

Bylaws for the School of Mathematical and Statistical Sciences

College of Liberal Arts and Sciences

Arizona State University

I. General

A. Preamble

The School of Mathematical and Statistical Sciences in the College of Liberal Arts and Sciences at Arizona State University is governed by these Bylaws.

B. Definitions

1. **Track Faculty** includes all persons on tenured or tenure-eligible lines at ASU holding the rank of professor, associate professor, or assistant professor whose appointment in SoMSS is at least 50%.
2. **Contract Faculty** includes all full-time faculty with fixed appointments with the rank of instructor, lecturer, senior lecturer, principal lecturer, and professor of practice.
3. **Faculty** includes any person with a university faculty title who has a full or part-time appointment in SoMSS.
4. **School Assembly**, the governing body of the School, consisting of all track and contract faculty along with academic professionals with continuing appointments whose appointments are at least 50% in SoMSS. Such faculty members will have voting rights in general elections subject to the restrictions mentioned in these by-laws.
5. **School Membership** includes all faculty and staff, and all persons identified in their letters of appointment as academic professional, post doctorate, teaching assistant, graduate teaching or research assistant, research assistant or associate, emeritus faculty, visiting faculty, adjunct faculty, or faculty associate.

C. Election Procedures

1. **Elections to fill k seats from a pool of n candidates.**

Voting is done by secret ballot, using an approval voting system. The eligible voters and candidates are described separately in this document for each body being elected.

- a. All potential candidates for the position are asked whether they are willing to serve.
- b. The School Director shall ensure that a ballot is prepared that lists the n eligible candidates who have not withdrawn their names. The ballot return deadline shall be at least four full work days from the time of distribution.
- c. Recipients of the ballots shall have three choices for each candidate: approve, abstain, or disapprove. In tabulating votes, numerical values are assigned as follows: approve(1), abstain(0), and disapprove(-1). Tellers will assign abstain(0) to any blank votes.
- d. Tallying the ballots will be overseen by at least two tellers appointed by the School Director. After the ballots are tallied, the k candidates with the highest sum are declared the winners of the election. If the k th-ranked candidate is tied with the $(k + 1)$ st-ranked candidate, the h candidates with higher rank sum than the k th-ranked candidate are declared winners and all candidates with the same rank sum as the k th-ranked candidate shall be considered tied. The tellers shall determine winner(s) resolving the tie using random numbers in such a way that each tied candidate has an equal probability of winning.
- e. In cases where multiple seats are available but where the seats may have different conditions or eligibility requirements, the above procedure is used to fill all of the available seats with a single election. The ballot shall specify in which order the seats will be filled. After tallying, the tellers will fill the seats in the specified order, with the winner of each seat being the candidate eligible for the position with the highest tally. Someone who has won a seat in an election is not eligible to win a second seat as part of the same election.
- f. The tellers shall prepare a report with the vote tallies and rankings. The School Director shall then inform the School of the winner(s) of the election, but vote counts and rankings are to be kept confidential. The tellers' report and the ballots shall be retained for at least 30 days.

2. School meetings

Voting in School meetings shall be by voice vote or by show of hands, unless a School member requests a secret ballot.

3. Eligible voters

Except as specified elsewhere in this document, for elections of lecturers to committees the eligible voters are all lecturers; for elections of track faculty or academic professionals to committees, the eligible voters are track faculty and academic professionals.

D. Relation to College, University, and Board of Regents

Policies and procedures in these bylaws that conflict with those of (a) the College of Liberal Arts and Sciences, (b) Arizona State University, or (c) the Arizona Board of Regents, shall not take effect.

II. School Officers

All School Members share in the responsibility for the School's success in its mission to teach, do research, and serve the University and the community. In general, the Director of the School, with the advice of the faculty, is responsible for coordinating the day-to-day as well as the long-term management of the School, while faculty members with the advice of the Director are responsible for the quality of the instructional program. In addition to their teaching responsibilities, faculty members share in the leadership responsibilities outlined below.

