel in the College of Business hired to teach a specific course or courses on a non-full time, non-tenure track basis pursuant to Section 4.1.2.of <i>The Redbook</i>.</p> <p>D. Adjunct Faculty shall consist of personnel in the College of Business hired to teach a specific course or courses on a non-full time, non-tenure track basis and shall have position of equal rank external to the College of Business and equal qualifications of probationary and tenured faculty of the College of Business pursuant to Section 4.1.2 of <i>The Redbook</i>..</p> <p>E. Emeritus Faculty shall consist of those retired tenured College of Business Faculty given emeritus appointment by the Board of Trustees upon the recommendation of the school, dean, and the president of the university, in recognition of distinguished contributions to the</p>	<p>III.B</p> <p>B. Supporting Faculty</p> <ol style="list-style-type: none"> 1. <i>Definition.</i> AACSB defines Supporting Faculty as those individuals who do not normally participate in the intellectual or operational life of the school beyond direct performance of teaching duties. Supporting Faculty include personnel whose commitment to the College is limited to direct performance of teaching responsibilities, contractually assigned duties, and/or other contributions of a restricted scope or time period. 2. <i>Membership.</i> Supporting Faculty includes those individuals with contingent or special appointments to the College of Business, pursuant to Sections 4.1.2, 4.1.3, and 4.1.4 of <i>The Redbook</i>: <ol style="list-style-type: none"> a. Adjunct Faculty. Individuals hired to teach a specific course or courses for a designated contract period, regardless of full-time or part-time employment status. b. Secondary Joint-Appointed Faculty. Tenured, Probationary, or Term faculty members appointed to two or more 	<p>Classified additional faculty roles as “Supporting Faculty.” Tweaked descriptions to be parallel with Participating Faculty. Made the following changes.</p> <p>From Old Bylaws (changes/deletions)</p> <ol style="list-style-type: none"> 1. [2.B.C] Part-Time Faculty. Differentiated between part-time and adjunct faculty. Clarified that part-time faculty refer to part-time (<0.8 FTE) Tenured and Term faculty. See [g] 2. [2.B.D] Clarified role of adjunct faculty. Removed inaccurate language that adjunct faculty must have “equal qualifications” to Probationary and Tenured faculty. 3. [2.B.E] Clarified definition of Emeriti faculty. Cover procedures for appointment of Emeritus status in the Personnel Document. 4. [2.B.F] Endowed Chairs and Named Professors have been struck. Procedures for their appointment are contained in the Personnel Document. All Endowed Chairs/Named

