Revised: December 2015
Faculty approved by a 2/3 majority in a secret ballot on January 12, 2016 and the vote results were: 19 for, 0 against, 0 abstentions.
Members of the Departmental faculty whose appointment title confers upon them membership in the Academic Senate may vote in Departmental matters as delineated in University of California Faculty Senate Bylaw 55 and as noted in the bylaws below.

I. Voting on Substantial Department Questions:

A. All Senate members vote on substantial department questions. (SB 55(A)(1))

B. Emeritae/i members of the department have the right to receive the same notice of meeting as other Academic Senate members. They have the right of access to materials relevant to those meetings, the privilege of the floor at those meetings, and the right to make their opinions known to the voting members. (SB 55(D)(2)) Emeritae/i who are not recalled do not vote on substantial departmental questions.

C. Recalled Emeritae/i vote on non-personnel departmental questions. (SB 55(D)(3)). Recalled Emeritae/i have not been extended personnel voting rights.

II. Voting on Personnel Actions:

A. All In-Residence faculty in the department vote on personnel actions. Voting privileges follow rank (Assistant, Associate, Full) privileges for each action.

Tenured Faculty extended the vote on all personnel actions to In-Residence faculty in a secret ballot on 11/17/2015 by a vote of 15 for, 0 against, 0 abstentions, 2 not voting.

B. All new Appointments (to any rank) that confer membership in the Academic Senate:
   a. Full and Associate Professors may vote on all new appointments (to any rank).
   b. Assistant Professors may vote on new appointments of Associate and Assistant Professors.

   Full and Associate Professors extended the vote on all personnel actions of Associate Professors to Assistant Professors in a secret ballot on 12/01/2015 by a vote of 10 for, 2 against, 2 abstentions, 2 not voting; Full and Associate Professors extended the vote on all personnel actions of Assistant Professors to Assistant Professors in a secret ballot on 12/01/2015 by a vote of 11 for, 2 against, 1 abstention, 2 not voting.

C. All Senate faculty may vote on:
   a. Non-Reappointment/Terminations of Assistant Titles (end of “8th” year)
   b. 4th Year Appraisals of Assistant Professors

   Full and Associate Professors extended the vote on all personnel actions of Assistant Professors to Assistant Professors in a secret ballot on 12/01/2015 by a vote of 11 for, 2 against, 1 abstention, 2 not voting.

D. All Full and Associate Professors may vote on:
   a. Promotion to Full Professor
   b. Removal of the “Acting” modifier from “Acting Professor”

The Department also treats these Professor merit hurdle steps as Promotions:
   c. Advancement to Professor Step VI
   d. Advancement to Above-Scale
Full Professors extended the vote on all personnel actions of Full Professors to Associate Professors in a secret ballot on 11/20/2015 by a vote of 11 for, 1 against, 1 abstention, 1 not voting.

E. All Senate faculty may vote on:
   a. Promotion to Associate Professor
   b. Removal of the “Acting” modifier from “Acting Associate Professor”

Full and Associate Professors extended the vote on all personnel actions of Associate Professors to Assistant Professors in a secret ballot on 12/01/2015 by a vote of 10 for, 2 against, 2 abstentions, 2 not voting.

F. Merit Increases (Advancement within rank)
   a. Merit votes are delegated to the Standing Personnel Committee, an elected committee consisting of five faculty members who are at the Associate Professor level or above.
      Full Professors: 12 for, 1 against, 0 abstentions, 1 not voting
      Associate Professors: 2 for, 0 against, 0 abstentions, 0 not voting
      Assistant Professors: 3 for, 0 against, 0 abstentions, 0 not voting

The Standing Personnel Committee will review and vote on actions involving ordinary merits. If the committee vote is not unanimous, then the dossier will come to a regular faculty meeting for review by the full faculty. In addition, any faculty member can request that a particular file be considered by the entire department, and all such requests will be honored. In these cases, the dossier will come to a regular faculty meeting for a review.

b. Accelerated merit actions will go to the full faculty for a vote. The same ranks that vote on Promotions to that rank will vote on accelerated merits for that rank. (SB 55(B)(7))
   1. Assistant Professor accelerated merits: Senate Faculty
      Full and Associate Professors extended the vote on all personnel actions of Assistant Professors to Assistant Professors in a secret ballot on 12/01/2015 by a vote of 11 for, 2 against, 1 abstention, 2 not voting.
   2. Associate Professor accelerated merits: Senate Faculty
      Full and Associate Professors extended the vote on all personnel actions of Associate Professors to Assistant Professors in a secret ballot on 12/01/2015 by a vote of 10 for, 2 against, 2 abstentions, 2 not voting.
   3. Full Professor accelerated merits: Full and Associate Professors
      Full Professors extended the vote on all personnel actions of Full Professors to Associate Professors in a secret ballot on 11/20/2015 by a vote of 11 for, 1 against, 1 abstention, 1 not voting.

c. These actions are pre-reviewed as follows:
   1. Accelerated merit actions with Dean’s final approval, e.g., actions not needing CAP review, are pre-reviewed by the Standing Personnel Committee.
   2. Accelerated merit actions that involve skipping a step are pre-reviewed by an ad hoc committee.

G. Personnel Committees:
   a. The Standing Personnel Committee is elected as follows: The Standing Personnel Committee is elected every two years. All eligible faculty are included on a ballot, faculty are asked to select five members, those receiving the most votes are selected. Faculty members selected may request that they not be selected, and if the Chair agrees, the faculty member(s) with the next highest votes is/are selected in their place.
b. Secret ad hoc committees are appointed by the Chair. Ad hoc committees pre-review appointments, promotions and accelerated merits that involve skipping a step.

H. **Five-Year Reviews** are handled by the Standing Personnel Committee.

I. **Non-Senate Academic personnel actions** follow the same review and voting procedures as Senate faculty.

J. **Joint Appointments** without a waiver for personnel actions and all **Split Appointments** follow the review and voting procedures as in A-I.

*Revised Bylaws approved by Senate Faculty in a secret ballot on 01/12/2016 by a vote of 19 for, 0 against, 0 abstentions, 21 not voting. Ballots were issued to all Academic Senate faculty of the Department and recalled Emeritae/i.*