The School Officers are: the School Director, the Associate Directors for Graduate and Undergraduate Studies, the Associate Director for STEM Programs, and the Academic Senators. If a School Officer is to be on leave for one semester during a term of office, a replacement may be appointed to serve in an acting position for the one semester. However, if an individual is to be gone for two semesters, a replacement will be elected or appointed, as appropriate, unless a special circumstance, as judged by the supervising official (Director or Dean), warrants a different approach.

A. The School Director

The School Director is a tenured full or associate professor.

1. **Responsibilities:** The School Director is responsible for the efficient execution of university policies and for overall leadership of the unit, but shares this responsibility with members of the faculty through discussion and other democratic procedures. Recommendations made by the faculty and staff are advisory to the Director, who is ultimately responsible for the successful management of the School. Faculty members and academic professionals participate in a regularly established procedure to evaluate the performance of their Director and to share their opinions with the Dean. The Director leads

the faculty in envisioning the future potential and trends of the mathematical sciences and in shaping the development of the School by appropriate hiring and resource allocation. Through contact with faculty in other units, the Director may identify opportunities for interdisciplinary research and encourage suitable initiatives. The Director represents the School in its official business with other University personnel, with the students, and with the public. The Director seeks to maintain a productive atmosphere and encourages excellence in each School Member.

The School Director serves as a non-voting, ex-officio member of the Personnel Committee.

The Director shall:

- Represent the School's needs for budgetary support, personnel, physical facilities, computing equipment, etc. to University administrators.
- Inform the faculty about important developments and issues.
- Efficiently use available resources in carrying out the School's academic mission.
- Perform personnel actions pertaining to the faculty and academic professionals: annual performance evaluations of faculty and academic professionals, recommendations on promotion and tenure, recommendations on faculty appointments and re-appointments, recommendations on salary adjustments including market and equity components, guidance of junior faculty.
- Perform personnel actions pertaining to staff: recommendations for appointments, reclassifications and promotions, annual performance evaluations, recommendations for salary adjustments including market and equity components.
- Manage the School's day-to-day operations: the design of teaching schedules, the determination of teaching loads, the assignment of School members to courses, the supervision and coordination of instruction, the management of the School's budgetary affairs, the organization and supervision of support staff.
- Schedule and chair School meetings.
- Appoint standing and ad-hoc committees.
- See to the election of the School's academic senators, and appoint or see to the election of other official School representatives.

- Assume all other responsibilities specified in the College Bylaws and the University ACD manual.

2. **Selection:** The School Director is appointed by the Dean of the College.

The appointment and membership of a Director Search Committee will adhere to the policies in ACD 111. The Dean of the College will be responsible for constituting the search committee. At least half of the members of the Search Committee shall be elected tenured faculty and continuing academic professionals, elected following the procedure in I.C.1. If the Dean requests that a lecturer be on the Search Committee, said lecturer shall also be elected following the procedure in I.C.1. If the Dean requests additional nominations for the Search Committee, those nominations are made by the Executive Committee. The Search Committee is responsible for recommendations to the Dean concerning the relative merits of candidates for the position. To the extent permitted by relevant college and university policies and procedures governing searches for administrative officers, the search for a School Director should be as open a procedure as possible. In the initial stages, faculty and academic professionals will be encouraged to make nominations in an effort to strengthen and diversify the pool of candidates. After the Search Committee has narrowed the field, the candidates' vitae should be made available to faculty and academic professionals.

Prior to making its final recommendations to the Dean, the Search Committee shall solicit input from the School Assembly. Through a secret ballot, track faculty may rate each candidate as "acceptable" or "not acceptable," and evaluate their strengths and weaknesses. The voting results shall be made available to voting members and included in the Search Committee's report to the Dean. Through a separate secret ballot, the remainder of the School Assembly may rate each candidate as "acceptable" or "not acceptable," and evaluate their strengths and weaknesses. The voting results shall be made available to voting members and to the Search Committee.

B. Associate Director for Graduate Studies

The Associate Director for Graduate Studies is a tenured full or associate professor who has had considerable experience in directing graduate students. The School Director appoints the Associate Director for a one-year renewable term after consultation with the track faculty. Responsibilities of the position include:

- Chairing the Graduate Committee.
- Coordinating School activities with the Graduate College.

