

BYLAWS FOR THE DEPARTMENT OF ECONOMICS
(as amended 27 April, 2004)

Preamble: Administrative concerns of a University department are and should be secondary to academic matters, but they are nevertheless important for a smooth-running and effective department.

The purpose of the following is to formulate a scheme of organization and operating procedures for the Department of Economics which will be in keeping with these management needs.

A. Faculty:

1. The faculty of the Department of Economics shall be defined to include all persons holding professional rank in the department, including persons holding joint appointments in other departments, institutes, centers or divisions.
2. Faculty meetings shall be held at least once during the 9-month academic year. Additional meetings may be called by the Chair or on written request of five voting members. An agenda shall be submitted by the Chair when notice of the meeting is circulated.
3. A majority of the faculty shall constitute a quorum. All faculty members shall be notified of Departmental meetings and agenda for the meetings at least 48 hours in advance.

B. Chair:

1. Appointment of the Chair shall be made by the Dean of the College of Social Sciences with the advice of the faculty of the Department. Faculty preferences shall be determined by secret ballot, with the numerical results reported to the Dean.
2. The Chair shall serve at the pleasure of the Dean, and the President of the University.
3. The Chair shall be the chief executive officer of the Department, responsible to the University Administration and the faculty of the Department. The Chair shall consult with the proper committees on such matters as appointments, promotion and tenure recommendations, salary adjustments, curriculum, assignment of teaching and research assistantships, and general questions concerning allocation of departmental resources.
4. The Chair shall be, ex-officio, a nonvoting member of all departmental committees, except that he/she may cast the deciding vote in the event of a tie.

5. The Chair shall be evaluated by the Dean of the College of Social Sciences for purposes of annual evaluation. To ensure the accountability of the Chair to the faculty, the Dean will be asked to poll all faculty members of the Department prior to annual evaluation, at least every other year, for their views on the Chair's performance.

C. Associate Chair:

1. The Chair may appoint an Associate Chair to assist in the administration of the Department. If an Associate Chair is appointed, the choice must be ratified by the faculty and approved by the Dean.
2. The term of appointment of the Associate Chair shall be at the discretion of the Chair and the consent of the Associate Chair.
3. The Associate Chair shall be the representative of the Chair for those purposes and occasions assigned to him/her by the Chair.

D. Executive Committee:

1. Composition of the Executive Committee:
 - a. The Executive Committee shall consist of six members of the Department holding tenured or tenure-track faculty appointments, elected at-large by the members of the department faculty. All elections of members of the Executive Committee shall be by secret ballot.
 - b. The Chair of the Department, ex-officio, shall serve as the non-voting chair of the Executive Committee, except that he/she may cast the deciding vote in the case of a tie.
 - c. The Associate Chair and Graduate Director are, ex-officio, members of the Executive Committee. They shall also be eligible to be elected as voting members to the Executive Committee as specified by section D-1-a (above).
 - d. A majority of the voting members of the Executive Committee shall constitute a quorum.
2. Responsibilities of the Executive Committee:
 - a. General: The Executive Committee shall act as the principal coordinating and policy making body of the Department and shall advise the Chair on general policy matters. The Executive Committee shall meet at the request of the Chair or on petition of any three of its members, but shall always meet at least once each month during the academic year. Notification of time, place, and agenda of all Executive Committee meetings shall be given to all Department members at least 24 hours in advance of the meeting. All Department members shall be

informed of formal actions and motions passed by the Executive Committee, may be present at Executive Committee meetings, except when personnel matters are discussed and may request permission to address the Committee.

