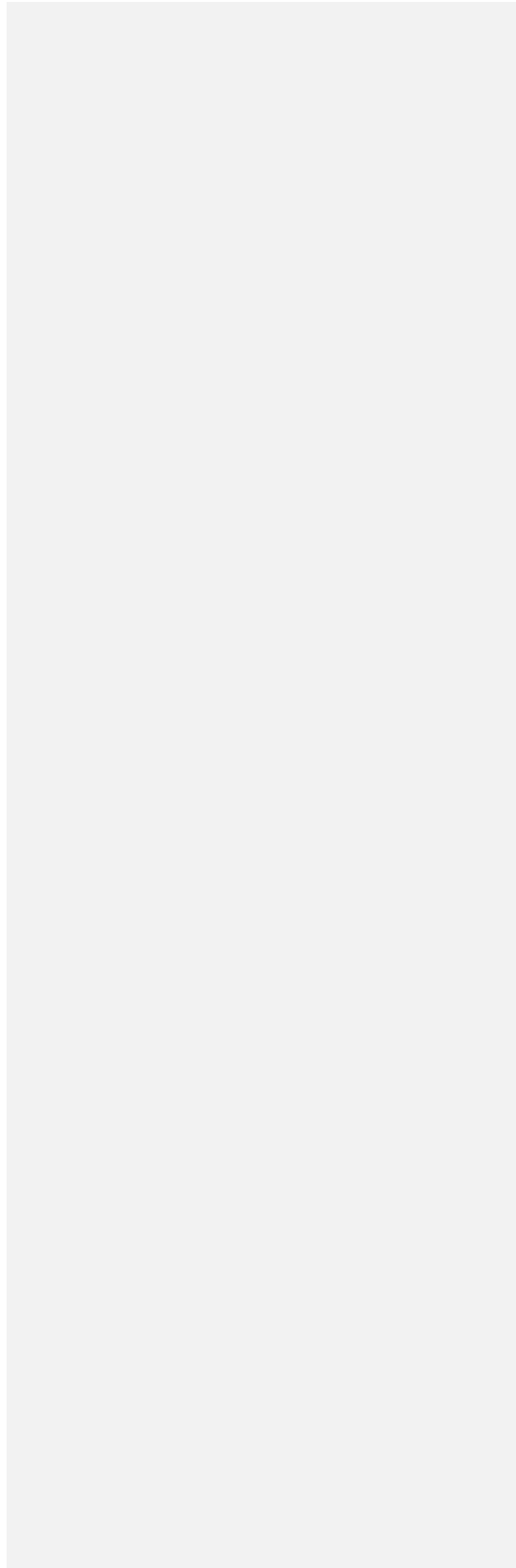


information shall be made available to the faculty before being made available to the general public.

2. Professional Ethics and Academic Responsibilities -- The professor; guided by a deep conviction of the worth and dignity of



meeting of the faculty or by mail ballot.

Appointing special committees (whose members need not be members of the Faculty Council) to report to the Faculty Council

(b) The authority to amend these Bylaws is not delegated.

(c) The delegation shall not affect the prerogatives of individual faculty members nor of individual faculties

(4) Any member of the faculty may request any matter to be placed on the agenda of the Faculty Council and may request to be allowed to appear

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made either through his/her representatives or the chairperson of the Faculty Council in the

(5) Meetings of the Faculty Council shall be open to members of the faculty

(6) The actions of the Council, in those areas in which it has delegated authority, shall be deemed final unless challenged within 10 days. Such challenge shall require a petition signed by 25 faculty members from at least three divisions calling for a review by the faculty of a particular council action.

(7) The Faculty Council shall report its actions to the faculty either at a meeting of the faculty or in the Faculty Bulletin.

D. Meetings

1. The faculty shall meet at times determined by it or when called by the chancellor. Upon written request of twenty (20) members of the faculty addressed to the chancellor, a meeting shall be called within fifteen (15) days of receipt by the chancellor.
2. Reasonable notice (preferably one week minimum) shall be given by the chancellor to all members of the faculty of the time and place of all faculty meetings.
3. Fifty (50) members of the faculty representing at least three (3) academic divisions shall constitute a quorum.
4. The agenda for faculty meetings shall



H Faculty Council on UMC Policy

1. **Representative Faculty Voice:** A Faculty Council shall be composed of faculty members who shall be elected by the several divisional faculties as hereinafter provided. The Faculty Council shall have certain delegated authority to act on behalf of the General Faculty (Section 310.010.C.3.c of these Bylaws). In addition, the Council, as a representative faculty voice, shall advise the chancellor and the UMC faculty on questions of UMC policy submitted by either to the Council, and may initiate recommendations concerning changes in the UMC policy for consideration and appropriate action by the chancellor or UMC faculty.

