

**BYLAWS OF THE FACULTY OF
THE SCHOOL OF NATURAL RESOURCES AND ENVIRONMENT
OF THE UNIVERSITY OF MICHIGAN**

**May 23, 2007
as amended April 7, 2009, November 15, 2010, and April 11, 2012**

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PREAMBLE

The mission of the School of Natural Resources and Environment is to provide leadership in the generation of knowledge and the development of professionals, policies, and management practices to manage and conserve natural and environmental resources so as to meet the full range of human needs on a sustainable basis.

These Bylaws record our agreements on the structure, organization, rules of procedure, and essential committees and officers to meet our educational, research and service responsibilities as well as to protect faculty governance.

I. NAME OF ORGANIZATION

The name of this organization shall be the Faculty of the School of Natural Resources and Environment of the University of Michigan, hereinafter referred to as the Faculty.

II. ADOPTION AND AMENDMENT OF BYLAWS

A. Notification:

1. A written copy of the proposed Bylaws or amendments shall be sent to each member of the Governing Faculty at least three (3) days before the Faculty meeting where they are discussed.
2. Proposed Bylaws or amendments shall be discussed at a Faculty Meeting before ballots are distributed.

B. Vote:

1. A written ballot shall be distributed to each member of the Governing Faculty. A ballot to be counted must be received by the Dean's Office within one and one-half (1 ½) business days of the date of distribution.*
2. Amendment of Section I. Changes of name shall be approved by the affirmative vote of two-thirds (2/3) of all the members of the Governing Faculty.
3. Adoption of these bylaws and all other amendments shall be approved by affirmative vote of a two-thirds (2/3) majority of the members of the Governing Faculty voting.
4. The Dean will report on results of written ballots not later than the next scheduled faculty meeting, and the results will be recorded in the minutes of the meeting.

- C. These Bylaws supersede and replace the Bylaws of the Faculty of the School of Natural Resources of the University of Michigan of 2 December 2002.

III. FACULTY MEMBERSHIP CATEGORIES

Persons with University appointments in the School of Natural Resources and Environment are, as specified by the Bylaws of the Board of Regents, Sec. 5.01 and 5.22, included in the following membership categories:

A. Governing Faculty

Professorial faculty (professors, associate professors, and assistant professors) and Practice faculty (professors of practice and associate professors of practice), as well as Research professor faculty (research professors, research associate professors, and

* For all written ballots, no ballot shall be counted until the deadline for ballots being received by the Dean's Office has passed.

research assistant professors) are members of the Governing Faculty if they hold appointments of one-quarter time or more. Lecturers who hold appointments of one-half time or more may also become members of the Governing Faculty; provided, that they have held their appointment for one or more years and are authorized to vote by a majority of the Governing Faculty. Voting for such cases will take place in the first Faculty Meeting of each academic term.

Criteria to be considered in voting on membership in the Governing Faculty include, but are not limited to, notable contributions in the thematic areas of instruction, student advising, service and research. Material describing the candidate's qualifications is sent to the Governing Faculty at least three (3) days prior to the faculty meeting at which the qualifications are discussed.

In addition, individual research scientists who have been authorized by the School to be members of the Governing Faculty prior to May 23, 2007, shall remain members.

Subject to the ultimate authority of the Board of Regents and to the authority delegated by the Regents to the Dean and Executive Committee, the Governing Faculty has primary responsibility for approval and stewardship of academic affairs within the School, including curricula, faculty hiring and academic policies.

B. Research Faculty

Research professors, research scientists, research associate professors, associate research scientists, research assistant professors, and assistant research scientists.

C. Adjunct Faculty

Persons whose primary responsibilities lie outside of the University or in another capacity within the University, but who participate to some degree in the research and/or academic programs of the School. Adjunct Faculty members are not members of the Governing Faculty.

D. Visiting Faculty

Persons whose employment responsibilities lie within another institution of higher education or whose employment responsibilities with the University will be explicitly temporary may be appointed as visiting faculty in order to supplement the instructional program. Visiting Faculty members are not members of the Governing Faculty.

