ARTICLE I: ORGANIZATION OF THE COLLEGE

1. The Waters College of Health Professions (hereafter referred to as “College”) is organized into separate departments and a school, each with a Chair who serves in an administrative position. The Dean of the College is the chief executive officer of the College and shall report to the Provost and Vice President for Academic Affairs (see Statutes of Georgia Southern University, hereafter referred to as “Statutes”).

ARTICLE II: THE UNIT WITHIN THE UNIVERSITY

1. The Faculty Senate membership is formed based on Statutes, Article V. The Dean shall annually announce the number of senators that has been apportioned to the College (including alternates) and shall call for an election pursuant to Statutes, Article V. The nomination and election procedures shall be consistent with those specified in these Bylaws for the standing committees of the College.

2. Membership of graduate faculty is determined by policies and procedures outlined in the graduate catalog. In addition, any faculty who were awarded graduate status prior to consolidation will remain as graduate faculty.

3. Members of the college faculty are appointed by the President upon the recommendation of the chair of the department/school and his/her administrative superiors (Statutes, Article VI, Section 1).

4. Recommendations for promotion are made through the following committees and administrators: department/school promotion and tenure committees, chairs of departments/schools, college promotion and tenure committee, the Dean, the University Advisory Council, and the Provost. The Provost will forward his/her recommendation to the President. Promotion actions are addressed in the Board of Regents Policy Manual, the University System Academic Affairs Handbook, the Georgia Southern University Faculty Handbook, and the College Promotion and Tenure Standards.

5. Recommendations for tenure are made through the following committees and administrators: department/school promotion and tenure committees, chairs of departments/schools, college promotion and tenure committee, the Dean, and the Provost. The Provost will forward his/her recommendation to the President. Tenure is awarded by the Board on recommendation of the President only to assistant professors, associate professors, and professors who are employed full-time in accordance with the guidelines set forth in the Statutes. Tenure actions are addressed in the Board of Regents Policy Manual, the University System Academic Affairs Handbook, the Georgia Southern University Faculty Handbook, and the College Promotion and Tenure Standards.
6. College representatives serving on University-level committees (including the Faculty Senate) are responsible for reporting pertinent information from meetings of those committees to the faculty, administrators, and staff of the college.

ARTICLE III: MEMBERSHIP

1. The Faculty of the Waters College of Health Professions, hereafter referred to as the Faculty and the College, respectively [unless otherwise stated] shall consist of individuals which meet the guidelines stated in the Board of Regents (BoR) Policy Manual (reproduced below beginning with BoR Policy Manual section 3.2.1) and shall have formal input over broad policies affecting the academic mission of the College in regard to teaching, research, and service.

======== Board of Regents Policy Manual Section 3.2.1 ========

Faculty Membership

In all institutions, the faculty will consist of the corps of instruction and the administrative officers.

Corps of Instruction

Full-time professors, associate professors, assistant professors, instructors, lecturers, senior lecturers, and teaching personnel with such other titles as may be approved by the Board, shall be the Corps of Instruction. Full-time research and extension personnel and duly certified librarians will be included in the Corps of Instruction on the basis of comparable training. Persons holding adjunct appointments or other honorary titles shall not be considered to be members of the faculty.

Administrative Officers

Faculty status of full-time administrative officers will necessarily vary with the size and complexity of the institution. A faculty member who has academic rank and rights of tenure in the Corps of Instruction and who accepts an appointment to an administrative office (other than president) shall retain his/her academic rank and rights of tenure as an ex officio member of the Corps of Instruction, but shall have no rights of tenure in the administrative office to which he/she has been appointed.

The additional salary, if any, for the administrative position shall be stated in the employment contract and shall not be paid to the faculty member when he/she ceases to hold the administrative position. An administrative officer having faculty status shall have all the responsibilities and privileges of faculty membership. Administrative officers shall be appointed by the president and
shall hold office at the pleasure of the president.

Other Faculty

Members Research and Comprehensive Universities

In addition to the Corps of Instruction, the faculty will include the president, administrative and academic deans, registrar, librarian, chief fiscal officer, and such other full-time administrative officers as the statutes of the institution may designate as having ex officio faculty status.

Each institution is required to file with the office of the Board of Regents a list of administrative officers that have faculty status (by office, not by name of individual).

