

January 6, 2022

**BYLAWS OF THE
DEPARTMENT OF STATISTICS AND PROBABILITY
MICHIGAN STATE UNIVERSITY**

Preamble

The Bylaws for Academic Governance of Michigan State University (“MSU” or “the University”), specify in Sections 1 and 2 responsibilities and participation of faculty and students in the governance of an academic unit. Accordingly, the Bylaws of the Department of Statistics and Probability (“STT”) are intended to provide a specific framework for meaningful participation of faculty and students in the academic governance of STT.

The procedures given in the STT Bylaws shall not be construed in any way that (1) limits or discourages the rights and opportunities of groups or individuals in STT from initiating actions or resolving problems through direct consultation with the Department Chairperson, while acting within the general framework of the STT Bylaws, or (2) limits or discourages the Chairperson or their duly designated representatives from discussing and formulating programs of action with appropriate individuals or groups, while acting within the general framework of the STT Bylaws.

If, in any matter, specifications or omissions place these Bylaws in conflict with University or College policies, as promulgated in their Bylaws, these latter shall take precedence.

To ensure all faculty and students have a voice in academic governance, and to further ensure inclusiveness, fairness and trust, STT follows the principles of shared governance espoused by MSU. All members of STT are expected to engage in behaviors and practices that are inclusive, are respectful, and serve to foster trust within the community. All members of STT are expected to adhere to the ethical guidelines of relevant professional organizations, such as the American Statistical Association. Aggression, intolerance, harassment, or discrimination in any form are not permitted. Any concerns should be addressed to the

chairperson, to a representative from the College of Natural Sciences Dean's Office, the MSU Office of Institutional Equity (OIE), or the MSU Police, as appropriate.

1. **The Faculty of the Department of Statistics and Probability (STT)**

1.1 Composition of the Faculty

- 1.1.1 The *regular faculty* of STT consists of all persons appointed in the department under the rules of tenure and holding the rank of professor, associate professor, or assistant professor [BAG, Section 1.1.1.1].
- 1.1.2 The *fixed-term faculty* of STT consists of all persons appointed in the department holding the rank of professor, associate professor, assistant professor, or instructor, but not appointed under the rules of tenure [BAG, Section 1.1.1.2].
- 1.1.3 The *Academic Specialist* of STT consists of all persons appointed in the department holding the rank of senior specialist, specialist with continuing appointment, specialist with probationary appointment, or fixed-term specialist [BAG, Section 1.1.1.5].
- 1.1.4 The *honorary faculty* of STT consists of persons appointed in the department as visiting or adjunct faculty, and persons retired from the regular faculty of the STT with the emeritus title [BAG, Section 1.1.1.6].

1.2 Voting Faculty

- 1.2.1 The voting faculty of STT in the election of department councils and committees and in elections pertaining to unit policies and decisions shall consist of all regular faculty of STT with at least a 50% appointment in STT.
- 1.2.2 A voting faculty member of STT jointly appointed to two or more units may vote only once in a given university or CNS election. In elections voted upon by two or more units, the faculty member shall vote in that

unit which has primary responsibility for initiating personnel action, with respect to that faculty member.

- 1.2.3 The voting faculty in the election of university-level councils and committees and College-level councils and committees and in elections pertaining to CNS policies and decisions are outlined in their respective bylaws.

2. The Students

2.1 Student Constituency of STT

- 2.1.1 The student constituency of STT for the purpose of selecting student representatives to serve on higher unit committees shall be all students who have declared with the Registrar a major or major preference (in the case of lower division students) in an academic program in STT.
- 2.1.2 For purposes of serving on departmental committees, the student constituency shall be all students who are majors in the undergraduate STT programs or who are enrolled in the M.S. or Ph.D. programs of the Department.

2.2 Student Participation in Academic Governance

- 2.2.1 Student participation in an academic governance body shall in all cases be in the same mode as faculty participation, except for matters reserved to the faculty. [BAG 1.2.3]
- 2.2.2 The chairperson or designee will assist in the election of two graduate student representatives by the graduate student constituency of STT according to procedures adopted by the student constituency. The student representatives are elected in April of each year for a one-year term commencing at the beginning of the Fall semester.

