

University of Kansas School of Health Professions Bylaws

Amended: 11/16/1999, 01/23/2002, 06/22/2005, 02/14/2008, 02/17/2009
03/23/2010, 07/30/2013, 05/22/2014, 02/12/2015,
03/12/2018, 03/19/2020, 11/09/2023

PREAMBLE

Bylaws for the faculty of the School of Health Professions are developed under the charter granted on March 20, 1969 by the Kansas Board of Regents:

WHEREAS, for many years there has been in operation a validly created Senate of the University of Kansas composed of members of the faculties and staff of the University and a validly created All Student Council composed of representatives of the student body of the University; and,

WHEREAS, it now seems desirable that the faculties, staff and students of the University form a coordinated governmental structure;

NOW, THEREFORE, the Board of Regents of the State of Kansas hereby (1) approves the UNIVERSITY OF KANSAS SENATE CODE duly adopted by the appropriate constituencies of the University and recommended to it by the Chancellor; (2) charters the various governmental bodies provided for in said codes and may be amended from time to time with approval of the Chancellor; and (3) decrees that this Charter supersedes the Charter of the Senate of the University of Kansas of March 21, 1968.

The All-University Senate conjoins the members of the University Senates on the Lawrence and Medical Center campuses. Subject to and in accordance with the control of the Chancellor and the Board of Regents as prescribed by law, the All-University Senate is empowered to formulate regulations concerning such affairs as directly affect the entire University community (both Lawrence and Medical Center campuses). The presiding officer of the All-University Senate is the Chancellor or the Chancellor's designate. The Senate Code does not require regular meetings of the All-University Senate, and it assembles only when called by the Chancellor, by the University Senate on either campus, or by petition of at least one hundred members of the All-University Senate to the Executive Secretary of the University.

The University Senate, University of Kansas Medical Center, is composed of the Chancellor, the Executive Vice Chancellor and the members of the faculty. The University Senate, University of Kansas Medical Center, is empowered to formulate

rules and regulations for the control and governance of those affairs of the University that directly affect the University of Kansas Medical Center.

The Bylaws of the School of Health Professions are developed in accordance with the Bylaws of the Faculty Assembly of the University of Kansas Medical Center to provide for the organization and function of this School's faculty. Actions of this faculty under these Bylaws are subject to the authority of the Board of Regents, and the Chancellor or the Chancellor's designate as provided by law.

ARTICLE I – Name and Purpose

The SCHOOL OF HEALTH PROFESSIONS (SHP) FACULTY shall be concerned with developing and recommending to the Dean the policies of the School and the planning and development of programs which will facilitate excellence in teaching, research and service. The members of the faculty of the SHP are organized under these Bylaws. The Chief Administrative Officer of the SHP is the Dean, who is responsible to the Executive Vice Chancellor and ultimately the Chancellor.

ARTICLE II – Membership

The SHP Faculty shall consist of all individuals who have academic appointments in the School or in a department or program in the School. Eligibility for voting and committee service within the School further requires SHP faculty members to have primary full-time or part-time academic appointments in the SHP (50% or greater FTE for voting).

ARTICLE III – Meetings

Section 1. Regular Meetings of the SHP Faculty

The faculty shall meet at least twice a year to hear plans for the ensuing school term, to hear committee reports, to hear the results of elections and to conduct business. The date and time for these meetings shall be determined by the Steering Committee in consultation with the Dean.

Section 2. Special Meetings of the SHP Faculty

- A. Special meetings of the SHP Faculty may be called at the request of the Dean or by the Steering Committee.
- B. The Steering Committee shall call a meeting of the Faculty within 30 days upon receipt of a written petition signed by ten members of the faculty.

Section 3. Notice of SHP Faculty Meetings

- A. Notice of the time and place of meetings of the SHP Faculty shall be sent to all members at least one week in advance of the meetings. The agenda shall be included with the notice of the meeting.
- B. If an unanticipated or urgent need arises for the SHP Faculty to meet as a group, a meeting may be called with a two-day notice by the SHP Steering Committee Chair in consultation with School's leadership.