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ARTICLE IV: MEETINGS, COMMITTEES, AND COUNCILS

Section 1. Meetings

1. The Faculty and the Standing Committees hereafter described are expected to meet separately to execute the relevant business of interest.

2. These meetings shall be conducted as follows:
   a. The Faculty shall have a College Faculty meeting at least once during each Fall and Spring semester.
   b. The Standing Committees shall meet at least once during each Fall and Spring semester.
   c. An agenda is to be prepared and distributed in advance of each meeting. A majority of the voting members present may vote to permit discussion on non-agenda items.
   d. The dean shall select a secretary to be responsible for keeping the minutes of the General Faculty meeting.
   e. Robert’s Rules of Order shall be observed in the conduct of meetings.
   f. A quorum shall exist when a majority of eligible voting members are present. Unless specifically required in the College Bylaws, a quorum is presumed to exist unless a challenge is made and proven during the meeting. However, a quorum is not necessary when the purpose of the meeting is solely to give or receive information.
   g. When voting on Bylaws changes, curricular proposals, faculty and student issues, and other college policies during the course of meetings or other balloting issues, voting is limited to faculty in full-time positions. This excludes visiting or temporary appointments.

Section 2. Standing Committees and Student Advisory Council
1. There are seven standing committees and one advisory council in the College.

2. Except as noted in the requirements for standing committees:
   a. All schools must have elected representation on each standing committee.
   b. Faculty representation on standing committees is limited to full-time faculty unless otherwise noted.
   c. Each committee shall annually elect a chair from among its members.
   d. Term of office shall begin and end in accordance with the academic year contract.
   e. When possible, full consideration should be given to rotating service of individuals.

Section 2A. Faculty Affairs Committee

1. The purpose of the Faculty Affairs Committee is to provide faculty representation in all appropriate matters of the College and to promote the welfare of all faculty in the College. The Faculty Affairs Committee will work in the spirit of consultation and cooperation with the dean.

2. Membership includes eight non-administrative faculty members. There will be 2 members from each academic department/school in the college.

3. Members will be nominated and elected by full-time school/departmental faculty. Terms of membership shall be for two years, except in the initial election. In the initial election, members seated on the committee shall stagger appointments such that each department or school shall have one member serving a one-year term and one member a two-year term. At the expiration of their respective terms, all subsequent regular elections shall be for two-year terms. Thus, each department or school shall have one new and one returning representative on the committee each year. Consecutive terms are permissible.

4. It shall be the responsibility of the committee to:
   a. Communicate relevant faculty concerns to the dean and Chairs Council regularly
   b. Serve as a forum for the faculty of the College to present and share ideas, express concerns, and address matters when no other forum is available
   c. Call and sponsor public forums (e.g., Bylaws discussion) of the College Faculty, as deemed necessary
   d. Represent faculty on issues concerning governance in the College, and oversee any revisions of the College Bylaws and/or other related documents, policies, and procedures that affect College Faculty
   e. Solicit suggestions and concerns related to faculty welfare from individual faculty members and groups of faculty
   f. Assist the dean, chairs, and other administrators in ensuring that all constituents affected by policy changes have been notified and provided an opportunity to respond to suggested policy changes
   g. Meet at least once during the Fall and Spring semesters to examine any matters related to faculty governance in the College and compliance with college and
school bylaws within the college and each school

h. Review requests of faculty for the establishment of Ad Hoc Committees, and vote for approval

i. Ensure representation from Faculty Affairs Committee on any College Dean search

j. Review and offer recommendations to Promotion and Tenure criteria generated by each school prior to approval by the chair, dean, provost, president levels

k. Organize the initial election of standing committees not already seated at the time at which these Bylaws are approved. Following the initial election, the College Elections Committee will assume responsibility of all elections.

Section 2B. Curriculum Committee

1. The purpose of the committee will be to review and approve curricular revisions, program revisions/program policy changes, and any new program proposals for all College programs.

2. Membership includes eight non-administrative faculty members, with representation of at least one faculty member per department/school. Eligibility to serve on this committee is restricted to full-time faculty in non-temporary positions.

3. Members will be nominated and elected by full-time departmental/school faculty. Terms of membership shall be for two years, except in the initial election. In the initial election, members seated on the committee shall stagger appointments such that each school shall have one member serving a one-year term and one member a two-year term. At the expiration of their respective terms, all subsequent regular elections shall be for two-year terms. Thus, each department/school shall have one new and one returning representative on the committee each year. Consecutive terms are permissible.

