SPH Faculty Bylaws Revisions

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SPH Faculty Bylaws Revisions—Background

> 2022: The Secretary of the Faculty determined the SPH Bylaws did not reflect recent changes to the Faculty Code and Governance (FCG)

> Fall 2023: Faculty Council revised the Bylaws to
  o Align with FCG
  o Expand membership – add 1 at large representative, change program representation
  o Refine executive session definition
  o Add a charge

> Dec 2023–Jan 2024: Faculty feedback on survey

> Jan 2024: Faculty Senate review

> Current version reflects input from SPH faculty and Faculty Senate
SPH Faculty Bylaws Revisions—High-Level Summary of Changes

- Edits from the Secretary of the Faculty: Remove copy/paste from the FCG; Reorder Articles; minor edits
- Major proposed changes
  - Eligibility to serve on Faculty Council aligns w/FCG ==> add teaching faculty
  - Ensure one departmental representative can vote on all promotions ==> tracks, ranks, and joint appointments affect combination of primary and alternate departmental representatives
  - Two kinds of executive sessions (promotion, special)
  - Quorum is half the voting members (no change from approved version)
Major proposed changes (continued)

- Membership summary: (changes italicized)
  - 5 departmental representatives: 1 regular, 1 alternate per department, 3-year terms, all tracks
  - 1 program representative from all eligible ID programs, 2-year term, program-wide vote
  - 1 At-large representative (any rank) to ensure faculty voice is heard at multiple points of view; 2-year term, appointment would stagger with program representative
  - Non-departmental positions can vote on everything except for promotion cases
SPH Faculty Bylaws Revisions—Faculty Survey Input

- Some agreement, concerns, request for further info re: updates
- Question on one program's representative to represent all SPH programs, a suggestion of three-year terms, and ensuring multiple representatives not from same department
- Concerns re: increase membership:
  - Who would the At-Large member report to/represent, what is their role?
- Quorum changes: not needed, there should be minimum number to vote
- Suggestion that voting for Bylaws and AAH should be separated
- Suggestion that changes were supposed to foster anti-racism
- There was support for expanding eligibility across tracks

Of the 81 survey respondents, 14 provided comments re: the Bylaws questions.
SPH Faculty Bylaws Revisions—Addressing Feedback

- Do we increase number of people on FC? Part of the vote.
- Keep term lengths as suggested for new members
- We will not include proposed added definition for quorum
- By not having program representative vote on promotions, it will not increase the number of votes for a single department
- The ballots for the Bylaws and AAH will be separate elements, likely on the same ballot, but allowing individual responses to each
- Fostering anti-racism is the goal with the AAH, not with the Bylaws
SPH Faculty Bylaws Voting

For these updates to take effect:

1. Quorum: 2/3 of voting faculty need to vote
2. The majority approve
3. Voting options:
   o Approve the Bylaws, with or without added at-large member? (Y/N)
   o Approve adding an at-large member? (Y/N)

Please VOTE and ask your colleagues to VOTE!