Section 4. Agenda for SHP Faculty Meetings

- A. The preparation of the agenda for SHP Faculty meetings is the responsibility of the Steering Committee in consultation with the Dean.
- B. The members may recommend to the Steering Committee the inclusion in the agenda of certain items of business.
- C. A member of the Faculty, at any meeting, may move for discussion of certain business and, if this motion is passed by the Faculty, the Steering Committee must include this business as an agenda item at the present, the next regular, or special meeting of the Faculty.

Section 5. Presiding Officer at SHP Faculty Meetings

The Chairperson of the Steering Committee or his/her designee shall preside at meetings of the SHP Faculty.

Section 6. Minutes of the SHP Faculty Meetings

- A. Minutes shall be kept of all Faculty meetings and copies of same shall be forwarded to all members of the Faculty at least one week prior to the next scheduled Faculty meeting.
- B. Suggested corrections to the minutes should be communicated to the Steering Committee, for incorporation into the agenda of the next meeting of the SHP Faculty.

Section 7. Quorum and Decisions

- A. One-fifth of the faculty membership shall constitute a quorum to conduct business.
- B. Business decisions shall be the will of the majority attending a regular or special meeting of the SHP Faculty, provided proper notice of the meeting was given, and a quorum being present.

Section 8. Balloting on SHP Faculty Decisions

School of Health Professions

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- A. A ballot on a decision shall be required if requested by ten percent of the membership at any meeting or by written petition, or if deemed necessary by the Steering Committee.
- B. The procedure for a ballot shall be:
- a. The written petition with signatures of voting faculty members must be forwarded to the Chairperson of the Steering Committee.
 - b. The question must then be submitted by the Steering Committee to the Elections Committee to conduct a vote of the faculty by ballot by the tenth working day following the meeting or by the tenth working day following receipt of the petition.
 - c. Results of voting shall be reported to Faculty by the Elections Committee within ten working days of the date the ballots are due.
 - d. The majority shall decide. If less than one-fourth of the Faculty ballots are received, there is no vote and no decision on the question. Therefore, a ballot must be resubmitted for reconsideration of the question.
 - e. The decision on the question shall be announced by written communication and shall be in effect following the ballot count.

ARTICLE IV – Standing Committees

The standing committees of the School are as follows:

Academic Affairs Committee
 Appointment, Promotion and Tenure Committee
 Diversity, Equity and Inclusion Committee
 Election Committee
 Faculty Practice Committee
 Professional Development Committee
 Research Committee
 Steering Committee

Section 1. General Rules (applies to all committees)

- A. All committee members shall be elected by the SHP Faculty for terms of office of three years beginning July 1 unless otherwise specified. If vacancies should arise after the annual election, they shall be filled by appointment by the Steering Committee upon advice of the Elections Committee. The Dean, as needs arise, may appoint additional members to committees with the concurrence of the Steering Committee. Approximately one-third of the members shall be elected

each year. Members may succeed themselves on committees for one additional term, with the exception of the Elections Committee and the Appointment, Promotion & Tenure Committee, which have their own guidelines.

- B. Each committee shall elect a chairperson each year from its membership and shall maintain written Policies and Procedures for the conduct of its affairs. These rules together with its minutes and reports will be filed with the Dean and, other than the Appointment, Promotion, and Tenure Committee, open to the members of the School at all times.
- C. The Chairperson shall be an elected member of the committee. The Chairperson shall preside at committee meetings and shall be responsible for calling meetings and for communicating with the SHP Faculty and other committees within the School as necessary.
- D. The Dean or appointed designee may attend as ex-officio (non-voting) member, meetings of all standing committees.
- E. Student representation to committees will be determined according to University Senate Code, Article 17.2, concerning student representation on college, school and department committees of the faculty.
- F. Other functions may be assigned to the committees by the Dean.
- G. The Policies and Procedures document for each school committee will be made available to the faculty in an appropriate electronic repository. These documents are designed to state clearly the policies and procedures through which each committee attains its objectives in accordance with the School's Bylaws. Unless otherwise stated (e.g., Section IV - Guidelines for Tenure and Promotion for the APT Committee), the policies and procedures detailed in the SHP committee policy documents may be changed by majority vote of the specific SHP committee seeking a change. When a change in a committee policy document is made, the chair of the affected committee is responsible for ensuring that the change is reported to the SHP Steering Committee and an updated copy is added to the electronic repository for the committee.