- Directing the recruitment and admission of graduate students.
- Assisting with the placement of graduate students.
- Serving as temporary advisor to doctoral students before their supervisory committee is established.
- Supervising the training of graduate teaching assistants, coordinating the evaluation of teaching assistants, and resolving student complaints about instruction by teaching assistants.
- Deciding which students receive graduate teaching assistantships.
- Assisting the Director in the design of teaching schedules.
- Coordinating the administration, grading, and evaluation of qualifying and comprehensive exams.
- Preparing catalog and brochure information about the graduate program.
- Considering proposals for existing and new graduate degree programs, and for substantive curriculum changes in graduate courses, and discussing these proposals with the Graduate Committee and track faculty. These proposals are to be voted on by the track faculty.
- Pursuing infrastructure grant support for the benefit of the graduate program.
- Directing any other activities related to the graduate program as assigned by the Director.
- Serving as Acting Director in the absence of the Director.

C. **Associate Director for Undergraduate Studies**

The Associate Director for Undergraduate Studies is a tenured full or associate professor. The School Director appoints the Associate Director for a one-year renewable term after consultation with the track faculty. Responsibilities of the position include:

- Chairing the Undergraduate Committee.
- Coordinating undergraduate advising.
- Reviewing requests for overrides and making appropriate decisions.
- Recommending approval or disapproval to the Undergraduate Committee of changes in the program of study of a student.
- Conducting student orientation sessions.

- Reviewing independent study course requests.
- Maintaining effective communication with the faculty concerning the undergraduate programs.
- Considering proposals for existing and new undergraduate degree programs, and for substantive curriculum changes in undergraduate courses, and discussing these proposals with the Undergraduate Committee and track faculty. These proposals are to be voted on by the track faculty.
- Providing for regular review of undergraduate curriculum, to include recommendations on textbooks, technology, and teaching methods for multi-section courses.
- Preparing catalog and brochure information about the undergraduate program.
- Assisting the Director in the design of teaching schedules.
- Resolving student complaints about instruction by track faculty.
- Serving as liaison between the School and the Office of Career Services.
- Pursuing infrastructure grant support for the benefit of the undergraduate program.
- Serving as Acting Director in the absence of the Director and the Associate Director for Graduate Studies.

D. Associate Director for STEM Programs.

The Associate Director for STEM Programs is typically a tenured full or associate professor. The School Director appoints the Associate Director for STEM for a one-year renewable term after consultation with the faculty. Responsibilities of the position include:

- Coordinating service course offerings (in MAT, MTE, STP) with the needs of other client disciplines, such as engineering, business, the sciences, and education.
- Considering proposals for substantive curriculum changes in service-level courses, and discussing these proposals with the faculty. These proposals are to be voted on by the faculty.
- Resolving student complaints about instruction by contract faculty.
- Training graduate teaching assistants.

- Assisting the Director in the design of teaching schedules.
- Assisting the Director in evaluation and promotion recommendations for contract faculty.
- Pursuing infrastructure grant support for the benefit of the service teaching programs.

E. **Academic Senators**

The School's Academic Senators will be elected for a term specified by the Academic Senate in the spring of the year preceding the beginning of service. All School Members who are members of the Academic Assembly of the University are eligible to be the School's Academic Senators and can vote in elections for these positions. Responsibilities include:

- Attending all Academic and College Senate meetings or arranging a substitute.
- Representing the interests of the School through the Academic Senate and College Senate.
- Bringing University, Academic Senate, and College Senate concerns back to School Members.
- Assisting with the performance evaluation of the School Director.
- Participating on Academic and College Senate committees.

III. **Meetings**

- A. The School Director calls and conducts regular School meetings at least once each semester. Unless specified otherwise by the Director, all faculty and academic professionals are invited to attend and participate in the discussion. Except in emergencies, the Director shall announce meetings at least one week in advance and distribute the agenda at least two days before the meeting. The Director must place an item on the agenda or call a special meeting to discuss a particular item whenever presented with a request in writing signed by three or more members of the School Assembly.
- B. School business will be conducted only when a quorum is present. A quorum is 25% or more of the School Members invited to the meeting who are not on leave.
- C. Track faculty members may vote on any issue discussed in School Meetings. Academic Professionals with continuing appointments may vote on any issue discussed

in School Meetings except those involving curriculum decisions, research directions, and evaluation of faculty. Lecturers may vote on curricular issues involving 100- and 200-level courses.

