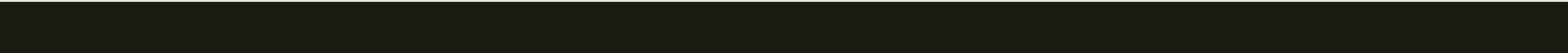




UNIT DOCUMENT REVISIONS TO ADDRESS HB 4



REDBOOK and Bylaws committee of the Faculty Senate



Expedited review process to address HB 4



Units edit documents with Faculty input



Units send revisions to the University appropriate workgroup to address HB 4



University workgroup sends to the REDBOOK and Bylaws committee of the Faculty Senate



REDBOOK and Bylaws committee presents to Faculty Senate



Faculty Senate program coordinator sends to the BOT HB4 *Ad Hoc* Committee



The BOT HB4 *Ad Hoc* Committee presents to the Board of Trustees in the June 2025 meeting



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B. Standing Committees

The Faculty shall have the power to create or dissolve standing committees of the Faculty of the College. The standing committees of the College are currently Curriculum, DiversityInclusive Excellence & Climate, Honors and Scholarships, Planning and Budget, Policy Review, Research and Professional Development, Standards and Admissions, and Technology. The decision to create or dissolve a standing committee requires a favorable vote of two-thirds of the Faculty. Upon the request of a voting member of the Faculty, a paper ballot may be utilized. The charge, method of selecting members, and terms of office for each standing committee must be approved by the Faculty by majority vote. The Dean and the Faculty Advisory Council shall maintain a list of standing committees, their charges, methods of selecting members, and terms of office. Each committee is responsible for keeping and storing meeting minutes, and annually reviewing its charge and proposing changes, when needed, to the Policy Review Committee, Faculty Advisory Council, and/or the Committee on Committees. In the instance where an elected committee member can no longer serve, it is the responsibility of the home department to vote on a replacement and submit the nominee for a faculty-wide vote. The vote(s) can be conducted by an electronic survey.

2. Diversity Inclusive Excellence and Climate Committee

a. Charge

(i) To work with the College's Director of Diversity leadership and Inclusion relevant compliance officers to address faculty, staff, and student concerns and facilitate action on equity issues, issues related to climate, access, and engagement (e.g., recruitment and retention challenges, sense of diverse faculty, staff belonging, and students support structures).

(ii). To facilitate the development of priorities and procedures regarding issues of diversity, related to inclusive and effective educational practices (e.g., curricular development and multicultural issues curriculum review, student success strategies, and culturally responsive instruction), consistent with applicable laws and accreditation standards.

(iii). To recommend allocation of funds College-level resources to improve the College's instructional status regarding issues of diversity support efforts that enhance teaching, learning, and inclusion campus climate in ways that promote student success and faculty/staff development..

(iv). To encourage activities within the College that will lead to additional resources from the support the pursuit of University related to issues of diversity and inclusion resources aligned with legally permissible goals such as universal design, instructional quality, and compliance with Title VI, Title IX, and ADA requirements.

(v). To facilitate the identification and securing of resources from outside the University which will help address issues of diversity in external resources that support inclusive and effective teaching, research, and service, in accordance with all relevant laws and institutional policies.

(v)-(vi). To facilitate the recognition of faculty and staff through the coordination of award nominations and honorifics together with the Faculty Advisory Council, the Research and Professional Development Committees, and other related committees or workgroups.

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2. Inclusive Excellence and Climate Committee

a. Charge

- (i) To work with the College's leadership and relevant compliance officers to address faculty, staff, and student concerns and facilitate action on issues related to climate, access, and engagement (e.g., recruitment and retention challenges, sense of belonging, and support structures).
- (ii). To facilitate the development of priorities and procedures related to inclusive and effective educational practices (e.g., curriculum review, student success strategies, and culturally responsive instruction), consistent with applicable laws and accreditation standards.
- (iii). To recommend allocation of College-level resources to support efforts that enhance teaching, learning, and campus climate in ways that promote student success and faculty/staff development..
- (iv). To encourage activities within the College that support the pursuit of University resources aligned with legally permissible goals such as universal design, instructional quality, and compliance with Title VI, Title IX, and ADA requirements.
- (v). To facilitate the identification and securing of external resources that support inclusive and effective teaching, research, and service, in accordance with all relevant laws and institutional policies.
- (vi). To facilitate the recognition of faculty and staff through the coordination of award nominations and honorifics together with the Faculty Advisory Council, the Research and Professional Development Committees, and other related committees or workgroups.

Mission Statement of the College of Education and Human Development

The College of Education and Human Development embraces the university's mission as a metropolitan research university committed to advancing the intellectual, cultural, and economic development of our diverse communities and citizens. We promote the highest levels of learning and social, emotional, and physical health and well-being for all children, individuals, and families. Our programs enhance the organizations and communities in which our citizens grow and develop.

Our mission is to advance knowledge and understanding across our disciplines and constituencies and to develop educational leaders who will inform policy, improve practice, strengthen communities, and address pressing social concerns. We prepare students to be exemplary professional practitioners and scholars; to generate, use, and disseminate knowledge about teaching, learning, health promotion, disease prevention, and leadership in public and private sector organizations; and to collaborate with others to solve critical human problems in a **diverse** global community. We seek to continually improve the quality of life for all in our metropolitan community, the Commonwealth of Kentucky, and the nation.