<p>college and the university pursuant to Section 4.1.3 of <i>The Redbook</i>.</p> <p>F. Endowed Chairs or Named Professors shall consist of specific College of Business Faculty members who have probationary or tenured appointments or personnel who have term appointments pursuant to 2.A. and 2.B. of these Bylaws and who have received special recognition.</p> <p>G. Executives in Residence or Entrepreneurs in Residence, College of Business working titles, shall consist of term or part-time faculty so named at the time of appointment or contract renewal.</p> <p>H. Program Faculty shall consist of College of Business Faculty (Par 2.A) whose responsibilities include teaching assignments in a particular academic program housed in the College of Business. Teaching assignments in a particular program do not limit voting rights in other programs with the exception of undergraduate majors. Programs change as the structure of the College changes. Current programs, for example, include, but are not limited to: the undergraduate program, MBA programs, and the PhD in Entrepreneurship in the College of Business.</p> <p>[...] see below.</p> <p>J. Staff includes professional and administrative as well as classified staff. Staff members are encouraged to participate in all school activities. Staff members will be represented on all appropriate committees.</p>	<p>departments or units at the University of Louisville, when less than half of the appointment is inside the COB.</p> <p>c. Associate Faculty. Individuals with a primary faculty appointment at University of Louisville, in a unit other than the COB, who are appointed to contribute in a limited capacity in the teaching, research, and/or service mission of the COB.</p> <p>d. Gratis Faculty. Individuals appointed to an unpaid position to support the teaching, research, and/or service mission of the COB.</p> <p>e. Visiting Faculty or Visiting Scholars. Individuals invited to COB for a specified period of time to contribute to the teaching, research, and/or service mission of the COB. Visiting appointments may be paid or unpaid.</p> <p>f. Post-Doctoral Fellows. Individuals with a doctoral degree who are hired into a limited term position that carries expectations for research and/or teaching, and in which duties are performed under close supervision and mentorship of a designated COB faculty member. Post-Doctoral Fellow positions shall be granted on one-year contracts and are renewable for a maximum of five years.</p> <p>g. Part-Time Faculty. Individuals, whether tenured or term, with less than a 0.8 FTE appointment.</p> <p>h. Phased Retirement Faculty. Individuals who previously had been full-time faculty members (tenured or term) and who have</p>	<p>Professors have a base faculty appointment (Tenured, Probationary, Term). So this is redundant.</p> <p>5. [2.B.G] Executives-in-Residence and Entrepreneurs-in-Residence have been struck. As working titles, these individuals have a base faculty appointment (usually Term). So this is redundant.</p> <p>6. [2.B.H] Program Faculty has been struck. This is a designation of which programs faculty members teach in. All Program faculty members have a base faculty appointment. So this is redundant.</p> <p>7. [2.B.J] Staff has been struck. Staff members are not faculty.</p> <p>Within Revised Bylaws (additions)</p> <p>8. Secondary-Joint Appointed Faculty</p> <p>9. Associate Faculty</p> <p>10. Gratis Faculty</p> <p>11. Visiting Faculty/Visiting Scholars</p> <p>12. Post-Doctoral Fellows</p> <p>13. Phased Retirement Faculty</p> <p>Added these faculty types to the list of Supporting Faculty. They were added to provide clarification of various types of appointments that are made (or could be made) in the COB.</p>
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	<p>entered into a formal phased retirement agreement.</p> <p>i. Emeriti Faculty. Individuals who have retired from the COB and have been granted the honorary status of emeritus and who may make continued contributions to the teaching, research, and/or service mission of the COB on either a volunteer or contract basis.</p>	
	<p>III.B.3</p> <p>3. <i>Rights</i>. Supporting Faculty generally shall not have voting rights. However, exceptions may be granted on a case-by-case basis. In such instances, voting rights should be both limited in scope (i.e., only those rights necessary for fulfillment of duties) and approved by appropriate parties (e.g., program directors, department faculty, department chair, dean’s office). In no case shall a Supporting Faculty member have rights to vote on the Bylaws or Personnel Document. In cases of approved exceptions, specific voting rights must be documented in writing and provided to the individual, the individual’s respective Department Chair and/or Program Director(s), and kept on file in the Dean’s Office.</p>	<ol style="list-style-type: none"> 1. Stipulated that Supporting Faculty do not have voting rights. 2. Provided an exception to add limited voting rights for Supporting Faculty on a case-by-case basis, including a process for how to determine and document those rights. This exception is important as there can be instances in which a supporting faculty member may need rights to complete their duties (e.g., a part-time faculty member who serves as a certificate director needs the rights to vote on the curriculum).
<p>2.I</p> <p>I. Unless otherwise noted, College of Business Faculty in this document includes only personnel described in Paragraph 2. A.</p>	<p>III.C</p> <p>C. In these Bylaws, the term “COB Faculty” refers to Participating Faculty described in Paragraphs III.A.2.a, III.A.2.b., III.A.2.c, and III.A.2.d. Additionally, “COB Faculty” shall include individual faculty members with exceptions provided per Section III.B.3, but only for matters explicitly outlined in their exception documentation.</p>	<p>Provided clarification that Tenured, Probationary, and Term faculty are COB Faculty in all instances.</p> <p>Provided clarification that COB Faculty also includes (only were applicable and explicitly stipulated) individual Supporting Faculty members with a documented exception.</p>