Except as provided otherwise in this document, a simple majority of those voting at a School meeting shall suffice for adopting a measure. Normally, voting in School meetings is done by voice vote or show of hands; however, a secret ballot shall be used if requested by any voting member. If a ballot is used, the results shall be counted by two tellers appointed by the Director, and the ballots shall be destroyed after the results are announced.

Ballots for senators, elected committees and by-laws amendments will be conducted by web-voting. Votes on personnel actions such as promotion and tenure will be conducted via web voting within one week after the relevant faculty meetings which will be recorded for the benefit of those unable to attend the meetings. Short proxy statements may be submitted by absent faculty members to be read by the chair-person conducting the meeting.

- D. The School Director is responsible for preparing and distributing minutes of each meeting, or for assigning another person to do this task. Minutes should be distributed within one week of the meeting. It is the Director's responsibility to assure that hard copies of the minutes are put on file in the office of the administrative assistant to the Director.

IV. Committees

All faculty members are expected to participate in the functioning of the School through service on School committees.

A. Elected Committees

1. Personnel Committee (abbreviated PC)

a. Responsibilities:

- Evaluating and deciding whether to recommend individuals for promotion and tenure.
- Advising the Director on annual performance evaluations and post-tenure review of all track faculty; annual evaluation of faculty with the rank of professor of practice; and annual evaluation of academic professionals.
- Evaluating and making recommendations on sabbatical proposals.

- Evaluating and making recommendations on the progress of probationary faculty in performance reviews specified by the College.
- b. **Selection:** The PC shall have six members:
- Two tenured full professors.
 - Two tenured associate professors.
 - Two members at large who may be either tenured full or tenured associate professors.

The above ordering indicates the order in which the positions should be filled based on the number of votes obtained from the election.

Members of the PC are elected for two-year terms, with one person in each of the three categories elected by April 15 for the next academic year. A candidate is not eligible if known to be on leave during the first year of the term, or if they intend to apply for promotion or if he/she is a member of the EC (see below) during the next academic year. PC members completing a term must wait one year before being eligible for candidacy for this committee again. The School Director and Associate Directors are not eligible to serve on the PC.

If a member of the PC is unable to finish a term, a special election shall be held for a replacement in the same category to serve for the remainder of that term. For this purpose, a member shall be considered to be unable to finish the term in the following cases: a member intends to apply for promotion and or tenure during the next academic year; a member will be on leave during the second year of the term; a member becomes School Director.

After the election, the PC elects one of the full professors on the committee to serve as Committee Chair. The procedure in I.C.1. is followed, and all full professors on the PC are placed on the ballot.

Only full professors on the PC participate in votes on promotion to the rank of full professor.

2. Freshman Mathematics Personnel Committee (abbreviated FMPC)

a. **Responsibilities:**

- Provide evaluation recommendations of full-time contract faculty with the exception of Professors of Practice, to the School Director and

Associate Director of STEM, using procedures in accord with Section VI.A.

- Provide the School Director and Associate Director of STEM recommendations on the renewal and promotion of full-time contract faculty, with the exception of Professors of Practice, using procedures in accord with Section VI.C and Section VII.

b. **Selection:** The FMPC shall have six members:

- One lecturer at the highest rank of those lecturers, senior lecturers, and principal lecturers eligible for election.
- One principal or senior lecturer.
- Four lecturers chosen at large from lecturers, senior lecturers, and principal lecturers.

The above ordering indicates the order in which the positions should be filled based on the number of votes obtained from the election.

Members of the FMPC are elected for two-year terms using the procedure in Section I.C.1, with one person from the first two categories and two people in the second category elected by April 15 for the next academic year. Only contract faculty are eligible to vote. A candidate is not eligible if they intend to apply for promotion during the next academic year. FMPC members completing a term must wait one year before being eligible for candidacy for this committee again. .