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General Responsibilities of the Dean

The Dean of the College reports directly to the Provost and will:

- Lead the College in furthering the values, mission, and goals of the University and the College.
- Ensure the timely development and implementation of appropriate priorities and policies for the College, as well as strategic plans that are both visionary and pragmatic.
- Lead and strengthen the already dynamic partnerships with Jefferson County Public Schools, the surrounding Ohio Valley Education Cooperative, Northern Kentucky Cooperative, and other districts across the Commonwealth of Kentucky and State of Indiana.
- Sustain accreditations to ensure the College maintains quality programs consistent with other nationally prominent universities.
- Recruit, mentor, and retain exemplary faculty, staff and students with special emphasis on diversity and inclusion global learning, and international collaboration.
- Sustain a climate in which faculty members excel in scholarly research, teaching, service, and community outreach.
- Lead the development efforts of the College, including personal participation in the cultivation, solicitation, and stewardship of major donors, prospective donors, and alumni.
- Advocate for the College within local, state, and federal agencies and serve as a thought leader on issues of education in each of these settings.
- Work with the departments to ensure that every graduate of the College can meet the needs of his or her respective diverse work environments and that the College's graduates are considered to be among the most coveted teachers, administrators, and professionals.

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ARTICLE VI. Committees.

- A. Law School Committee Membership. Service is an essential component of a law school faculty member's duties. In determining committee assignments for each coming academic year, the Dean's Advisory Committee, after solicitation of preferences from eligible faculty and in consultation with the Dean as a shared responsibility, shall recommend Law School committee assignments to the voting faculty for approval by the last faculty meeting of the current academic year. Assistant and Associate Deans may be nonvoting ex officio members of a faculty committee. Associate Deans with faculty appointments, may be elected as regular, voting members of a faculty committee.
- B. The standing committees shall include: Admissions Committee; the Academic Standards Committee; the Curriculum Committee; the Appointments Committee; the Dean's Advisory Committee; the Diversity, Equity, Inclusion, and Belonging Council Committee on Student Experiences and Inclusive Excellence; the Personnel Committee; and the Law Library Personnel Committee.

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N. ~~Diversity, Equity, Inclusion, and Belonging Council (“DEIB Council”;~~ previously-
~~Diversity Committee)~~Committee on Student Experiences and Inclusive Excellence. The
~~Diversity, Equity, Inclusion, and Belonging Council (“DEIB Council”)~~Committee on
Student Experiences and Inclusive Excellence is advisory to the Dean and includes
faculty, ~~and staff, members as well as at least and~~ six student representatives who are
selected by the SBA, who will apply for membership. The ~~DEIB Council~~Committee on
Student Experiences and Inclusive Excellence will recommend any relevant policy or
process changes regarding student well-being to the Dean who will help facilitate the
appropriate governance actions to implement any new policies or directives. ~~The DEIB~~
~~Council will also work closely with the Assistant Director for Diversity & Community~~
~~Engagement.~~

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N. Committee on Student Experiences and Inclusive Excellence. The Committee on Student Experiences and Inclusive Excellence is advisory to the Dean and includes faculty, staff, and six student representatives who are selected by the SBA. The Committee on Student Experiences and Inclusive Excellence will recommend any relevant policy or process changes regarding student well-being to the Dean who will help facilitate the appropriate governance actions to implement any new policies or directives.

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PREAMBLE

Principles inherent in this document are:

The selection and development of the best-qualified individuals are essential to achieving the desired outcomes established by the COB.

We value and respect ~~diverse viewpoints and cherish~~ vigorous academic debate. Vigorous debate should never infringe on the atmosphere of collegiality important to building a great organization.

~~We value cultural and intellectual diversity.~~

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~~Within the framework of the mission, diversity of intellectual pursuit should be the cornerstone of the faculty. No two faculty members are exactly alike. Each person has different strengths and weaknesses.~~ It is the policy of the COB to build on the strengths of each faculty member and to support improvement in areas of weakness. ~~Although we affirm faculty diversity, some mandates are appropriate.~~

Section 1.2 Selection (Appointment) – Probationary and Permanent Tenure Faculty

A. Recruiting

Once a faculty position is approved, the responsibility for recruitment and selection rests with the appropriate department or school of the COB. The director, chair, or other appropriate administrative officer is responsible for submitting the recruitment plan to the Dean. Faculty members are expected to serve on screening committees and participate in interviews and other recruiting activities. The Dean or an associate dean must interview all candidates. ~~Appropriate efforts shall be made to recruit a diverse faculty.~~

Section 1.4. Selection (Appointment) - Part-time or Adjunct Faculty

A. Recruiting

Part-time and adjunct candidates are to be identified through a review of part-time faculty currently or previously employed by the COB; potential part-time faculty listings maintained on file; recommendations from faculty within the department; a local search or advertisement process or other comparable means. ~~Appropriate efforts shall be made to recruit a diverse faculty.~~

Section A-5 Collaboration with Colleagues and Students

Cooperation and respect for faculty, staff, and students are expected of all members of the College of Business community. The university is an institution that cherishes vigorous academic debate ~~and respects diverse viewpoints~~. The annual evaluation of collaboration with colleagues and students will be reflected in the teaching, research, and service rating categories, as applicable.