Section 3. Faculty Governance Franchise	ARTICLE VII. Faculty Responsibilities and Governance	
<p>3.A</p> <p>A. College of Business Faculty (probationary and tenured) Responsibility.</p> <p>Except for those areas enumerated below, or as specifically provided elsewhere, the College of Business Faculty shall share general responsibility for determining policy of the College of Business.</p> <ol style="list-style-type: none"> 1. The College of Business Faculty as described in Paragraph 2.A shall have responsibility for the recommendation for selection, retention, reappointment, promotion, tenure, and periodic career review or contract review of College of Business Faculty and Term Faculty. 2. The Dean of the College of Business, in consultation with the chairman, director, or administrator of the appropriate department and other appropriate faculty committees, shall have responsibility for the appointment of Part-Time, and Adjunct Faculty, at rank commensurate with education and experience, pursuant to the College of Business Personnel Document. 3. The College of Business Faculty and Term Faculty shall have responsibility for curriculum; admissions policies; and academic standards for retention, advancement, and graduation of students. 4. In matters requiring a vote, all College of Business Faculty (including those on sabbatical leave or leave of absence) and term faculty shall have one vote. Faculty having joint appointments within the COB, but whose primary appointment is in another unit will not have voting rights; however, their opinions and recommendations will be considered. 	<p>[NOTE: See VII.A in Section 8 below]</p> <p>VII.B</p> <p>B. <i>Faculty Governance.</i> Except for those areas enumerated below, or as specifically provided elsewhere, COB Faculty shall share general responsibility for developing and maintaining high-quality academic programs, for making determinations of faculty status, for participating in shaping the policy of the College, and for making positive contributions to the effective and efficient accomplishment of the College mission. Specifically:</p> <ol style="list-style-type: none"> 1. COB Faculty shall have responsibility for curriculum; admissions policies; and academic standards for retention, advancement, and graduation of students. 2. COB Faculty shall have responsibility for faculty status and related matters—including making recommendations for appointment, reappointment, promotion, and review of Faculty and Supporting Faculty, as specified in the COB Bylaws and the COB Personnel Document. 3. Tenured Faculty (<i>not</i> Term Faculty or Probationary Faculty) shall have responsibility for all matters related to tenure, including pre-tenure and tenure reviews of Probationary Faculty, recommendations for granting or denial of tenure, and the periodic career review of Tenured Faculty. 4. COB Faculty shall have responsibility for providing advisory input on benchmark standards for performance in research, teaching, and service. 	<p>Changes in this section were made to adjust to the inclusion of Term faculty within COB Faculty governance.</p> <p>From Old Bylaws (Changes/Deletions)</p> <p>3.A/ VII.B – Replaced Probationary and Tenured with COB Faculty to reflect new definition of COB Faculty. Broadened scope of faculty governance to also include academic programs, faculty status, and effective/efficient accomplishment of the Mission.</p> <p>3.A.1 and 3.A.2/VII.B.2 – Clarified COB Faculty’s role in faculty status, stipulating that they follow the COB Personnel Document procedures.</p> <p>3.A.3/VII.B.1 – No change</p> <p>3.A.4 – Struck. Voting rights were stipulated in Article III.</p> <p>3.A.5 – Struck. Standing committees are covered in Article VI. Redundant</p> <p>Revised Bylaws (Additions)</p> <p>VII.B.3 – Stipulated that Tenured faculty will have responsibility for all faculty governance matters related to tenure.</p> <p>VII.B.4 – Added that COB Faculty will have responsibility for participating in setting standards for performance.</p>

<p>5. Committee appointments are defined in Section 6 of these Bylaws</p>		
<p>3.B B. Term and Part-time Faculty</p> <ol style="list-style-type: none"> 1. Term faculty may not vote on personnel matters but may vote on non-personnel matters, including but not exclusively, curriculum matters; admissions policies; and academic standards for retention, advancement, and graduation of students.. 2. Part-time faculty normally do not have formal voting rights but are encouraged to participate in all activities important to the College of Business as their opinions and recommendations will be considered. 	<p>N/A</p>	<p>3.B.1 – Struck. Term Faculty have faculty status, so this section is no longer needed, as they are included in the main section of Faculty Governance.</p> <p>3.B.2 – Struck. Part-time Faculty have been classified as Supporting Faculty and rights/responsibilities are outlined elsewhere.</p>