E. Retired Faculty

Persons who have retired from the School of Natural Resources and Environment. Retired Faculty are not members of the Governing Faculty.

IV. FACULTY APPOINTMENTS

A. Tenure-Track Appointments

1. Search Priorities:
 - a. Search priorities are initiated by the Executive Committee.
 - b. Faculty searches are established by the Dean after discussion with the Governing Faculty.
2. Search Committees:
 - a. Membership is appointed by the Dean across disciplinary and curricular lines, including at least two members from the disciplinary, curricular, or research group with which the new Faculty member will have primary affiliation. Additional representation will be made from other areas of the School and/or from other University units with interest in the position. There will also be SNRE student representation.
 - b. The position description and affirmative action and recruiting strategies are developed by the Dean with the assistance of the Executive Committee. Operational revisions by the Search Committee are approved by the Dean.
 - c. The Search Committee selects the top candidates, with the Dean's approval invites them to the University, and arranges for the candidates to have discussions with Faculty members and students and give a formal seminar or equivalent presentation.
 - d. The Search Committee reports its choice of candidate(s) to the Dean and Executive Committee.
3. Appointment:
 - a. The Search and Executive Committee recommendations and material describing the prospective Faculty member's qualifications will be distributed to the Governing Faculty at least three days prior to the Faculty Meeting at which the Search Committee and Executive Committee will make their recommendations.
 - b. A written ballot authorizing the Dean to negotiate with and hire the prospective faculty member shall be distributed to each member of the Governing Faculty. A ballot to be counted must be received by the Dean's Office within one and one-half (1 ½) business days of the date of distribution. If a member of the Governing Faculty is unable to be on campus during the one and one-half (1 ½) business-day voting period, s/he may vote in absentia by informing the Secretary of the Faculty of their vote by phone, e-mail, or in writing.
 - c. Under exceptional circumstances, the Governing Faculty may approve the written ballot to take place during the Faculty Meeting where the Search Committee and Executive Committee make their recommendations. If there are exceptional circumstances, these should be stated in the written Agenda for the meeting. If a member of the Governing Faculty is unable to be at this

meeting, s/he may vote in absentia, as described in Section IV.A.3.b. above, before the meeting.

- d. The Dean negotiates with the prospective faculty member only if the written ballot is approved by a two-thirds majority of the Governing Faculty voting.
 - e. The Dean negotiates with prospective faculty member and recommends appointment to President and Board of Regents. The Dean reports to Faculty on results of negotiations.
4. In case of joint searches, the Search Committee constitution and search procedures may be modified to accommodate the rules of the units involved.

B. Practice professors

1. Initiation

- a. Proposals for practice-track positions may be initiated with respect to a specific individual or to meet a specified need. In either instance the proposal must be submitted by one or more members of the Governing Faculty and approved by the Executive Committee.
- b. The position is presented for discussion at a faculty meeting

2. Search and Appointment

- a. A Search Committee will be appointed by the Dean including at least three members of the Governing Faculty and a student member. Membership will reflect the curricular and disciplinary areas that are appropriate to the appointment.
- b. If the position was initiated with a specific person targeted, the Search Committee, with the Dean's approval, invites the candidate to the University and arranges for a formal seminar and for discussions with Faculty members and students.
- c. If the position was initiated to meet a specified need, the same process is followed as for tenure-track appointments (Section IV A 2).
- d. The Search Committee submits a report to the Dean and Executive Committee and they prepare a report to the Governing Faculty.
- e. The same steps as outlined for Appointment of tenure-track appointments are followed (Section IV A 3).

C. Research Professors

1. Initiation

- a. A proposal for a research-track position must be submitted by one or more members of the Governing Faculty and approved by the Associate Dean for Research and the Executive Committee.
- b. The position is presented for discussion at a faculty meeting.