If a member of the FMPC is unable to finish a term, a special election shall be held for a replacement in the same category to serve for the remainder of that term. For this purpose, a member shall be considered to be unable to finish the term, for example, if that member intends to apply for promotion during the next academic year.

After the election, the FMPC elects one of the senior or principal lecturers on the committee to serve as Committee Chair. The procedure in I.C.1. is followed with all senior and principal lecturers on the FMPC placed on the ballot.

In any vote of the FMPC on the question of promotion of a faculty member, only members at or above the rank in question may participate in the vote.

3. **Executive Committee (abbreviated EC)**

a. **Responsibilities:**

- Advising the Director on long range planning issues affecting the entire school.
- Advising the Director on budget issues.
- Making recommendations to the Director on School hiring priorities and recruitment procedures for new faculty, and providing input to the Director on construction of search committees.
- Consultation on appropriate executive functions pertaining to School track and contract faculty when requested by the School Director.

b. **Selection:** The EC shall have eight members:

- Four tenured members of the School elected by the School track faculty.
- Two tenured members of the School appointed by the Director. The intent of the director's appointees is to ensure a degree of balanced representation of the diverse area interests in the School.
- Two contract faculty members elected at large by the contract faculty.

The School Director and Associate Directors are not eligible to serve on the EC. Members of the PC or FMPC cannot simultaneously serve on the EC. Each member of the EC shall serve a two-year term. A candidate is not eligible if known to be on leave during the first year of the term or will be a member of the PC. Each year, after the PC and FMPC election results are known, the School track faculty will elect two tenured members and the contract faculty will elect one member using the selection process described in I.C.1. The director will then appoint a third tenured faculty member.

If a member of the EC is unable to finish a term, a special election shall be held for a replacement in the same category to serve for the remainder of that term. For this purpose, a member shall be considered to be unable to finish the term in the following cases: a member will be on leave during the second year of the term or a member becomes the School Director or one of its associate directors.

After the election, the EC elects one of its members to serve as Committee Chair. The procedure in I.C.1. is followed, and all members of the EC are placed on the ballot.

4. **Ombuds Committee**

a. **Responsibilities**

- Listening to and counseling School Members with issues relating to the School's functions, and making recommendations to the School Director on appropriate resolutions.
- Recommending further steps to individuals when problems cannot be resolved at the School level, and informing individuals of the appeals process.

b. **Selection**

The Ombuds Committee shall consist of six members of the School Assembly who have tenure or continuing status, excluding the School Director and Associate Directors. Three members of the Ombuds Committee are elected each April, in an election held after the PC election; members serve a two-year term. A candidate is not eligible if known to be on leave during the first year of the term.

If a member of the review committee is unable to finish a term, a special election shall be held for a replacement to complete that term. For this purpose, a member shall be considered to be unable to finish the term in the following cases: a member will be on leave during the second year of the term; a member is elected to the PC; a member becomes School Director or one of its associate directors.

School members may not serve on the Ombuds Committee during, or in the year following, a term as School Director or member of the PC. After the election, the Ombuds Committee elects one of its members to be chair using the procedure in I.C.1. All members of the Ombuds Committee are included on the ballot for chair.

B. **Appointed Committees**

Members of appointed committees are appointed by the School Director, with advice from the Associate Directors. The Director should take into account the advice and concerns of various subdisciplines of the School when making committee assignments. The School Director shall normally appoint one of the committee members to serve as chair of the committee. At the end of an academic year, each committee chair shall prepare a brief report for the EC and Director outlining the actions and accomplishments of the committee.

1. **Graduate Committee.** Responsibilities include:
 - a. Advising the School on maintenance and improvement of the quality of graduate courses and degree programs.
 - b. Advising on and implementing procedures for recruitment, admission, and retention of graduate students, graduate teaching assistants, and graduate research assistants.
 - c. Advising the Director and Associate Director for Graduate Studies on the supervision of graduate teaching assistants.
 - d. Assisting in the preparation and administration of required examinations for the graduate degrees offered by the School.
 - e. Advising the Director and Associate Director for Graduate Studies on procedures for certifying faculty members' qualifications to chair dissertation committees.
 - f. Performing other functions relating to the graduate program, when requested by the Director.
 - g. Hearing and deciding upon appeals and petitions from graduate students.
2. **Undergraduate Committee.** Duties include:
 - a. Advising the School on maintaining and improving the quality of undergraduate courses and of undergraduate degree programs.
 - b. Advising on and implementing procedures for recruitment, admission, and retention of undergraduate mathematics majors.
 - c. Supervising the advisement of undergraduate mathematics majors.
 - d. Performing other functions relating to the undergraduate program, when requested by the Director.
3. **Other appointed committees.**