2.3 Student Advisory Council (SAC)

Composition and Selection

- 2.3.1 The SAC shall consist of the two elected graduate student representatives and two full time undergraduate students. The undergraduate students can be elected by the undergraduate student constituency of STT or be appointed by the Undergraduate Director.

Mode of Participation

- 2.3.2 The Mode of Participation of the SAC shall be Consultation.

Functions

- 2.3.3 Informs the chairperson or designated representative on issues concerning undergraduate and graduate students within the department and promote the interest of these students.
- 2.3.4 Informs the chairperson or designated representative on issues concerning the curricula and degree requirements.

Procedures

- 2.3.5 Meetings shall be held at least once each Fall and Spring semester. The first meeting shall be held before the end of the third full week of classes in Fall semester.
- 2.3.6 The SAC and the Chairperson shall adopt schedules for timely consideration and advice on student matters.

3. **The Organization of STT**

3.1 **The Chairperson**

- 3.1.1 The Chairperson serves as the elected representative of the department.
- 3.1.2 The Chairperson is responsible for the educational, research, and outreach programs, budgetary matters, academic space and facilities, and personnel matters, taking into account the advisory procedures of the department. The Chairperson has a special obligation to build a department strong in scholarship, teaching capacity, and outreach.

- 3.1.3 The Chairperson, or a designee, shall generally be present at meetings of an academic governance body. [BAG 2.2.4]
- 3.1.4 The Chairperson shall conduct an annual review meeting with each member of the regular faculty and all fixed-term faculty members. The chairperson shall be familiar with all relevant university and college policies concerning faculty performance and evaluation and space allocation. Written documentation of the meeting shall be given to the faculty member and kept on file.
- 3.1.5 The chairperson has personal responsibility for the recommendation of the department to the dean with regard to Reappointment, Promotion and Tenure (RPT). The chairperson's decision will be based on all the relevant information at the time. One item of the relevant information will be a vote of the faculty whose results will be reported to the dean together with the chairperson's decision.
- 3.1.6 The Chairperson shall form a committee of voting faculty to provide advice on annual salary recommendations and is responsible for the annual salary recommendations.
 - 3.1.6.1 The Chairperson shall call this committee into session when required budget information becomes available.
 - 3.1.6.2 All salary recommendations shall take into account the teaching, research, committee involvement, and outreach activities of the faculty members.
 - 3.1.6.3 When the final salary list is provided by the Dean it shall be made available to CW faculty members upon request.
- 3.1.7 Initial Appointment of the Chairperson
 - 3.1.7.1 The STT Advisory Committee (see Section 3.3.1) must schedule a meeting with the Dean to review College of Natural Science (CNS) policies and formulate specific procedures for selection of the chairperson. The STT voting faculty shall have shared responsibility with the CNS Dean to determine

procedures for selecting the chairperson to be nominated to the provost. [BAG 2.1.3]

3.1.8 Election of Chairperson

3.1.8.1 The election of a chairperson is to take place at least once every five years and is to be carried out by the voting faculty members of STT.

3.1.8.2 Any voting faculty member of STT may nominate in secret one or more persons for chairperson.

3.1.8.3 Each nominee may make a statement.

3.1.8.4 The voting faculty members of STT may discuss the candidates and may ask the candidates to leave either singly or in any combination.

3.1.8.5 Voting shall be by secret ballot. Votes of faculty members of STT who are not present when the vote occurs shall be solicited by the President of the Committee of the Whole (see Section 3.2. No other absentee voting shall be permitted.

3.1.8.6 Voting need not end when a majority is achieved by some candidate but is terminated by majority vote.

3.1.8.7 The outcome of the election shall be transmitted to the Dean as a recommendation of the Department.

3.1.8.8 Consultation with the Dean by individual faculty members of STT is not precluded either before or after an election.