Section 2. Elections Committee and Elections

- A. Membership. The Elections Committee shall consist of three members of the SHP Faculty elected for a term of three years, with one new member being elected each year. The members shall not serve two consecutive terms.
- B. Functions:
 - 1. The committee shall be responsible for the election of faculty members to standing committees.
 - a. The committee shall issue a call for nominations to all necessary committee positions on February 1 of each year. Self-nomination is

encouraged. No nominations shall be accepted after March 1.

- b. Elections shall be conducted by ballot. Ballots shall be forwarded to members on April 1 and shall not be counted unless received by May 1.
 - c. A plurality vote shall elect to each position. An election will be deemed valid when the number of received, valid ballots equals or exceeds one-fourth of the voting members of the SHP. Should vacancies occur in a committee, all nominees shall be candidates for these positions; and the candidates with the largest number of votes shall be elected.
 - d. Should a tie vote occur, the Steering Committee shall cast the deciding vote, the decision being made by ballot.
 - e. The results of the elections shall be announced to the SHP Faculty shortly after May 1. A complete roster of the membership of the SHP standing committees shall be available to each member of the SHP by July 1.
2. The tallies from each call for nominations and each election shall be kept for at least three years from the close of voting on May 1. No information which identifies individual voters, matches a voter with their ballot, or tracks their voting actions may be retained.

Section 3. Appointment, Promotion and Tenure Committee

The purpose of the Appointment, Promotion and Tenure Committee is to ensure the quality of the faculty.

A. Membership:

1. The Appointment, Promotion, and Tenure committee shall consist of one member from each department of the School, selected by that department, for a total of eight members. Members should be at the rank of Associate or Full Professor (tenured or modified title). Departments can petition the SHP Steering Committee for the inclusion of an assistant professor (tenured or modified title) if no associate or full professor is available.

Membership may include faculty who are departmental chairpersons.

2. Every member will have voice on all issues addressed by the committee. Tenured committee members are eligible to vote on all tenure decisions and promotion decisions for candidates at or below the committee member's rank. Committee members with modified titles are eligible to vote on promotion decisions for candidates with modified titles at or below that committee member's rank and from the same track (research or clinical track).

3. Members shall have terms of two years. Each department determines the number of consecutive terms that a faculty representative from that department is permitted to serve. Four departments shall select members in even numbered years; four departments shall select members in odd numbered years.
4. Individual departments shall have appointment, promotion and tenure committees of at least three SHP Faculty members. The departmental APT committee shall review the candidate's application for completeness and organization and evaluate the qualifications of the candidate for promotion and/or tenure.
5. The departmental committee shall perform the comprehensive mid-cycle review of tenure track candidates at the end of their third year of service.

B. Functions:

1. Review recommendations for appointments, promotions, and tenure received from the Dean, submitted by Department Chairpersons, Program Directors or individuals, in accordance with promotion and tenure policies adopted by the SHP Faculty.
2. Conduct reviews of tenured faculty as required by the Kansas Board of Regents and KU Medical Center, in accord with the post-tenure review policy adopted by the SHP faculty.
3. If there are fewer than five committee members meeting the voting eligibility criteria outlined in section A above, sufficient number of additional faculty meeting these criteria shall be identified to complete a five-person committee. Additional committee members may be from the SHP or other Schools at the University of Kansas. The APT Committee will select these individuals from a list of potential members that it develops in consultation with the Chair of the department in which the candidate is to be appointed, promoted, and/or tenured. The entire APT Committee, including those who are not tenured and do not hold the rank of Associate Professor or higher, will participate in a vote to select which members will be added to form the new committee. All new committee members shall have voice and voting privileges for the cases being reviewed. The recommendations of the committee will be conveyed to the Dean of the School.
4. Review and revise committee policies and procedures as necessary, and oversee the review and revision of guidelines for appointment, promotion and tenure as needed.
5. Revisions and/or modifications to the faculty performance guidelines shall be recommended by the APT Committee and approved by the Dean and then put to a vote of the SHP faculty. The faculty vote will be handled as specified in Article III, Section 8B, above.