2. Search and Appointment

- a. A Search Committee, including at least one of the proposing faculty members and another faculty representative, will be appointed by the Dean to coordinate a review of the candidate(s). The Search Committee, with the Dean's approval, invites candidate(s) to the University, and arranges for discussions with Faculty members and students and a formal seminar or equivalent presentation.
- b. The Search Committee reports its choice of candidate(s) to the Dean and Executive Committee, and the Executive Committee prepares a recommendation to the Governing Faculty.
- c. Material describing the candidate's qualifications is sent to the Governing Faculty at least three days prior to the Faculty Meeting at which the Search Committee and Executive Committee will make their recommendations.
- d. A written ballot authorizing the Dean to negotiate with and hire the prospective faculty member shall be distributed to each member of the Governing Faculty. A ballot to be counted must be received by the Dean's Office within one and one-half business days of the date of distribution. A member of the Governing Faculty may vote in absentia as described in Section IV.A.3.b.
- e. Under exceptional circumstances, the Governing Faculty may approve the written ballot to take place during the Faculty Meeting where the Search Committee and Executive Committee make their recommendations. If there are exceptional circumstances, these should be stated in the written Agenda for the meeting.

D. Research Scientists, Investigators and Fellows

1. One or more members of the Governing Faculty initiate these appointments which are contingent on available space and funding. Appointments are made by the Dean. See SNRE Procedures for Research Faculty Appointment, Review, and Promotion and the Office of the Vice President for Research's Research Scientists and Research Professor Tracks Appointments and Promotions for applicable time-in-rank limits and renewal options.

E. One-Year Appointments

1. When a quorum of the Governing Faculty is unavailable, the Dean has the authority to recommend up to one-year appointments.
2. Reappointments for a second year must be approved by a majority of the Governing Faculty as described in Section IV.A.3. but without the search process.

F. Adjunct Professorial Appointments

1. Nominations for appointment are made by faculty member(s) to the Executive Committee. If the nomination is approved, the recommendation is sent to the Dean and the Chair of the Promotion and Tenure Committee. The Chair of the

Promotion and Tenure Committee, in consultation with the rest of Committee as needed, reviews the recommendation focusing on appropriate rank. The recommendation is forwarded to the Dean. The Executive Committee reviews the recommendation and if the Executive Committee approves the nomination, a written ballot is distributed using the same process as for tenure-track appointments.

2. The prospective Adjunct Faculty member may visit with appropriate SNRE Faculty in related fields and give a seminar before the vote takes place.
3. Appointments of Adjunct Faculty are on an annual basis, without tenure.
4. Renewals of appointments are made by decision of the Dean in consultation with the appropriate Field of Study Coordinator and the Executive Committee.
5. Dean annually reports to the Faculty on current Adjunct Faculty members.

V. MEETINGS

A. Meeting Times

1. Regular Meetings: Regular meetings of the Faculty will be held at least once during each month of the academic year.
2. Special Meetings: Special meetings of the Faculty may be called by the Dean or shall be called in response to a petition signed by six (6) members of the Governing Faculty, such meetings to be held within two weeks of receipt of the petition by the Dean. Dean's call or Faculty petition will state the purpose(s) of the meeting. Discussion and action at a Special Meeting will be limited to purpose(s) stated in the call for the meeting.

B. Meeting Notice and Agenda

1. Written notices of Faculty meetings, including the agenda, will be sent to all Faculty members at least two days before the date set for the meeting.
2. Items may be placed on the written agenda for Faculty meetings by the Dean, Standing Committees, ad hoc Committees or task forces, or by any member of the Faculty. At the beginning of each Faculty meeting, the Dean or other presiding officer will ask for other items to be added to the agenda. No additions may be made to the agenda of a special meeting.

C. Participation

1. All members of the Faculty shall have the right to attend all meetings and participate in all discussions.
2. Regular meetings of the Faculty shall be open to the public except when meetings are closed. Visitors may speak when recognized by the Dean or other presiding officer.
3. Meetings may be closed to visitors by a vote of two-thirds (2/3) of the Governing Faculty present. Closed sessions are also permitted under certain conditions

such as consideration of the dismissal, suspension, or disciplining of, or to hear complaints or charges brought against a student, staff member, or faculty member, when the named person requests a closed hearing.