The School Director may appoint other committees as needed by the School, for example, a Colloquium and Visiting Scholars Committee, Graduate Teaching Assistant Training Committee, Computing Equipment and Facilities Committee, Engineering Liaison Committee, etc.

C. **Ad Hoc Committees**

The School Director, standing committees, or the School Assembly may appoint or call for the election of ad hoc committees or subcommittees to carry out specific tasks. When the task is completed, the ad hoc committee is automatically

dissolved. The task of a special committee is limited by the duties delegated by these Bylaws to the authority creating it. The School Assembly shall be notified concerning the charge and membership of any special committee by the authority creating the committee.

V. Appointment of Personnel

A. Full time track appointments

When new track faculty positions become available, the Director, in consultation with the EC (after seeking input from representatives of subdisciplines in the School), determines the research area(s) in which the School will attempt to recruit new faculty. Once the areas of recruitment have been established, the School shall advertise the new positions following university guidelines.

The Director, in consultation with the EC, constitutes one or more ad hoc Hiring Committees. Each committee will contain three to six members, and at least half of the committee members will be elected from the track faculty who are not on leave for any part of the academic year, with all track faculty eligible to vote. The remaining members are appointed by the Director.

Elections of faculty to Hiring Committees will use the procedure of Section I.C.1 with the following adjustments. When there is more than one Hiring Committee, there will be separate elections for each committee; these elections may be held simultaneously. Faculty will have a single opportunity to withdraw their name from Hiring Committee elections taking place at a given time. If a faculty member is elected to more than one Hiring Committee, he or she may decline from serving on some of those committees. When a faculty member is elected to but unable or unwilling to serve on Hiring Committee *X* for any reason, his or her replacement will be the next highest ranked candidate from the ballot for Hiring Committee *X* who is able and willing to serve on the committee.

At least one member of each committee should take the available diversity training, and all members are expected to assure equal opportunity through affirmative action in the search process. Once a Hiring Committee is formed, the School Director appoints one member to chair the committee.

Each Hiring Committee develops a list of finalists, and submits the list to the Director. The application files of finalists are made available to all track faculty for comment. After consulting with the EC and with interested track faculty, the Director decides which of the candidates should be invited for interviews. All communication with candidates prior to their visit is done by the Director.

Candidates invited to visit the School shall be interviewed formally by the Hiring Committee(s); EC members may also attend these interviews. Candidates shall be encouraged to meet with as many faculty members as possible. After a visit, the track faculty are encouraged to make written comments about the strengths and weaknesses of a candidate. The written comments are submitted to the Chair of the appropriate Hiring Committee, who shares them with the Committee and the School Director. The School Director, EC, and Hiring Committee(s) further discuss the merits of the candidate, and the EC and Hiring Committee(s) shall make recommendations to the Director concerning the acceptability, strengths, and weaknesses of the candidate. Finally, after considering seriously the recommendation of the EC and Hiring Committees, the Director shall decide whether to recommend to the Dean that the candidate be offered a position.

B. Professors of Practice

The procedures for hiring Professors of Practice are the same as those for track faculty with the exception that all track faculty and Professors of Practice are eligible to be on the ballot for electing hiring committee members and to vote in that election.

C. Academic Professionals

The procedures for hiring Academic Professionals are the same as those for track faculty with the exception that all track faculty and academic professionals are eligible to be on the ballot for electing hiring committee members and to vote in that election.