4. The College Associate Dean for Institutional Effectiveness and Curriculum (Statesboro campus) and the Associate Dean (Armstrong campus) will be ex-officio members of the committee and will serve without a vote.

5. It shall be the responsibility of the committee to:

a. Review and approve changes in courses, programs, emphases, concentrations, and degrees.

i. The committee reviews and approves all changes in courses, programs, emphases, concentrations, and degrees proposed by the school within the College. All changes are first approved by the department/school before review at the College level. Criteria for approval include but are not limited to: documentation of rationale for change, relation to program goals and/or Student Learning Outcomes (SLO), adherence to program/departmental policies, indication of needed resources (Criteria for approval at the College level will be developed and distributed to program directors).
The associate dean will inform program directors of due dates for agenda items to the committee. Program directors submit proposed course/program changes to associate dean by deadline of two weeks prior to the committee meeting date. Associate dean distributes to committee members allowing a minimum of one week to review. Submissions will be added to next committee agenda for meeting held one week prior to agenda deadlines for the University Graduate/Undergraduate Committees.

b. Assure curriculum reporting/requests for change are submitted to the College Chairs Council, and the Undergraduate and Graduate Curriculum Committee in the Faculty Senate.
   i. The College Curriculum Committee assures curriculum reporting and requests for changes are submitted to the appropriate governing bodies in the College and University
   ii. Outcomes of the committee reviews and approvals will be forwarded to College Chairs Council, and Undergraduate and Graduate Curriculum Committees in the Faculty Senate. Associate dean and committee chair will work together to ensure adherence to university documentation and submission guidelines

c. Assess Comprehensive Program Review materials for all programs under annual review.
   i. The committee reviews all Comprehensive Program Review materials on an annual basis. All programs under annual review submit reports to the committee for review and recommendation prior to submission to respective university committees
   ii. Programs undergoing review will be determined at the beginning of each academic year. Chairs and program directors will be informed of deadlines for submitting program reviews to the committee. Program directors submit program review materials to associate dean by deadline of two weeks prior to the committee meeting date. Associate dean distributes to committee members allowing a minimum of one week to review. Submissions will be added to next committee agenda for meeting held one week prior to agenda deadlines for Undergraduate and Graduate Curriculum committees in the Faculty Senate

d. Conduct annual review of all program’s Institutional Effectiveness efforts related to Student Learning Outcomes.
   i. The committee conducts an annual review of all Institutional Effectiveness efforts for all programs in the College. The committee suggests improvement recommendations to respective schools.
   ii. Associate dean creates reports for each program derived from Chalk and Wire data. The committee reviews each program’s documented achievements toward meeting SLO’s, noting specifically each achievement target, degree of achievement, actions plans of SLO’s that are partially met or unmet, and analyses of program strengths and weaknesses. The committee will provide suggestions and recommendations for improved institutional effectiveness efforts to
program directors and/or chairs after review.

Section 2C. College Election Committee

1. The purpose of the committee shall be to conduct free and fair elections for College and University committees consistent with the guidelines established in these Bylaws.

2. Elections shall occur in the spring semester of each academic year, thus allowing for committees to be fully formed for the following academic year.

3. Membership includes four non-administrative faculty members, comprised of one faculty member from each department/school in the College. Eligibility to serve on this committee is restricted to full-time faculty in non-temporary positions.

4. Terms of membership shall be for two years, except in the initial election. In the initial election, members seated on the committee shall stagger appointments between one-year terms and two-year terms to achieve optimal continuity year-to-year. At the expiration of their respective terms, all subsequent regular elections shall be for two-year terms.

5. It shall be the responsibility of the committee to:
   a. Ensure compliance with College and University Bylaws regarding the eligibility of voters and candidates
   b. Inform faculty of the functions, current membership, and eligibility requirements of each University/College committee prior to each election
   c. Solicit nominations and conduct elections (including the counting of ballots) for College-wide elections including recall elections and special elections to fill vacancies, as necessary
   d. Consult with all nominees, prior to the official election, to obtain the nominee’s willingness to serve
   e. Transmit the results of elections to the dean, the faculty of the College, and other parties as appropriate (e.g., the Elections Committee of the Faculty Senate)
   f. Periodically review election procedures and make recommendations to the dean

Section 2D. College Promotion and Tenure Committee

1. The purpose of the committee shall be to serve in an advisory role to the Dean by making recommendations on promotion in rank and/or tenure that is consistent for faculty within the College. The committee shall also review portfolios of faculty under pre-tenure and post-tenure review. The Dean is responsible for making the ultimate recommendation for promotion and/or tenure that will be forwarded to the Provost.