D. Voting

1. Only members of the Governing Faculty are entitled to vote.
2. All issues are to be decided by a majority (more than half) of the Governing Faculty present, unless otherwise specified in these Bylaws.
3. Votes will be jointly counted by the secretary and parliamentarian or, if necessary, by members of the Governing Faculty or staff designated by the Dean.
4. The Dean reports on the results of written ballots at the faculty meeting and notifies the Faculty of the results.

E. Quorum

1. A quorum to conduct business and official action at a Faculty meeting shall be a majority (more than half) of the Governing Faculty not then on leave nor on extended off-campus assignment of thirty (30) days or longer.
2. A smaller number of Governing Faculty members may receive reports, discuss matters properly before the meeting, and adjourn.

F. Rules of Procedure

1. The latest edition of Robert's Rules of Order will be followed unless otherwise specifically provided by these Bylaws.
2. The Dean shall appoint a parliamentarian annually from the Governing Faculty to assist in interpretation of parliamentary rules and other procedures of the Faculty.
3. The parliamentarian shall also monitor Faculty operations under these Bylaws and report discrepancies to the Dean and Governing Faculty.

VI. SPECIAL FACULTY ELECTIONS

A. Members of the Senate Assembly

1. The Governing Faculty elects two members and one alternate to represent the School on the Senate Assembly.
2. In consultation with the Governing Faculty, the Dean nominates at least two members of the Governing Faculty for each vacant position. Each person proposed must consent to her or his nomination.
3. A written ballot shall be distributed to each member of the Governing Faculty before the position(s) become vacant. A ballot to be counted must be received by the Dean's Office within one and one-half (1 1/2) business days of the date of distribution. A member of the Governing Faculty may vote in absentia as

described in Section IV.A.3.c. The Dean reports to the Faculty on the results of the ballot.

4. Terms: Three years, usually staggered.

B. Ombud

1. The Ombud in SNRE is an independent, impartial resource, designated to:
 - a. Assist in the resolution of issues of concern or dissatisfaction regarding the rights of members of the campus community;
 - b. Understand and assist others in following the policies and procedures of the University and SNRE;
 - c. Help others to function effectively within the University and SNRE system.

The primary function of the Ombud is to protect the interests and rights of faculty from injustices or abuses of discretion, from unnecessary delay and complication in administration of rules and regulations, and from inconsistency, unresponsiveness and discrimination in all levels of the University's operations and programs.

2. The Faculty elects one of its tenured full professors to be the Ombud for the School.
3. The Faculty makes nominations to the Dean. Each person proposed must consent to her or his nomination.
4. The Dean presents the nomination slate at a Faculty meeting before the position becomes vacant. A written ballot shall be distributed to each member of the Governing Faculty. A ballot to be counted must be received by the Dean's Office within one and one-half (1 ½) business days of the date of distribution. A member of the Governing Faculty may vote in absentia as described in Section IV.A.3.c. The Dean reports the results of the ballot to the Faculty.
5. Term: two years.

VII. OFFICERS

A. Dean

1. The Dean is appointed by the Board of Regents, on recommendation of the President, to act as the executive officer of the School. The tenure and prerogative of this office are determined by the Board of Regents, including the Dean's responsibility for making recommendations on budget, appointments, and promotions. The Dean is authorized to make recommendations for appointment of Faculty and administrative staff of the School.
2. The Dean is a member of the Governing Faculty, sharing its responsibility for academic matters. These Bylaws specify additional responsibilities delegated to the Dean by the Governing Faculty.