Section 4. Meetings	ARTICLE IV. Meetings	
<p>4.</p> <p>There must be at least one meeting of the College of Business faculty each semester of the academic year. Other college faculty meetings may be called by the dean (or designated representative) or at the written request of at least one-fourth of the members of the faculty. A quorum must be present to conduct any official business of the COB. A quorum shall consist of one-half the members of the probationary, tenured, and term faculty. Unless otherwise specified, a majority vote of the faculty means a majority of a quorum.</p> <p>One week prior to all faculty meetings, a preliminary agenda will be provided to all faculty. Minutes of each faculty meeting including notice of all actions taken will be emailed to all faculty, staff,, student organizations, the Provost, and others as directed by <u>The Redbook</u> (Sec. 3.3.3) and must be posted on the Intranet within 14 days for review. Minutes of each meeting will be approved at the following faculty meeting.</p>	<p>IV.</p> <p>A. Meetings</p> <ol style="list-style-type: none"> 1. The Dean must convene the Faculty for at least one meeting each semester of the academic year. The Dean (or designated representative) may at any time call additional meetings. The Dean shall be required to call a meeting upon written request of at least 10 COB Faculty members. Meetings shall be scheduled within 14 calendars days or at a mutually agreed upon date. 2. For matters in which only a subset of COB Faculty are eligible to vote, the Dean shall be required to call a special meeting upon written request of at least one-fourth of the voting-eligible faculty members. Meetings shall be scheduled within 14 calendars days or at a mutually agreed upon date. 3. School and Department Faculty must convene for at least one meeting each semester of the academic year. The Director and/or Chair may at any time call additional meetings. The Director and/or Chair shall be required to call a meeting upon the written request of at least 3 members of respective School or Department Faculty. Meetings shall be scheduled within 14 calendars days or at a mutually agreed upon date. 4. Meetings will be guided by the current edition of Robert's Rules of Order as modified by the College. <p>B. Voting</p> <ol style="list-style-type: none"> 1. A quorum must be present, to conduct any official business. A quorum shall consist of at least one-half of the members of the Faculty 	<p>Added much more clarity and guidelines to the rules on meetings. Significant changes include:</p> <p>A.1.3 Added that School/Department meetings are also required.</p> <p>A.1.4 Stipulated that meetings will follow Robert’s Rules of Order.</p> <p>B.1 Added new rules/clarification of quorum, especially in light of online meeting technology</p> <p>B.2 Added clarity about proxy voting</p> <p>B.3 Added clarity about mode of voting</p> <p>B.4 Added clarity about who has voting rights, noting clarifications regarding faculty on leave</p>

being in attendance, either in person or online. Unless otherwise specified, a majority vote of the Faculty means a majority of a quorum.

2. Any COB Faculty members who are unable to attend a meeting retain the right to vote on motions by providing their proxy for another faculty member to vote in their stead. Assignment of a proxy must be in writing and copied to the faculty member's Department Chair at least one hour prior to voting.
3. Voting may be conducted by voice vote, show of hands, or confidential ballot (paper or electronic). As a general rule, the simplest voting format shall prevail. On matters that are more sensitive or potentially contentious, voting should be conducted by ballot.
4. In matters requiring a vote of the Faculty, and except where specifically provided elsewhere, all eligible Faculty members shall have one vote. Clarifications are noted below.
 - a. Faculty members on sabbatical leave, parental leave, or family medical leave shall retain their vote.
 - b. Faculty members on personal leave or entrepreneurial leave of absence shall not have a vote for the period of their leave.

C. Documentation

1. The Dean's Office (or its designee) shall be responsible for documenting Faculty meetings and all actions taken.
2. For regularly scheduled Faculty meetings, a preliminary agenda shall be distributed to all members of the COB Faculty at least 7 days prior.

