Bylaws
2022: The Secretary of the Faculty determined the SPH Bylaws did not reflect the current UW Faculty Code and Governance (FCG)

2023: Faculty Council (FC) revised the Bylaws to:
  o Align with the FCG
  o Expand FC membership: add one at large representative, change program representation
  o Refine the executive session definition
  o Add a charge

December 2023-January 2024: Conducted faculty input survey; 23 respondents with 31 separate comments

January 2024: Faculty Senate review

March: SPH All-Faculty and departmental faculty meeting presentations, and updated document that reflected previous input from SPH faculty and Faculty Senate

April: Conducted new faculty input survey, open 3/13-4/24; there were three respondents

May: Document updated, FC has determined this is ready for a vote on the revised language

June: If approved, formatting, grammar/punctuation, etc., will be revised as needed

Late June: new version of SPH Bylaws will be posted and sent out to SPH faculty
Major Changes and Ballot Details

The ballot regarding SPH Bylaws changes has been split into two votes.

- The first vote covers the following major changes:
  - Language was updated to include teaching faculty to be consistent with the UW Faculty Code.
  - The term of the interdepartmental program representative was extended to two years.
  - Renaming some sections and reordering sections, as was recommended by the UW Secretary of the Faculty.
  - Replacing language copied from the Faculty Code with links to the relevant Code sections, as was recommended by the UW Secretary of the Faculty.

- The second vote covers the following change:
  - Updating Faculty Council membership to add an ‘at-large faculty representative.’ The ballot allows for the vote on this item to be separate from the vote on the rest of the updates to the Bylaws.

- We need at least two-thirds of SPH eligible faculty to vote. Then, at least 50 percent of those need to have approved the language for this revised version of the Bylaws for it to become SPH policy.
Bylaws Documentation and Ballot QR Codes

> Voting begins Monday, May 13

> Please be sure to vote by Friday, May 24
Timeline

- Spring 2022: SPH faculty approved current version
  - Faculty Council heard concerns that equity, diversity, inclusion, and anti-racism were not addressed
- Summer 2022-Fall 2023: EDI work group formed to address concerns
  - Created example activity tables
  - Conducted faculty survey to collect comments on tables; 41 respondents, with 140 comments total
- Winter 2024: Major AAH rewrite and reorganization
  - Addressed EDI and bias considerations
  - Created more transparency regarding the promotion decision process
  - Revised document structure
- Winter-Spring 2024: Roll-out and review
- February: Department reviewer input
- March: All-Faculty and departmental faculty meeting presentations, and updated document that reflected input from SPH faculty
- April: Faculty input survey was open through 4/24; ten respondents, with 48 comments total
- May: Document updated, ready for voting faculty to vote on language revisions
- June: If approved, formatting, grammar/punctuation, review of all hyperlinks, etc., will be completed
- Late June: new version of SPH AAH will be posted and sent out to all SPH faculty
The goals for this revision were to:

- Create a more inclusive and transparent document
  - To better reflect the diversity of scholarly activities performed by our faculty
  - To help faculty better navigate the promotion process
- Meet the goals with these new aspects:
  - Expand the types of scholarly activities that count
  - Change how we evaluate scholarly activities
  - Restructure the document

The vote for the handbook is for the main document only.

Voting does not include the appendices; they are, however, posted on the web site as a reference.
AAH Documentation and Ballot QR Codes

> Voting begins Monday, May 13
> Be sure to vote by Friday, May 24
> Codes same as previous slide

QR Code for documents
web page
This will be ready Monday, May 13

Ballot QR Code
This will be effective Monday, May 13
So many faculty and staff have worked hard this year to make these significant updates. Too many names to show on a slide!

We are grateful to everyone for helping to make the updates completed this year as good as they possibly could be.

Thank you.