3.1.9 Review of the Chairperson

3.1.9.1 The Chairperson shall be subject to a regular review at an interval not to exceed five years. The STT Advisory Committee must meet with the Dean to review CNS policies and formulate specific procedures for the periodic review of the chairperson. The voting faculty shall have shared responsibility with the CNS Dean to determine procedures for review of the chairperson. [BAG 2.1.4]

3.2 The Committee of the Whole (CW)

Composition and Selection

- 3.2.1 The CW consists of all voting faculty and two elected graduate student representatives.

Mode of Participation

- 3.2.2 The mode of participation is advisory.

Function

- 3.2.3 Except as otherwise provided in these Bylaws, the CW shall consider all matters pertaining to STT.

Procedures

- 3.2.4 Meetings of the CW shall be open to all faculty of STT. The CW president or STT Chairperson may restrict attendance to a subset of CW members if warranted by the agenda of the meeting per limitations of these bylaws.
- 3.2.5 The CW president and CW secretary shall be elected in Spring semester and shall take office at the beginning of Fall semester. Nominations and elections shall be according to the following procedures:
- 3.2.5.1 Nominations are made during the meeting or via email to the CW president before the meeting. Any regular faculty member can be nominated as CW president.
- 3.2.5.2 Voting shall take place by secret ballot. A candidate must receive a majority of the votes cast to be declared elected.
- 3.2.6 A meeting of the CW may be called by the Chairperson of STT or the President of the CW. The President shall call a meeting upon receiving a petition asking for a meeting signed by at least 30% of the members of the CW.
- 3.2.7 The CW President shall follow the current edition of Robert's Rules of Order Newly Revised unless otherwise specified in these bylaws. The CW secretary, with possible assistance of designated STT staff, shall

be responsible for the recording and distribution of the minutes and shall notify members of the times and places of the meetings.

- 3.2.8 A quorum consisting of 50% of the membership of the CW (excluding faculty members on leave) must be present (in-person or telecommuting) at meetings at which action is taken.
- 3.2.9 The order of business for the CW meetings shall be:
 - 3.2.9.1 Calling the meeting to order.
 - 3.2.9.2 Correcting and approving the minutes.
 - 3.2.9.3 Report of the Chairperson.
 - 3.2.9.4 Reports of Subcommittees.
 - 3.2.9.5 Other agenda items.
- 3.2.10 Unless otherwise specified, voting on all issues before the CW shall be by the raising of hands.
- 3.2.11 The vote will be by secret ballot, if any CW member requests this.
- 3.2.12 Unless otherwise specified, adoption of a motion requires an affirmative vote by a simple majority of those present and voting.

3.3 Standing Subcommittees of the Committee of the Whole

3.3.1 Advisory Committee (AC)

Composition and Selection

- 3.3.1.1 The AC shall consist of
 - 1. three members who are voting regular faculty members of the CW with one from a rank of Assistant or Associate Professor, elected by the voting members of the CW
 - 2. one member from the rank of academic specialists or fixed term faculty, elected by all academic specialists and fixed-term faculty members.
- 3.3.1.2 AC members shall be elected in Spring semester and shall take office at the beginning of Fall semester. Vacancies on the AC of more than 3 months shall be filled by election for the unexpired term according to the membership composition outlined in 3.3.1.1. Vacancies on the AC less than 3 months shall be filled by majority vote of the remaining AC

members for the unexpired term according to the membership composition outlined in 3.3.1.1.

3.3.1.3 No elected member of the AC may serve more than two consecutive years.

Mode of Participation

3.3.1.4 The Mode of Participation of the AC shall be Advisory.

Functions

3.3.1.5 Advises and assists the Chairperson with the preparation of budget priorities and planning.

3.3.1.6 Advises and assists the Chairperson with the development of departmental policies in accordance with the bylaws.

3.3.1.7 Advises the Chairperson or the CW on any matter that a STT constituent brings before it if this matter is deemed important by the AC.

3.3.1.8 Meets with the Dean regarding the election and the review of the Chairperson (see Sections 4.1.8 and 4.1.9).

3.3.1.9 The AC shall report to the CW at each CW meeting.

Procedures

3.3.1.10 The AC shall elect its own chair who presides over AC meetings.

3.3.1.11 The AC shall meet at least monthly during the academic year.

3.3.1.12 The agenda for each AC meeting will be distributed to CW members. If an agenda item is deemed confidential by at least two AC members, it will be omitted from the agenda distributed to CW members.