- b. Personnel Decisions: The Executive Committee shall function as the Department Personnel Committee except that recommendations to award tenure shall be made by the tenured faculty of the Department.
 - (1) Faculty Recruitment: The Executive Committee shall act for Department faculty in the selection of new faculty members. At least a 2/3 favorable vote shall be required for Executive Committee approval of any prospective faculty member, and this vote must be taken before any position is offered. The Executive Committee shall solicit the aid of the entire faculty in any search for new members.
 - (2) Promotion Decisions: The Executive Committee shall make all recommendations for promotion. It shall do so according to standards and procedures incorporated as a part of these by-laws.
 - (3) Salary Recommendations: The Executive Committee shall act as a personnel evaluation committee whose recommendations must be considered by the Department Chair when any salary adjustments are to be made. The following guidelines shall be used in the Executive Committee evaluation of current faculty:
 - a) All members of the Executive Committee shall be expected to participate in the evaluation, and to submit their recommendations directly to the Chair.
 - b) The evaluation shall be based upon
 - (1) up-to-date vitae supplied to Executive Committee members by each faculty member, (2) a current fact sheet outlining the individuals research, teaching, and service contributions during the last two years, and (3) any information relating to productivity that is verbally communicated at Executive Committee meetings by a faculty associate chosen by each individual faculty member.
 - c) The current salary structure and recent salary adjustment shall be considered when evaluating a faculty member for salary increases.

E. The Graduate Committee:

1. The Graduate Committee is responsible for general administration of the Department's graduate program including responsibility for graduate admissions, awarding Department assistantships, academic counseling, graduate curriculum and administration of M.S. and Ph.D. comprehensive examinations.
2. The Graduate Committee shall consist of three faculty members appointed by the Department Chair. The chair of the Graduate Committee serves as the Department's Director of Graduate Studies.
3. The Director of Graduate Studies is responsible for implementing the policies of the Department as outlined in the "Guide for Graduate Students" and other policies and directives of the Graduate Committee.

F. The Undergraduate Committee:

1. The Undergraduate Committee has overall responsibility for the Department's undergraduate program. This committee must review all academic policy changes affecting the undergraduate program prior to their final consideration by the Executive Committee or the Department faculty as a whole.
2. The Undergraduate Committee shall consist of a chair and not less than two other faculty in the Department, chosen from among those faculty who regularly advise undergraduate majors.

G. The Principles Committee:

1. The Principles Committee is composed of those Department faculty who are scheduled to teach in the principles sequence.
2. The Principles Committee shall function as a curriculum committee for the principles sequence and as such will be concerned with specific matters of course content, textbook selection, and the like.

H. Other Standing Committees:

The Chair of the Department may request that the Executive Committee appoint such other standing or ad hoc committees as circumstances shall from time to time require.

I. Department of Economics Standards for Promotion:

1. University and College Requirements: Departmental recommendations for promotion and tenure recognize and follow College and University-wide policies. University-wide policies are contained in the Faculty Handbook. College of Social Sciences policies are made known to the faculty by the Dean of the College and by the Chair of the Department and may be obtained in their latest form from the Secretary of the Department.
2. Departmental Standards:
 - a. General Standards of Faculty Performance: Demonstrated ability in teaching at both the graduate and undergraduate level is essential to the primary function of the Department, which is the teaching of its students. Departmental recommendations for advancement in rank, for the granting of tenure, for salary increases, and for retention itself have recognized effectiveness in teaching as a first requirement. In the conviction that scholarship is central to undergraduate and especially to graduate teaching, research and creative activity are also important.

In the normal instance the Department will expect a faculty member to perform effectively in the three areas of teaching, research, and professional service. In considering a faculty member for promotion, tenure, or salary increase, the Department will give due regard to the nature of the faculty member's assigned duties within the Department. Faculty assigned primarily to research, administrative, or other duties will be evaluated accordingly. In accordance with system-wide policies and general Department objectives, Department faculty assigned exclusively to teaching (12 hour load) will be evaluated on the basis of their teaching performance and upon scholarly activity appropriate thereto. But in those instances where a choice among faculty must be made, significant differences in research and scholarly activity will not be set aside in favor of small differences in measured teaching performance.

The Chair and the other members of the Executive Committee will evaluate faculty eligible for promotion. Every faculty member is invited to make available to the Chair and Executive Committee whatever information he believes is appropriate as supporting evidence to the quality and level of his teaching, professional research and service activities. To this end the Department Secretary will maintain a separate file for each faculty member containing vita sheets, samples of published work, etc. Each faculty member shall have free access to his or her file and is charged with the duty of making sure that the material it contains is as current and complete as seems practical.