	<ol style="list-style-type: none"><li data-bbox="842 134 1430 228">3. In the case of emergency faculty meetings, an agenda shall be distributed as soon as reasonably practicable.<li data-bbox="842 269 1440 431">4. Draft minutes of faculty meetings shall be distributed within 14 days of each meeting for review and correction or clarification. Meeting minutes will be approved at the next COB Faculty meeting.<li data-bbox="842 472 1419 529">5. Approved minutes will be posted to the COB Intranet.	
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Section 5. College Officers (and Appendix B-2)	ARTICLE V. College Officers	
<p>5. College Officers</p> <p>The officers of the college are the dean, associate dean(s), assistant dean(s), department chairs and the director of the School of Accountancy. (Hereafter the term “department chairs” includes the director of the School of Accountancy.) Those officers, designated as administrators under The Redbook, are appointed by the Board of Trustees and serve at the pleasure of the Board. The dean is appointed as described in The Redbook. The dean shall recommend to the University Provost all other officers for appointment after consultation with appropriate faculty groups as required by <u>The Redbook</u>.</p> <p>Current job descriptions, which may be changed from time to time with the approval of the University Provost, are appended to this document. The associate dean(s) and assistant dean(s) will serve for a period mutually agreed to with the dean. The department chairs will serve terms as specified in The Redbook.</p>	<p>V.</p> <p>The Dean and other College Officers provide leadership to College, as described below.</p> <p>A. Dean</p> <ol style="list-style-type: none"> 1. <i>Duties.</i> The Dean shall be the chief executive and academic officer of the College. The Dean provides leadership and has ultimate accountability for the College’s fulfillment of its mission. The Dean’s primary duties include setting the College’s strategic direction within the bounds of the COB Faculty-approved Mission Document and Vision Document; managing the College in efforts to retain AACSB accreditation; managing the College’s budget; developing the College’s resources through securing internal university resources and external fundraising; recruiting, developing, and retaining faculty and staff; providing an annual evaluation of College Officers and Center Directors; setting the tone and direction for the College’s Board of Advisors; and representing the College to internal University and external business communities, regionally, nationally and internationally. 2. <i>Appointment.</i> The Dean is appointed as described in <i>The Redbook</i> and serves at the pleasure of the President and the Board of Trustees. 3. <i>Reporting.</i> The Dean reports directly to the University Provost and Vice President for Academic Affairs, through whom the Dean shall be responsible to the President for the administration of the College. 	<p>Removed the job descriptions of the Dean and College Officers from an Appendix in the Bylaws. By separating them this way, we provide the Dean with more flexibility to make changes to officer structure, but still provide necessary transparency by requiring the positions and duties be available.</p> <p>Added the Dean’s job description/duties in the Bylaws. Added additional standards for appointment, reporting, and review.</p>

	<p>4. <i>Review.</i> The Dean shall be subject to review per <i>The Redbook.</i></p>	
	<p>V.B</p> <p>B. Officers</p> <ol style="list-style-type: none"> 1. <i>Membership.</i> In addition to the Dean, the College Officers include associate dean(s), assistant dean(s), school director(s), and department chair(s). <ol style="list-style-type: none"> a. Faculty Officers shall have Dual Appointments as stipulated by section 4.1.4 of <i>The Redbook</i> and shall be classified as Faculty with Administrative Functions per Section 2.3.1.B of <i>The Redbook.</i> b. Staff Officers without a faculty appointment shall be classified as Staff with Administrative Functions per Section 2.3.1.C of <i>The Redbook.</i> Staff Officers are not faculty and shall not have voting rights. 2. <i>Positions and Duties.</i> The College Officer titles, descriptions, duties, and reporting relationships are set by the Dean. The Dean’s Office shall post to the COB intranet a current listing of Officers and the primary responsibilities of each. 3. <i>Appointment.</i> The Dean shall recommend to the University Provost all Officers for (re)appointment after consultation with appropriate faculty groups as required by <i>The Redbook</i> and <i>COB Personnel Document.</i> Officers will serve for a period mutually agreed to with the Dean. Officers must receive approval of their appointments from the Board of Trustees and serve at the pleasure of the Dean and the Board of Trustees. 4. <i>Reporting.</i> Officers shall report to the Dean or to the Dean’s designee. The reporting 	<p>Provided clarification/correction that faculty members with administrative/officer positions shall have “Dual Appointments” per the Redbook.</p> <p>Provided clarification that administrative/officer positions held by individuals without faculty status are not faculty and do not have faculty voting rights.</p> <p>Added additional standards for appointment, reporting, and review.</p> <p>Struck Appendix B-2</p>