- a. Preside at Faculty meetings. The Dean may designate a member of the Governing Faculty to preside when absent.
- b. Chair Executive Committee. The Dean may designate a member of the Executive Committee or an Associate Dean to chair the Executive Committee in his/her absence.
- c. Recommend to the Board of Regents the establishment of positions as Associate Dean, after consultation with Governing Faculty.
- d. Appoint Faculty as members and Chairpersons of Standing Committees, except where otherwise specified in these Bylaws.
- e. Establish ad hoc committees and task forces, appointing members and chairpersons.
- f. Provide charges to all committees.
- g. Evaluate Faculty member performance annually, and report evaluation of performance to the Faculty member.
- h. Oversee the establishment and maintenance of working relationships with other University units, including Academic units, Alumni offices and any other Advisory Committee approved by the Executive Committee.
- i. Oversee the appointment and evaluation of Administrative Staff.
- j. Represent the School externally, including fund raising.

B. Associate Deans

- 1. Positions: The Dean, with the approval of the Governing Faculty, has the authority to recommend to the Board of Regents the establishment of positions of Associate Dean, whenever deemed necessary. Associate Deans are members of the Governing Faculty.
- 2. Appointments: Associate Deans are appointed by the Board of Regents on recommendation of the Dean and the President.
- 3. Term of Office: Appointment periods are for three years. Associate Deans are eligible for reappointment, and serve at the pleasure of the Dean.
- 4. Duties: Associate Deans assist the Dean in administrative duties as assigned. They are expected to teach during their tenure in administrative office.

C. Secretary

- 1. Selection: The Secretary is elected annually by the Governing Faculty.
- 2. Qualifications: The Secretary must be a member of staff or the Governing Faculty.
- 3. Duties:

- a. Record the minutes, votes, special reports and all other official actions of the Faculty and distribute them to members of the Faculty, to the Office of the President, and to others designated by the Faculty.
- b. Annually compile all rules which were revised or enacted within the previous year and distribute them to members of the Faculty and others designated by the Faculty.
- c. Keep track of Governing Faculty for quorum and voting purposes.
- d. Act as official recorder of all votes and ballots.
- e. Distribute materials required before voting on proposed appointments to the Faculty.
- f. May obtain assistance of administrative and clerical staff in recording minutes, compiling rules, and distributing materials.

VIII. COMMITTEES

A. Standing Committees

These Faculty Committees exercise primary responsibilities of the Governing Faculty. Detailed specifications are covered in the following pages.

1. Executive Committee

The Executive Committee is created and appointed by the Board of Regents to assist the Dean with administrative functions and policy formulation and act on behalf of the faculty in matters of planning, development, external relations, promotions and appointments.

a. Membership:

- 1) Dean
- 2) Four tenured Governing Faculty members.
- 3) Associate Deans (ex officio)
- 4) One student—advisory capacity.

b. Selection of Faculty Members:

- 1) The selection process begins in early April for the following academic year. If a Faculty member vacates her or his position before the term is up, the selection process should start as soon as this knowledge is available.
- 2) The Dean will send a written ballot to each member of the Governing Faculty listing the names of all eligible, tenured faculty.

- 3) Each Governing Faculty member will rank twice as many tenured Faculty members as there are vacancies on the Executive Committee.
 - 4) Nominees will be ranked according to the number of 1st, 2nd, etc., place votes received. Using the top vote-getters, twice as many nominees as vacancies will be forwarded to the Provost, along with the strength of each nominee's support and the importance of balanced discipline representation.
 - 5) If the vote on the first ballot is relatively evenly split among the top vote-getters, equal to the number of nominees to be forwarded to the Provost, a second written ballot will be sent to the Governing Faculty where only the top vote-getters from the first ballot will be ranked.
 - 6) Executive Committee members are appointed by the Board of Regents on recommendation of the President.
- c. Selection of Student Members:
- 1) Selected by the Dean from nominations by the SNRE Student Government in accordance with Section VIII.C. of these Bylaws.
- d. Terms:
- 1) Faculty: two years, staggered; eligible for reappointment for one additional term but not eligible thereafter until the lapse of one year.
 - 2) Students: one year.
- e. Chair:
- Dean
- f. Functions:
- 1) Insure the vigorous pursuit of the School's mission.
 - 2) Review and make recommendations to the Governing Faculty matters related to organizational structure, academic policies and curricula, committees, officers, curricula, endowed chairs, faculty appointments, research and space policies, and all other matters relevant to the responsibilities of the Governing Faculty. 3)
 - 3) Represent the Governing Faculty as a whole in matters of policy, development, promotions, external relations, organizational evaluation and long-range planning.
 - 4) Assist the Dean with administrative functions, including procedures for workload planning and review, budget planning, and ongoing management changes needed to ensure the effectiveness of the School at achieving its mission..
 - 5) Communicate with the administrative leadership of the School as appropriate in matters related to plans and problems.