2. Membership will be restricted to tenured faculty with rank of professor or associate professor. In the case of reviewing portfolios for senior lecturer, a current senior lecturer will also serve on the committee.
3. The committee will be composed of two individuals from the School of Nursing, two individuals from the Department of Health Sciences and Kinesiology, one individual member from the Department of Diagnostic and Therapeutic Sciences, and one individual from the Department of Rehabilitation Sciences. The committee does not need equal representation from all campuses. In the event a committee member is going up for full-professor or post-tenure review, they would not review portfolios in their own category.

4. For all departments/schools, committee members will be elected by their home department or school. The College Election Committee will call for nominations and structure a ballot for each department/school. Faculty from each department/school will elect representatives to the committee from their department/school.

5. Within each department/school in the college, election of members for department/school level promotion and tenure committee shall follow the same procedure as the college level committee. The department/school level committee should consist of at least three individuals (no more than five) and, to the extent possible, include faculty members who represent diverse backgrounds and experiences. In instances where departments/schools do not have enough tenured associate and full professors to serve, the existing tenured associate and full professors shall work with the Dean of the College to establish an appropriate committee. It is recommended that the school committee function as an independent committee within the unit, and not be housed under existing committees which have additional responsibilities.

6. Each school/department chair should review nominations to fully ensure qualified faculty are seated on the committee, especially in the special cases where the committee will consider (1) promotion to rank of professor or (2) portfolios which require a special understanding of the professional field related to the faculty review.

7. Members of this committee normally should not simultaneously serve on school/department promotion and tenure committees during their term, but may under special circumstances where there are not sufficient faculty members eligible or willing.

8. Members will be nominated and elected by full-time departmental/school faculty. Terms of membership shall be for two years, except in the initial election. In the initial election, members seated on the committee shall stagger appointments such that each school shall have one member serving a one-year term and one member a two-year term. At the expiration of their respective terms, all subsequent regular elections shall be for two-year terms. Consecutive terms are permissible.

9. It shall be the responsibility of the committee to:
   a. Review faculty portfolios in accordance with the timetables indicated in the promotion and tenure guidelines document [which should be distributed during the first College faculty meeting of fall term]
b. Provide a written evaluation of each faculty member under review which shall be inserted in his/her permanent file. Promotion criteria include teaching, scholarship, and service. Criteria used to evaluate faculty for annual reviews, pre-tenure reviews, tenure reviews, and post-tenure reviews include teaching, scholarship, service, needs of the institution, ability of the professor to function within the Georgia Southern academic community, and length of service.

c. Disseminate the evaluation to the faculty member under review, the chair of his/her school/department, and the Dean of the College.

Section 2E. College Inclusion, Equity, and Access Committee

1. The purpose of this Committee is to advise leadership of the University during the process of formulating, revising, and evaluating college-level and institutional policies that support a diverse and unbiased environment concerning matters of race, gender, cultural heritage, sexual orientation, physical/mental ability, age, national origin, or gender identity or other characteristics of the individual deemed appropriate by the Committee. In particular, the Committee will offer guidance in matters of recruitment, hiring, retention, arbitration and promotion. The Committee reports to the Dean of the College.

2. The committee will be composed of eight faculty members from the college, with equal representation across departments/schools, elected by the faculty of the College. One additional member from the Office of Diversity and Faculty Development as well as one student (junior or senior) appointed from the College Student Advisory Council will also be represented. Other than students, membership is restricted to full-time faculty regardless of tenure or rank. The Dean will review the composition of the Committee to ensure a well-balanced membership reflecting the needs of the curriculum, student-body, and personnel of the institution.

3. Faculty will serve on the Committee for a period of two years with Committee Chair serving three. Student representatives will serve for one year. Institutional representatives will serve for one year. Consecutive terms are permissible.