Section 4. Steering Committee

- A. Membership: Three elected members who have been full-time SHP faculty for the most recent five years, and chairs of the standing committees. Each member would have a vote.
- B. Chairperson: The Chairperson of the Steering Committee shall function as the representative to the Steering Committee of the Faculty Assembly of the University of Kansas Medical Center.
- C. Functions:
 - 1. Call and conduct meetings of the SHP Faculty.
 - 2. Prepare agendas for such meetings.
 - 3. Coordinate orientation programs for new SHP Faculty members.
 - 4. Appoint an ad hoc grievance committee for SHP Faculty if requested by the Dean.
 - 5. Coordinate faculty governance activities within the SHP.
 - 6. Facilitate communications among SHP committees and with other campus governance groups.

Section 5. Academic Affairs Committee

- A. Membership: Five elected faculty members each serving a 3-year term.
- B. Committee composition will include at least one member each representing undergraduate and graduate SHP programs. No more than two members will have affiliation with the same Department of the SHP.
- C. Functions:
 - 1. Review and offer feedback for new undergraduate courses and/or undergraduate programs associated with the SHP, when requested.
 - 2. Monitor and/or participate in undergraduate and graduate curricular development and strategic academic initiatives on or between campuses.
 - 3. Review the policies and procedures for due process and student grievances within the SHP as needed or requested, and recommend changes to the Dean if necessary.

4. When a SHP student grievance committee is appointed by the Dean, one member of the SHP Academic Affairs Committee may be appointed to serve.
5. Carry out assigned responsibility as established by the Dean, the SHP Faculty, and/or the SHP Associate Dean for Academic and Student Affairs.

Section 6. Research Committee

- A. Membership: Five elected faculty members each serving a 3-year term. The SHP Associate Dean for Research will be an ex officio (non-voting) member.
- B. Chairperson: The Chairperson of the Research Committee shall function as the representative to the Research Committee of the Faculty Assembly of the University of Kansas Medical Center.
- C. Functions: The purpose of the SHP Research Committee is the furthering of excellence in scholarly pursuits especially in the area of research.

Section 7. Professional Development Committee

- A. Membership: Five elected faculty members each serving a 3-year term, and one student liaison serving on an annual basis.
- B. Functions:
 1. Act as liaison among SHP students and faculty.
 2. Prepare a development plan based on survey results, internal and external initiatives, participant feedback, professional trends and directions.
 3. Coordinate professional development and onboarding activities for SHP faculty.
 4. Select one representative to serve on the SHP Student Senate.
 5. Develop, recommend, coordinate and review policies and/or documents related to the professional development of students as needed, in conjunction with the SHP Student Senate.
 6. Review scholarship applications and make recommendations for scholarships, academic awards, and honors to the SHP Dean's office and/or other appropriate agencies, as requested.
 7. Carry out other responsibilities as assigned by the Dean of the SHP.

Section 8. Diversity, Equity and Inclusion Committee

A. Membership:

1. Five elected faculty members, each serving a 3-year term.
2. SHP Dean's delegate or designee, ex-officio.
3. One or two non-voting staff representatives appointed by SHP staff body.
4. One non-voting SHP student representative appointed by the SHP Student Senate, or one non-voting SHP Dean's Diversity Scholarship award recipient, or one non-voting SHP student representative approved by the SHP DEI Committee.