D. Lecturers and Instructors

When positions for lecturers or instructors become available, the Director, after consulting with the EC, constitutes an ad hoc Hiring Committee of three to six members. At least half of the committee members will be elected from the faculty using the procedure of Section I.C.1 with all faculty eligible to vote. The remaining members are appointed by the Director. At least one member of the committee should take the available diversity training, and all members are expected to assure equal opportunity through affirmative action in the search process. The Hiring Committee develops a list of finalists, and submits the list to the Director. The application files of finalists are made available to the track faculty and to lecturers at or above the rank of the available positions for comment. After consulting with the Hiring Committee, the EC, and with interested faculty, the Director decides which of the finalists shall be offered positions.

E. Faculty Associates

The recruitment of Faculty Associates is the responsibility of the Director in consultation with the Associate Director for Freshman Mathematics and, where appropriate, the Associate Director for Undergraduate Studies.

F. Visiting Faculty

When paid visiting positions become available to the School, the Director will invite all faculty members to nominate candidates for the positions. Nominees are then invited to make application. The Director may also solicit applications by advertisement in appropriate publications. After all applications are received, the Director shall prepare a list of finalists for presentation to the track faculty for comment. After receiving the comments the Director, in consultation with the EC, shall make the final hiring decisions.

G. Procedures for Targeted Appointments

Any faculty member may identify a truly outstanding candidate for a position in the School, and may bring such a candidate to the attention of the Director. If the Director decides that the candidate merits further consideration, the Director shall then meet with the EC to decide whether to request approval from the Dean and Provost to pursue a targeted hire for the candidate. Any candidate for targeted hire must be able to bring special abilities to the School that would normally not be obtainable through the usual hiring process, and should enjoy the unanimous support of the Director and the EC. A report from the EC summarizing their deliberations of the candidate for the targeted appointment must accompany the Director's report to the Dean's office.

H. Procedures for Adjunct Appointments

Adjunct appointments are made by the Director after consultation with the EC, and are dealt with on a case by case basis. Adjunct faculty may serve on graduate degree committees, participate in grants, and work with students in the School as appropriate. They are members of the School, but are not members of the School Assembly and therefore do not have voting rights.

VI. Evaluation of School Members

A. Annual performance evaluations.

Annual performance evaluations of School Members are conducted according to the procedures in the document "SoMSS Evaluation and Salary Adjustment Plan."

B. Probationary reviews of faculty.

All probationary faculty are reviewed periodically as specified by University policy and College guidelines. The purpose of these reviews is to provide guidance on the individual's progress. The review should resemble a tenure review, except that outside letters are not normally solicited. As in the review for tenure, the Director and PC prepare separate statements of recommendations and suggestions to be forwarded to the College and the Dean.

C. Review for renewal of lecturers, senior lecturers, principal lecturers, and professors of practice.

All lecturers, senior lecturers, and principal lecturers are reviewed prior to the final year of the fixed-term appointment as specified by College guidelines. These evaluations are conducted according to the procedures in the document "School of Mathematical and Statistical Sciences Evaluation and Salary Adjustment Plan."

D. Appeal procedures.

Appeals of annual performance ratings must be made at the College level.

Bylaws violations shall be reported in writing to the Ombuds Committee, with simultaneous notification of the School Director. The Ombuds Committee shall deal with the issue and make appropriate recommendations.

VII. Promotion Policies

All evaluations for promotion, tenure, and continuing status shall be conducted according to the latest version of the document "SoMSS Promotion and Tenure Policies."

VIII. Adoption and Amendment of the Bylaws

For the purpose of approving, altering, amending, or repealing these Bylaws, a quorum is defined as one-half of the School Assembly. These Bylaws will become effective upon approval by at least two-thirds of a quorum of the School Assembly in a secret ballot and upon approval by the University. They may be altered, amended, or repealed by a vote of a quorum of the School Assembly in a secret ballot where voters may choose between approve, disapprove, or abstain for the given action. The action is approved if at least two-thirds of the voters selecting either approve or disapprove vote to approve the change. Proposals for amendments to the Bylaws must be made available to members of the School Assembly at least eight days prior to the date on which action is to be taken upon them.

IX. Parliamentary Authority

The rules contained in the current edition of Robert's Rules of Order, Newly Revised shall govern the School in all cases to which they are applicable and in which they are not inconsistent with these Bylaws and any special rules the School may adopt.