2. Fields of Study

Groupings of faculty constituted as Fields of Study are tasked with responsibility for development and oversight of specific curricula. Establishing, modifying, and eliminating Fields of Study in the School shall follow the procedure specified in the policy entitled "Policy on Fields of Study" established by the Executive Committee.

3. Field of Study Coordinators

- a. Positions: The Dean, with consent from faculty affiliated with the appropriate Field of Study, appoints Field of Study Coordinators. Coordinators must be appointed from members of the Governing Faculty affiliated with that Field of Study.
- b. Term of Office: Field of Study Coordinators serve for two years and are eligible for reappointment. They serve at the pleasure of the Dean.
- c. Functions: Lead the faculty affiliated with their Fields of Study and assist the Dean and Associate Deans in meeting the educational needs of the School. This includes matters related to curriculum, courses, student recruitment, and retention strategies, external constituencies, accreditation, and faculty staffing needs.

4. Fields of Study Council

a. Membership:

- 1) Associate Dean with responsibility for academic affairs.
- 2) All Field of Study Coordinators or the Coordinator's designate.
- 3) The staff person responsible for administering academic affairs (ex officio)
- 4) One student, selected in accordance with Section VIII.C. of these Bylaws.

b. Terms:

- 1) Faculty: for duration of tenure as Field of Study Coordinator.
- 2) Students: one year.

c. Chair: Associate Dean with responsibility for academic affairs.

d. Functions:

The Fields of Study Council makes recommendations to the Governing Faculty on proposed or revised curricula, degree requirements, courses, recruitment and retention strategies, or other academic matters critical to effective implementation of the School's educational mission.

5. Promotion and Tenure Committee

The Promotion and Tenure Committee is responsible to the Executive Committee and the Governing Faculty for execution of general promotion and tenure policies and procedures. It assists the Dean with the responsibilities for specific promotion and tenure recommendations to the President and Board of Regents, and/or the Vice President for Research. The Governing Faculty and Dean both operate within the promotion and tenure policies and requirements of the Board of Regents.

a. Membership:

- 1) Three to four tenured full Professors appointed by the Dean.
- 2) Student representative selected by the Dean as provided in Section VIII.C. of these Bylaws.
 - a) Student representative does not vote.
 - b) Any student representative will withdraw from committee deliberations in case of conflict of interest.

b. Term: Faculty: two year terms, renewable for up to a total of three consecutive terms.

Student: one year.

c. Chair: Appointed by the Dean after consultation with the Executive Committee.

d. Functions:

- 1) Carry out the responsibilities of the Promotion and Tenure Committee as defined in the School's approved SNRE Tenure, Promotion, and Three-year Review Guidelines
- 2) Advise Dean on outside individuals to ask for external review of candidates.
- 3) Document the rationale for positive or negative recommendation on each Faculty member reviewed for the Dean's consideration.
- 4) Assist in preparation of material to be submitted to the Provost or the Vice President for Research with recommendations for promotion.
- 5) Assist with three-year reviews of junior faculty for the Dean's consideration.
- 6) Assist in tenure considerations of new appointments.
- 7) Advise the Dean and Executive Dean on appropriate rank for adjunct candidates.

- 8) Review and revise general promotion and tenure policies and procedures and recommend revisions to the Executive Committee and Governing Faculty for approval.