3.3.2 Personnel Committee (PC)

Composition

3.3.2.1 The Personnel Committee (PC) shall include the Chairperson, all tenure-system faculty members who are members of the

CW, and any additional faculty members the CW may designate by majority vote.

Functions

- 3.3.2.2 Considers the appointment of any new member of the department under tenure rules.
- 3.3.2.3 Keeps the faculty members of the CW informed as to names of persons under consideration and seek comments concerning them.
- 3.3.2.4 Considers the appointment of visiting and temporary faculty whose salaries are financed from university general funds.
- 3.3.2.5 Votes of the PC will be taken to serve as advice to the Chairperson.

Procedures

- 3.3.2.6 Chairperson presides over meetings.
- 3.3.2.7 Meets as needed.
- 3.3.2.8 When feasible, faculty members on leave who are members of the committee shall be consulted regarding the work of the committee.
- 3.3.2.9 By majority vote, the committee may designate a subcommittee to expedite its work.

3.3.3 Reappointment, Promotion and Tenure Committees (RPT) for Tenure-Track Faculty

Composition, selection, and mode of participation.

- 3.3.3.1 The RPT shall consist of four faculty members of the CW: At least three full professors and if possible one associate professor. The associate professor member will deal only with cases of assistant professors. The committee should be formed by the CW president in consultation with the AC and the chairperson. Every year there will be a rotation of one member.

The mode of participations will be Advisory.

Functions, and procedures

- 3.3.3.2 Requests each year in late summer/early fall that every tenure track faculty whose tenure home is in STT who wish to be promoted to submit a curriculum vitae. Conducts an initial investigation based mainly on the vitae and the college RPT policy. Provides feedback to those faculty whose case will not be recommended by the committee to be submitted to the college.
- 3.3.3.3 Requests each faculty whose case is viewed as appropriate for submission to the college or who is interested that their case will be submitted to the college regardless of the committee feedback, to provide teaching portfolio, research essay, teaching philosophy essay, **Form D** (the part that can be filled by the candidate) and other relevant information. Requests the chairperson to provide students evaluations of the candidate.
- 3.3.3.4 Evaluates the documents provided by the candidate and the department. The chairperson will collect external letters based on a list of references. The list will be finalized by the chairperson and it will be based on names provided by the candidate, names provided by the committee and additional names selected by the chairperson, all in accordance with the college RPT policy. The chairperson will provide the committee with the names from the list that were contacted and those among them who agreed to write a letter.
- 3.3.3.5 Confers with the candidate prior to formulating a recommendation as required by the college bylaws. Provides the material collected for each candidate together with its recommendation and a summary report to the voting faculty whose academic rank is higher than the candidate's rank.

Subsequently the faculty will vote on the RPT recommendation. The Chairperson will inform the candidate what the voting faculty evaluation is without specifying the actual voting count.

3.3.3.6 The chairperson will forward to the Dean's office their recommendation on each case together with the results of the faculty vote and a summary of the RPT report. The chairperson will update the voting faculty and the candidate about the progress of the application in each university level up to the final decision.

3.3.3.7 The committee will also provide a report and a recommendation on any other case involving promotion and tenure such as a retention offer, an external hire or having a joint appointment whose tenure home is not in STT. Such cases may demand a faster timeline but the RPT committee will be consulted as soon as possible.

3.3.4 Graduate Support Committee (GSC)

Composition

3.3.4.1 The GSC is comprised of faculty only.

3.3.4.2 The President of the CW and the Chairperson shall name the members of the committee subject to the approval of the CW and within the limitations of these Bylaws.

Functions

3.3.4.3 Considers all graduate assistantship, fellowship and scholarship applications and renewals.

Procedures

3.3.4.4 When feasible, faculty members on leave who are members of the committee shall be consulted regarding the work of the committee.