4. The Committee will meet as needed to:
   a. Advise the Dean of the College on all matters deemed appropriate relative to inclusiveness, equity, and access.
   b. Recommend steps necessary to support College diversity in conjunction with university-level policy.
   c. Provide direction and leadership to College when issues related to inclusion, equity, and access emerge within the College.

5. The Committee will submit to the Dean a written report at the end of each academic year to include a tabulation of all Committee activities during the year. Additional measures will be determined by the Dean of the College.
Section 2F. College Interprofessional Education Committee

1. The College is dedicated to excellence in health sciences education, research, patient care, and community outreach through interdisciplinary professional accomplishments. The Committee provides a foundation upon which cross-discipline efforts in teaching, research, and service are placed with a focus on the profession of health sciences. Additionally, the Committee serves in the capacity of advisement to the Dean with regard to matters of policy and governance specific to cooperative scholarship across multiple disciplines. The Committee reports directly to the Dean of the College.

2. The committee will be composed of two faculty member from each department/school, elected by the faculty of the College. Additionally, one faculty member from each of the other Colleges in the University will be invited to serve as a member. As of October 18, 2018 this includes:

- Allen E. Paulson College of Engineering and Computing
- College of Arts and Humanities
- College of Behavioral and Social Sciences
- Parker College of Business
- College of Education
- College of Science and Mathematics
- Jack N. Averitt College of Graduate Studies
- Jiann-Ping Hsu College of Public Health

Two additional individuals from the health sciences community, as well as one student (junior or senior), will be appointed by the Dean to serve on the Committee. Other than students and members of the community, membership is restricted to full-time faculty regardless of tenure or rank.

3. Faculty will serve on the Committee for a period of two years with Committee Chair serving three. Student representatives will serve for one year. Community representatives will serve for one year. Consecutive terms are permissible.

4. The Committee will meet as needed to:
   a. Advise the Dean on matters of policy and governance with regard to interprofessional education.
   b. Promote collaboration between and among various health professions, community partners, students and educators.
   c. Strive to foster collaboration among various academic disciplines.
   d. Improve the quality of patient and population centered care by emphasizing the core competencies of interprofessional collaborative health care.
   e. Identify and distribute evidence-based resources that promote effective collaborative learning and practice.
   f. Create and maintain the Interprofessional Education website with information that students, professors and community health professionals find relevant and useful. [https://chp.georgiasouthern.edu/about/interprofessional-health-professions-]
g. Encourage multiple professions and community organizations working collaboratively in scholarship activities, such as research, publications and presentations.

5. The Committee will submit to the Dean a written report at the end of each academic year to include a tabulation of all Committee activities during the year. Additional measures will be determined by the Dean of the College.

Section 2G. College Awards Committee

1. The purpose of the committee shall be to determine the criteria for College awards, solicit nominations for those awards, evaluate submitted materials from awards candidates, and recognize excellence through the selection of College award winners.

2. The committee will be composed of two members of Faculty from each school in the College, elected by the Faculty of that school. Eligibility to serve on this committee is restricted to full-time faculty in non-temporary positions. Individuals currently under review for a College award are excluded from membership.

3. Terms of membership shall be for two years, except in the initial election. In the initial election, members seated on the committee shall stagger appointments such that each school shall have one member serving a one-year term and one member a two-year term. At the expiration of their respective terms, all subsequent regular elections shall be for two-year terms. Thus, each school shall have one new and one returning representative on the committee each year.

4. It shall be the responsibility of the committee to:
   a. Determine the criteria for all College awards and disseminate them to the Faculty
   b. Solicit nominations for all College awards
   c. Verify the eligibility of nominees for College awards and collect application packets from all candidates who accept nomination
   d. Select award winners and announce the selection to the College Faculty

Section 2H. Ad Hoc Committees

1. Any member of the Faculty in the college may request that the Faculty Affairs Committee establish an ad hoc committee

2. The request procedure shall be as follows:
   a. Submit a request in writing to the Faculty Affairs Committee stating specifically the problem, issue, and/or area of concern. The request must demonstrate that the issue is one of potential general concern for the college and not a matter concerning only an individual department or administrative area
   b. Outline the desired result from the committee activity (e.g., a report, revision of the Bylaws, a new or revised administrative approach in a particular area)
c. Recommend the names of eligible persons who are interested or have special expertise in the identified area. All Faculty in the college are eligible to serve on ad hoc committees.

d. Recommendations for members shall be considered but final determination of the membership of a committee shall be made by the Faculty Affairs Committee.