- b. Standards for Promotion to Specific Ranks: Faculty without the Ph.D. degree in hand prior to beginning assigned duties in the Department may be appointed to the rank of Instructor, which is not a tenure earning rank and which cannot be

held for more than seven years. An instructor who receives the Ph.D. degree shall be considered for promotion to the rank of Assistant Professor not later than at the next annual Executive Committee meeting scheduled for promotion and tenure review. In addition to the Ph.D. degree, the Departmental recommendation for promotion to the rank of Assistant Professor is based upon demonstrated competence in teaching, promise of scholarly endeavor, and contributions to the Department. Faculty with the Ph.D. degree who do not receive a favorable Departmental recommendation for promotion to Assistant Professor will be terminated by the Department.

Recommendation for promotion to the rank of Associate Professor is based upon recognition of demonstrated effectiveness in teaching, scholarly endeavor, and contribution to the college and to the discipline. Promotion to Associate Professor must take place within seven years, as no faculty member may hold the rank of Assistant Professor for longer than that. Assistant Professors who do not show potential for promotion to Associate Professor can be expected to be terminated by the Department prior to the expiration of the seven year limit.

Recommendation for promotion to the rank of Professor is based on accomplishment of high order in scholarly endeavor, superior teaching, and intellectual leadership in the profession. It is your colleagues' highest accolade.

3. Implementation of Promotion:

- a. Scholarship. Good instruction and scholarship are highly interrelated, particularly in a department in which every member typically participates in graduate level instruction. Thus, high quality scholarship is necessary for promotion to all levels. Publication in the professional journals of economics implies that a faculty member is aware of the existing literature in his field, is capable of developing an idea, and can communicate this idea. Because this same process is expected of the student writing a thesis, research paper, dissertation, those directing the graduate student in these endeavors can do the best job when they themselves continually do research. Not all scholarship is evidenced in professional journals and in books. Creative scholarship is also indicated by the presentation of papers at learned societies, the writing of research monographs, and testimony as expert witnesses.

Every member of the Department is expected to continually update his file with evidence of his scholarship activities. Reprints should be included. Because of the publication lag, drafts of research completed but not yet published should also be submitted, along with a description of publication plans.

- b. Service: Some service in the form of memberships on University and Department committees, counseling and the like is expected of all faculty. Each

faculty member should keep a record of this service in his file in the department. This is particularly important in the case of those who have done unusual, exemplary service to the university and this department.

- c. Instruction. Each faculty member shall be evaluated on the basis of classroom teaching and instruction outside the classroom. Student evaluations are an integral part of assessing classroom teaching merit. Normally, the questionnaires provided by the University are to be used for this purpose. Each faculty member shall be offered the opportunity to present to the Personnel Committee any other evidence indicating the quality of his instruction. This evidence may include all information the faculty member feels is helpful to his case. For example, student evaluations as well as reports on faculty visitation, preparation of special teaching materials, successful teaching techniques, supervision of theses and dissertations, may be included among the evidence. This material should be presented to the Personnel Committee by October of each year.

J. Appointment to the Graduate Faculty and Award of Masters and Doctoral Directive Status:

1. Normally all Department faculty are appointed to the graduate faculty and teach at that level as well as at the undergraduate level.
2. Masters and Ph.D. directive status is not awarded by the Department, but is recommended by the department subject to the approval of the Policy and Academic Affairs Committee, College of Social Sciences.
3. Departmental policy is that faculty members be recommended for Ph.D. directive status whenever their scholarly accomplishments are such as to satisfy University requirements. University requirements are in terms of proven scholarship at the graduate level. This includes publications, service on M.S. and Ph.D. committees, as well as successful graduate teaching.
4. The determination to recommend a faculty member for Masters and Ph.D. directive status will be made by the Departmental Executive Committee.

Amendments:

Any **five** voting members of the Department may propose an amendment to the by-laws. A proposed amendment must be available to the voting membership at least two weeks prior to the Departmental meeting. To be adopted, a proposed amendment must receive an affirmative vote by a two-thirds majority of the faculty.