3.3.4.5 By majority vote, the committee may designate a subcommittee to expedite its work.

3.3.5 Major Curriculum Committee (MCC)

Composition

3.3.5.1 The President of the CW and the Chairperson shall name the faculty members of the committee subject to the approval of the CW and within the limitations of these Bylaws.

3.3.5.2 The two student members of the CW will choose which one is to serve on the MCC.

Functions

3.3.5.3 Considers curricula and degree requirements for majors.

3.3.5.4 Reports to the CW where votes are taken to serve as advice to the Chairperson.

Procedures

3.3.5.5 When feasible, faculty members on leave who are members of the committee shall be consulted regarding the work of the committee.

3.3.5.6 By majority vote, the committee may designate a subcommittee to expedite its work.

3.3.6 Service Course Committee (SCC)

Composition

3.3.6.1 The President of the CW and the Chairperson shall name the faculty members of the committee subject to the approval of the CW and within the limitations of these Bylaws.

3.3.6.2 The two student members of the CW will choose which one is to serve on the SCC.

Functions

3.3.6.3 Considers curricula and degree requirements for non-majors.

3.3.6.4 Reports to the CW where votes are taken to serve as advice to the Chairperson.

Procedures

3.3.6.5 When feasible, faculty members on leave who are members of the committee shall be consulted regarding the work of the committee.

3.3.6.6 By majority vote, the committee may designate a subcommittee to expedite its work.

3.3.7 Colloquium Committee (CC)

Composition

3.3.7.1 The CC is comprised of faculty only.

3.3.7.2 The President of the CW and the Chairperson shall name the members of the committee subject to the approval of the CW and within the limitations of these Bylaws.

Functions

3.3.7.3 Considers all matters related to colloquia and guest lecturers.

3.3.7.4 Reports to the CW.

Procedures

3.3.7.5 Meets as needed.

3.3.8 Additional ad hoc committees may be formed as needed.

4. Grievances

4.1 All grievances shall be handled in accord with applicable University documents: The Faculty Grievance Procedure, Article 5 of Graduate Student Rights & Responsibilities, or Section 2.4 of Academic Freedom for Students at Michigan State University and the Department of Statistics and Probability Hearing Procedures.

- 4.2 Every reasonable effort shall be made for informal resolution of any grievance before formal procedures begin. Initiation of formal procedures shall not preclude further efforts at informal resolution.
- 4.3 Formal procedures shall be dependent on the status of the grievant.
 - 4.3.1 If the grievant is a faculty member, then the case shall be referred to the University Faculty Grievance Officer.
 - 4.3.2 If the grievant is a student, then the procedures in the document, Student Grievance Procedures, Department of Statistics and Probability shall be followed.

5. STT Bylaws Interpretation, Amendment, and Review

- 5.1 The voting faculty shall have shared responsibility with the chairperson to adopt and publish bylaws. [BAG 2.2.1]
- 5.2 The implementation and interpretation of these bylaws shall be the responsibility of the Advisory Committee.
- 5.3 Amendments to these bylaws can be initiated by the Department Chairperson or the Advisory Committee, and a bylaws committee may be formed. Any CW member may request in writing that the AC shall initiate procedures to amend the Bylaws who will then review such requests and forward the request and its recommendation to the CW or the bylaws committee, if possible.
- 5.4 STT bylaws shall be reviewed at intervals not to exceed five years [BAG 2.2.2].
- 5.5 Amendments to these Bylaws may be adopted by a 60% vote of the entire Committee of the Whole membership. The effective date shall be immediate after approval.
 - 5.5.1 Amendments must be distributed to the Committee of the Whole membership at least one week prior to the voting on adoption. Voting shall commence only after the proposed amendments have been discussed in a Committee of the Whole meeting.
 - 5.5.2 Voting on adoption of amendments shall be by online ballot. The online ballot shall take place for 5 business days.

- 5.5.3 If, as a result of a meeting at which a proposed amendment is discussed, the proposal is modified, the Committee of the Whole may, by a majority vote of those present and voting, agree to an online ballot to be held no less than one week after the modified version is distributed.
- 5.5.4 CW members can vote on two options: 1. Vote to approve the amendment, 2. Vote to not approve the amendment.