	<p>relationship between the Dean and Faculty Officers shall be limited to administrative responsibilities.</p> <p>5. <i>Review.</i> College Officers are subject to review per <i>The Redbook</i>. The Dean shall conduct a periodic review of College Officers at least every five years. The review shall include feedback from Faculty, other Officers, and staff.</p>	
<p>Section 6. Standing Committees and Section 7. Other Committees</p>	<p>ARTICLE VI. Committees</p>	
<p>6 Standing Committees</p> <p>The COB shall have three standing committees. The faculty will elect the members of the committees as specified below:</p> <p>a. Personnel. The composition, duties and election of the Personnel Committee are delineated in the COB Personnel Document.</p> <p>b. Performance Review Committee. The composition, duties and election of the Performance Review Committee are delineated in the COB Personnel Document. A faculty member may not serve concurrently on the Personnel Committee, the University Faculty Grievance Committee, and the Performance Review Committee.</p> <p>c. Undergraduate Studies Committee. The Undergraduate Studies Committee is responsible for overseeing the undergraduate core curriculum and undergraduate academic standards. Voting membership shall be comprised of one elected faculty representative from each department that teaches undergraduate core courses. Ex officio (non-voting) members will include the Assistant Dean for Advising, an undergraduate student representative, and an Undergraduate advisor. The</p>	<p>VI.A</p> <p>A. For the efficient functioning of the College, faculty governance shall be facilitated through designated committees.</p> <p>1. <i>Standing Committees.</i> The College has the following standing committees:</p> <p>a. Personnel Committee (PC) has primary responsibility for advising the Dean on all matters related to faculty status (tenure, promotion, endowed chair appointments, advanced rank at time of hire) and review of faculty performance. The composition, duties and election of the Personnel Committee are delineated in the COB Personnel Document.</p> <p>b. Performance Review Committee (PRC) has primary responsibility for overseeing annual faculty performance reviews, including ensuring fairness of annual reviews, managing appeals, and setting annual workloads. The composition, duties and election of</p>	<p>VI.A Designated the purpose of committees</p> <p>Added a description of the scope of control for each committee and its selection of members.</p> <p>Added the Research Committee as a standing committee.</p> <p>Added the requirement that the Committee membership list be posted to the Intranet for the sake of transparency.</p> <p>Combined Standing Committees and Committees into a single Article.</p>

Associate Dean for Undergraduate Programs will chair the Committee and only vote to break ties.

7. Other Committees

The COB faculty, by majority vote, or the Dean may create other ad hoc committees.

the Performance Review Committee are delineated in the COB Personnel Document.

- c. Research Committee (RC) has primary responsibility for activities and initiatives that enhance the quality and output of research of the College. The RC shall be composed of one Tenured faculty representative from each School or Department that has Tenured and/or Probationary faculty members. The Tenured and Probationary faculty of each eligible School or Department shall elect their representative. Representatives shall serve for two-year terms, which are renewable.

- d. Undergraduate Studies Committee (UGSC) has primary responsibility for overseeing the undergraduate core curriculum and undergraduate academic standards. Voting membership shall include one elected faculty representative from each department offering undergraduate core courses. Representatives shall serve for two-year terms, which are renewable.

Ex-officio (non-voting) members will include a senior leader from Undergraduate Academic Services, an Undergraduate advisor, and an undergraduate student representative. The Associate Dean for Undergraduate Programs (or other Faculty Officer designated by the Dean) will chair the UGSC and only vote to break ties.