B. Functions:

1. Enhance knowledge and appreciation for diversity, equity, and inclusive practices among SHP faculty, staff, students, and the community.
2. Promote best practices and the acquisition of new knowledge as it relates to diversity, equity, and inclusion.
3. Develop initiatives for encouraging diversity and cultural appreciation within SHP through programming and funding opportunities, including scholarships.
4. Advance interprofessional collaboration with other KU/KU Medical Center divisions and stakeholders, to advance cultural knowledge and appreciation, especially related to education, service, and research.

Section 9. Faculty Practice Committee

A. Membership

1. The Faculty Practice Committee shall be comprised of one member from each department of the School, selected by that department's chair, for a total of 8 appointed members. Of the 8 appointed members representing each department, when possible, one member should be a Department Chairperson. In the event no Department Chairperson is available to serve on the committee, the Associate Dean for Community Engagement and Workforce Initiatives will recommend, as needed, an ad hoc representative who is a Department Chairperson to participate in occasional Committee business relevant to Department leadership interests.
2. Appointed members will ordinarily serve a 3-year term and have voting rights. To serve as an appointed member with voting rights, one must maintain a faculty appointment of 50% or greater FTE within the KU SHP at any rank (non-tenured or tenured) and be engaged in practice within one's profession or have previously practiced in the course of their career.
3. After an appointed committee member concludes their term, they may be

appointed again to the committee after remaining off the committee for a period of 1-year. If a department has no other available faculty engaged in faculty practice to serve on the committee, the 1-year period to remain off the committee may be waived and a member may immediately return to a new term of service at the discretion of their department chair. However, a department with multiple faculty engaged in faculty practice is required to adhere to the 1-year period between terms of service as previously described.

4. The Associate Dean for Community Engagement and Workforce Initiatives is appointed by the Dean to serve as a non-voting ex-officio Committee member.
5. The Faculty Practice Committee convenes throughout the year, with a term beginning in July and concluding in June.
6. To serve as the chair of Faculty Practice Committee, one must serve on this committee for a minimum of 2 academic years. The committee chair is determined through consensus of the committee each year. In addition to the committee chair providing leadership to the Faculty Practice Committee, the individual serving in the Committee chair position may attend meetings relevant to SHP faculty practice topics when representation of the Faculty Practice Committee is requested at any such meetings.

B. Functions

1. Provide feedback and recommendations on strategic planning for faculty practice in the SHP.
2. Represent the interests of faculty in existing and new faculty practice initiatives.
3. Communicate information relevant to faculty practice initiatives to SHP faculty.
4. Determine annual grant awardees of the SHP Faculty Practice Grant.
5. Carry out assigned responsibility as established by the SHP faculty, Associate Dean for Faculty Practice and Community Partnerships, and/or Dean.

ARTICLE V – Parliamentary Authority

The rules contained in "Roberts Rules of Order Revised" shall govern the School in all cases to which they are applicable and in which they are not inconsistent with these Bylaws.

ARTICLE VI – Methods of Amending These Bylaws

Section 1. Proposals to Amend

A. Amendments to these Bylaws may be proposed by any of the standing committees.

Ten percent of the School Faculty may petition through the Steering Committee to amend these Bylaws. The proposed amendment shall be submitted in writing with affixed signatures of SHP Faculty. The proposal must be presented to the School Faculty at the next meeting.

Section 2. Consideration of Amendments

Amendments may be considered at any meeting of the School, provided the members receive the proposed amendment in writing one week before the scheduled meeting.

Section 3. Adoption of Amendments

Amendments may be adopted by a two-thirds vote of those members who voted, provided one-fourth of the membership ballots are received.

Bylaws updated 08/31/2011 to reflect change in name of the school. Changes made by executive order of Dean Karen L. Miller, no amendment required.

Bylaws updated 04/11/2014 to reflect change in title to associate dean, SHP. Changes made by executive order of Dean Karen L. Miller, no amendment required.