B. Ad Hoc Committees and Task Forces

These committees can be established for regular business or for short terms and specific tasks. They may be initiated and appointed by the Dean or recommended by the Governing Faculty or Standing Committees.

C. Student Representation on Faculty Committees

All Faculty committees should have student representation, depending on student interest and willingness to serve, and appointment by the Dean as described earlier.

1. Selection:

- a. Students will usually serve on a Committee for one year and not be eligible for reappointment to the same committee if other eligible students are available.
- b. Student representatives on all standing committees are selected by the Dean after consultation with the Chair of the appropriate committee and others as needed.
- c. Student representation for the Promotion and Tenure Committee will be selected by the Dean from graduate students, with preference for those who have been enrolled in the School for at least one year.
- d. Other Faculty Committees: Student representatives for all other Faculty Committees will be selected by the following procedures:
 - 1) Unless the number and qualification of student representatives are already specified in these Bylaws or in committee charges, the Dean will forward to SNRE Student Government a statement of responsibilities and criteria for student representation, including the number of representatives and special qualifications, such as academic level, program or concentration, specific interests, etc.
 - 2) SNRE Student Government will present a slate of qualified and willing students to the Dean, who may also identify potential student representatives for consideration by the SNRE Student Government.
 - 3) The Dean will select student representatives from the slate.

2. Functions:

- a. Student representatives are expected to attend all committee meetings and vote on all issues that are brought to a vote (except that student representatives on the Promotion and Tenure Committee and the Executive Committee will not vote). A Committee Chairperson may exclude student representatives from any meeting that involves discussion or voting on specific, identifiable individuals.

- b. Each Committee Chairperson will inform the Dean if a selected student representative is not able to attend meetings regularly due to schedule conflict or for any other reason. The Dean will request that SNRE Student Government nominate another slate of potential student representatives to fill the vacant position.

IX. FACULTY GRIEVANCE PROCEDURE

- A. Grievance procedures in the School shall follow the *Model Faculty Grievance Procedures* (as adopted by SACUA, the Senate Assembly, the Provost and the Academic Planning Group in September 2010).
- B. The Governing Faculty elects one of its tenured faculty members to serve on the University's Faculty Grievance Hearing Panel (FGHP). The appointment is for three years. FGHP members may not serve consecutive terms.
- C. The Faculty elects three tenured faculty as potential members of the Grievance Hearing Board (GHB) in the event a grievance is filed within the School. The appointments are for three years and are renewable.

XI. REFERENCE DOCUMENTS

The Faculty of the School of Natural Resources and Environment operates in accordance with the following documents:

1. The University of Michigan Faculty Handbook (<http://www.provost.umich.edu/faculty/handbook/>)
2. The University of Michigan Student Rights and Student Records (<http://www.umich.edu/~regoff/ferpa/>)
3. Bylaws of the Board of Regents [-January 2006] (<http://www.regents.umich.edu/bylaws/>), particularly:
 - a. Section 5.01 *Definitions*
 - b. Section 5.02 *Governing Bodies in Schools and Colleges*
 - c. Section 5.03 *Powers and Duties of the Governing Faculties*
 - d. Section 5.06 *The Deans and Executive Committee*
 - e. Section 5.07 *Administrative Officers of Other University Units*
 - f. Section 5.08 *Appointment, Tenure, Promotion and Resignation of the Staff*
 - g. Section 5.09 *Procedures in Cases of Dismissal, Demotion, or Terminal Appointment*
 - h. Section 5.22 *Adjunct Professorships*
 - i. Section 11.50 *The School of Natural Resources and Environment Executive Committee*
4. The University of Michigan Standard Practice Guide (<http://spg.umich.edu/>)
5. SNRE Student Government Bylaws
6. Robert's Rules of Order
7. SNRE Tenure, Promotion, and Three-year Review Guidelines
8. SNRE Faculty Handbook
9. Policies adopted by the Deans, Executive Committee, and/or Governing Faculty of the School of Natural Resources and Environment