	<p>2. <i>Other Committees.</i> The COB Faculty by majority vote or the Dean may create other ad hoc committees. The Dean’s Office shall post to the COB intranet a complete list of all committees and the current membership of each.</p>	
	<p>VI.B B. Committee Membership</p> <ol style="list-style-type: none"> 1. Except where specifically provided elsewhere, all Participating Faculty members shall be eligible to serve as a representative on committees at their respective Department/School, College, and University levels. 2. To reduce conflicts of interest, a faculty member may not serve concurrently on two or more of the following: Personnel Committee, Performance Review Committee, and University Faculty Grievance Committee. 3. Except where specifically provided elsewhere, all Participating Faculty members shall have a vote on representatives to committees, at their respective Department/School, College, and University levels. 4. Elected and/or appointed members to Departmental, College, and University committees may be removed or replaced for non-performance of duties or for reasonable concern that the faculty member is unable or unwilling to represent the College’s interests. Removal must be supported by a two-thirds vote of the respective Department or College faculty. 	<p>Additions</p> <p>VI.B.1 Provided additional clarification on eligibility to serve on committees.</p> <p>VI.B.2 Moved stipulation about individuals not serving on multiple personnel-focused committees from the description of the Performance Review Committee to increase clarity and ease of finding that rule.</p> <p>VI.B.3 Provided clarification on who can vote on committee members</p> <p>VI.B.4 Added additional procedure for removal of faculty members from committee</p>

Section 8. Faculty	ARTICLE VII. Faculty Responsibilities and Governance (Part 2)	
<p>8 Faculty</p> <p>Faculty rank carries with it a duty to interact responsibly with students and colleagues, an expectation of professional competence and behavior, a respect for the learning process, and a commitment to the university and college. Faculty members shall participate in the work of the college.</p>	<p>VII.A</p> <p>A. <i>Responsibilities.</i> For Participating and Supporting Faculty alike, faculty rank carries with it a duty to interact civilly and responsibly with students and colleagues, an expectation of professional competence and behavior, a respect for the learning process, and a commitment to the College and University.</p> <ol style="list-style-type: none"> 1. Participating Faculty shall engage actively in the work of the College. They are expected to attend and participate in College and Department meetings. They are expected to serve on University, College, and/or Department committees for the purpose of completing the work of the College. 2. Supporting Faculty have the right to attend College and Department meetings, but are not required to do so. 	<p>Faculty Responsibilities and Governance were in two separate sections. Incorporated this section into Article VII.</p> <p>Imported Paragraph 1 from Section 8 to Section VII.A Responsibilities.</p> <p>(Moved Paragraph 2 to Section VII.B)</p> <p><i>Addition</i></p> <p>VII.A.1 and VII.A.2 – Provided a high-level summary of expectations for Participating and Supporting faculty (with Supporting Faculty expectations being informed by 3.B.2 from old Bylaws)</p>

Section 9. Amendments and Section 10. Adoption	ARTICLE VIII. Amendments	
<p>9 Amendments</p> <p>Amendments to the COB bylaws may be made by a majority vote of the COB faculty at a duly called faculty meeting. Amendments are effective after approval by the Board of Trustees. A copy of any proposed amendment must be made available to each member of the faculty at least five days before the meeting at which it is first considered.</p> <p>10. Adoption</p> <p>These bylaws shall become effective when approved by a majority vote of the COB faculty after consideration at a regularly scheduled meeting and after approval by the Board of Trustees</p>	<p>VIII.</p> <p>Amendments to the Bylaws may be proposed by any standing or ad hoc committee. Amendments may also be proposed by an individual faculty member if the proposed amendment is endorsed by 8 or more members of the COB Faculty. Amendments will be considered at the next regularly scheduled meeting of the COB Faculty. The committee or individual presenting the amendment must distribute the amendment and any supporting documentation to all COB Faculty at least one week before the meeting at which it is to be considered.</p> <p>Amendments to the Bylaws require a two-thirds majority vote of COB Faculty to pass. The Dean's Office must submit amended Bylaws for University approval within 14 calendar days of Faculty vote. Amendments are effective after approval by the Board of Trustees.</p>	<p>Combined Sections 9 and 10 into a single Article.</p> <p>Provided more information on who can propose and by what procedure</p> <p>Changed standard for Bylaws change from simple majority to 2/3 majority</p> <p>Added a stipulation of when Bylaws changes must be filed for University approval.</p>
<p>Appendix A [Mission and Vision Statements]</p>	<p>N/A</p>	<p>Struck from Bylaws per description above (Section 1/Article II)</p>
<p>Appendix B-2 [Job Descriptions of Assistant/Associate Deans]</p>	<p>N/A</p>	<p>Struck from Bylaws per description above (Section 5/Article V)</p>