Departmental By-Laws
Approved by Senate Faculty 12/9/15 **

I. Voting Rights (per faculty vote in Fall Quarter 2015).

A. All Academic Senate faculty (including recalled emeriti) are enfranchised to discuss and vote on substantial departmental questions (e.g., curriculum, etc.). Emeriti who are not recalled do not vote on substantial departmental questions.

a. In-Residence Full, Associate, and Assistant Professors vote on all personnel actions. Passed by 2/3 majority of all 19900 Faculty (Full, Associate, and Assistant Professors) on 11/30/15 by a secret ballot vote of 13 for, 0 against, 0 abstentions, 1 not voting.

b. Full, Associate, and Assistant Professors (line series) vote on all personnel actions.

i. Actions on Full Professors extended to Associate Professors, passed by 2/3 majority of Full Professors on 12/02/15 by a secret ballot vote of 7 for, 2 against, 0 abstentions, 2 not voting.

ii. Actions on Full Professors extended to Assistant Professors, passed by 2/3 majority of Full and Associate Professors on 12/04/15 by a secret ballot vote of 10 for, 1 against, 0 abstentions, 2 not voting.

iii. Actions on Associate Professors extended to Assistant Professors, passed by 2/3 majority of Full and Associate Professors on 12/07/15 by a secret ballot vote of 13 for, 0 against, 0 abstentions, 0 not voting.

iv. Actions on Assistant Professors extended to Assistant Professors, passed by 2/3 majority of Full and Associate Professors on 12/07/15 by a secret ballot vote of 12 for, 1 against, 0 abstentions, 0 not voting.

v. Actions on Appointments to the Academic Senate extended to Assistant Professors, passed by 2/3 majority of Full and Associate Professors on 12/07/15 by a secret ballot vote of 13 for, 0 against, 0 abstentions, 0 not voting.

c. Lecturers (SOE) and Senior Lecturers (SOE) vote only on personnel actions regarding Lecturers or Senior Lecturers with or without security of employment.

d. Emeriti faculty do not vote on any personnel actions.
II. Voting Procedures.

There are no elected personnel committees.

A. Major Personnel Actions (appointments, promotions, etc.)
   A secret three-member Ad Hoc committee is appointed by the Chair. The candidate may suggest names for the Ad Hoc committee.
   The candidate is given a redacted copy of the Ad Hoc committee report and has the opportunity to make a rebuttal. The candidate may also request redacted copies of evaluation letters.
   The dossier is presented by a designated faculty member at a full department faculty meeting for discussion.
   A secret ballot is distributed by email to all eligible Academic Senate members (see voting rights above).
   Faculty are informed through email that ballot results are available in the departmental office.
   A copy of the Chair’s letter of transmittal is presented to the candidate in order to correct any factual errors before the full dossier is submitted to the Dean’s Office.

B. Minor Personnel Actions (merits, etc.)
   The dossier is presented by a designated faculty member at a full department faculty meeting for discussion.
   A secret ballot is distributed by email to all eligible Academic Senate members (see voting rights above).
   Faculty are informed through email that ballot results are available in the departmental office.
   A copy of the Chair’s letter of transmittal is presented to the candidate in order to correct any factual errors before the full dossier is submitted to the Dean’s Office.

Bylaws approved by a 2/3 majority of those voting on 12/09/15 by a vote of 14 for, 0 against, 0 abstentions, 11 not voting. Ballots were issued to all Academic Senate faculty including those with 0% joint on waiver and recalled emeriti.