3. The Faculty Affairs Committee shall decide whether to establish an ad hoc committee and the duration of its service.

4. All requests to establish such a committee shall be answered in writing and shall be provided to the college with a statement from the Faculty Affairs Committee indicating approval or disapproval and the rationale for the decision.

5. If the request to establish an ad hoc committee is approved, the Faculty Affairs Committee shall appoint members to the committee, in consultation with the Dean of the College.

6. The Faculty Affairs Committee shall also prepare a specific charge for the committee and specify a requested due date. The ad hoc committee shall elect its own chair from among its faculty members.

7. Ad hoc committees shall have the following reporting responsibilities:
   a. Provide an interim report to the Faculty Affairs Committee in writing at least once each semester
   b. Present a final report in writing to the Faculty Affairs Committee, the dean, and the Faculty by the requested due date

Section 2G. Student Advisory Council

1. The Dean and Faculty of the College are consistently concerned about students' experiences, perceptions, ideas, and viewpoints regarding their experience in the College’s programs. In order to create a meaningful exchange of ideas among the College Dean, Faculty and students related to the College’s programs, students from each school/department in the College shall be appointed to serve in an advisory capacity on the council. Each student shall serve a two year appointment.

2. Two student representatives and one alternate representative from each department/school will be appointed to serve.

3. The Student Advisory Council will be comprised of one junior student and one senior student from each department/school. One alternate representative may be appointed from either the junior or senior class.

4. Terms of appointments shall be for two years, except in the initial committee formation year. During the initial appointments, one student shall be appointed from the junior
class and one student shall be appointed from the senior class. At the expiration of the senior student’s respective term, all subsequent regular appointments shall be for two-year terms.

5. Each year a student from the junior class will be appointed to serve on the Student Advisory Council.

6. Appointed representatives will be notified in writing of their appointment and the Student Advisory Council membership will be posted publicly on the College website.

7. Student representatives shall meet with the dean periodically throughout the year to exchange information and ideas related to the ongoing workings and evaluation of the College and its departments/school.

8. Student representatives are encouraged to use this vehicle to communicate student ideas and issues from their school/department peers to the dean and Faculty.

9. The dean serves as the chair of the council.

10. Students appointed to serve as representatives to the council serve in an advisory capacity to the dean and Faculty.

11. In the event a representative finds that he/she cannot fulfill the responsibilities of the appointed post, the student will provide written notification of resignation to the dean. Arrangements will be made to replace the representative through consultation with the appropriate school/department.

12. In the event that a representative is not fulfilling the responsibilities of the appointed post, the dean or the student body of the school/department may ask for the representative’s resignation. A special appointment shall occur to appoint a new representative.

13. Representatives hold voting privileges on the council.

14. The responsibilities of each representative are as follows:
   a. Attend an orientation to the council conducted by the dean.
   b. Attend designated council meetings on a regular basis as defined by the needs, responsibilities, and tasks of the council. In the event a representative cannot attend a meeting, the school/department alternate will attend the meeting in his/her absence.
   c. Elicit and convey student views, concerns, opinions, and suggestions at the Council meetings.

**ARTICLE V: RATIFICATION PROCESS AND DATES**
1. Bylaws shall be in full force after approval by the Dean, Provost, and President, and a two-thirds majority of eligible faculty members present at a general faculty meeting.

ARTICLE VI: DEFINITIONS

1. Statutes: The statutes referred to in this document are the Statutes of Georgia Southern University.

2. Faculty: Defined in Article III of this document

ARTICLE VII: POLICY AND PROCEDURE

1. The college faculty in concert with the Dean shall have the power to amend, revise, or establish new policies and procedures under which the college operates.

ARTICLE VIII: PROCEDURE TO AMEND BYLAWS

1. Proposals to amend the Bylaws shall be submitted to the Chair of the Faculty Affairs Committee following Article IV Section 2A part 4D not later than 10 days prior to any regularly scheduled faculty meeting or any special meeting called for the purpose of amending. Proposed amendments must be adopted by a two-thirds majority of faculty members present, provided the required quorum is present at the time of voting. Bylaws changes will be made in concert with the Dean and with two-thirds of eligible faculty approval.