Representative Institutions: All colleges and schools that are headed by a dean who reports to the provost for academic affairs shall be entitled to voting representation. **For the purposes of Academic Unit Selections MU Libraries will be collectively treated as a school entitled to voting representation.**

3. **Allocation of Representatives:** Faculty Representatives shall be allocated to a college or school on the basis of the total number of **full-time ranked** faculty members of the UMC faculty within the college or school. The determination of the number of **full-time ranked** faculty representatives shall be made on November 1 of each academic year; and the number so determined shall govern representation for the next academic year. A **full-time ranked** representative who has a joint appointment in two or more colleges or schools shall be assigned to the college or school in which **the representative** devotes the largest percentage of **the representative's** time. If the assignment cannot be made on this basis, the Council shall make the assignment, first having consulted with the **representative** to the extent feasible. Representation of the various colleges and schools shall be based upon persons holding eligible ranks listed in the most recent UMC general catalog. Emeritus professors will not be included in the computations, with the exception that retired professors on continued service will be counted.

Each college or school shall be entitled to representation at a basic ratio of one representative for each fifty (50) **full-time ranked** faculty members or majority fraction thereof (26-49), and in particular as follows: one (1) representative for 1-75; two (2) representatives for 76-125; and so on for each additional fifty (50) **full-time ranked** faculty or major fraction thereof. **Notwithstanding the basic ratio, no school or college is entitled to more than eight representatives.**

In the event the number of **full-time ranked** faculty members changes to the point where the basic ratio would give less than **30** or more than **35** representatives, the Council by a finding recorded in its minutes shall adjust the ratio to produce not less than **30** and not more than **35**.

4. Minimum Number of T/TT and NIT Representatives: The minimum number of T/TT faculty representatives on the Council shall be four; and the minimum number of NIT faculty representatives on Council shall be four. If, as the result of academic unit selections of representatives, fewer than four NIT faculty or four T/TT faculty are included in the makeup of Faculty

OPEN- CONSENT- I12

April 22, 2021

member challenged for cause is entitled to be present during the hearing on the challenge but he/she, the relator and respondent, shall withdraw from the meeting during the vote on the challenge. If a challenge for cause of the chairperson is sustained, the secretary shall act as chairperson. If neither the chairperson nor the secretary is present after action on challenges for cause, the committee shall elect a chairperson pro tempore to preside at the hearing.

4. As prescribed by Sections 310.010-310.070, University of Missouri Collected Rules and Regulations, at least ten members of the committee or their alternates must be present to constitute a quorum at a meeting to elect a permanent chairperson or secretary and at the inception of a hearing. For the purposes of acting on challenges and conducting a hearing after the disposition of challenges, seven members of the committee, or their alternates, shall constitute a quorum. If, during the course of a hearing, the number of members, or their alternates, not previously removed by challenge, are present. The relator and the respondent shall be given opportunities to challenge for cause members or their alternates who were not present from the inception of the hearing and to request that such members or alternates listen to or read the taped or stenographic record of any portion of the hearing at which they were not present.

L. Procedures Governing the Disposition of Charges of Faculty Irresponsibility

1. **Basis for the Article --** This faculty has affirmed its commitment to the principles of academic freedom repeatedly, and has recognized that academic freedom implies also academic and professional responsibility and obligations. In support of this recognition the faculty has accepted the American Association of University Professors' statement of ethical standards (1966) and other standards pertaining to specific duties. (Ref: Section 300.010 C of these Bylaws; Section 420.010 Research Dishonesty) Following the principle that a faculty should monitor its own members, Section 300.010 L establishes appropriate procedures for dealing with cases of alleged violation of professional responsibility.
2. **Definition of Faculty Member and Teacher**
 - a. The term "faculty member" as used in this article means a person holding a regular or non-regular academic staff position at the rank of instructor or above.
 - b. The term "teacher" as used in this article means a person other than a "faculty member" who holds an academic staff position.
3. **Purpose and Limits of the Article --** This article shall govern the filing and disposition of charges alleging breaches of professional ethics or commission of irresponsible acts made against UMC faculty members and teachers. No portion of this article shall be deemed to amend or affect Section 10 of the Academic Tenure Regulations, March 10, 1950, or any revision thereof; nor shall this

report, if any) shall be transmitted to the divisional

according to the following procedures:

(1) The provost for academic affairs shall convene the committee. The committee shall elect a chairperson who shall preside. The provost for academic affairs shall present the case. Generally accepted principles

9. Review by the Chancellor -- The chancellor shall, on written request of the acc' cc TF "

- a. Preservation of academic freedom, tenure rights, and the integrity of the University community.
- b. Protection of faculty members and teachers against malicious and multiple charges, intimidation and harassment.
- c. Protection of the accuser against recriminations when a charge is made in good faith.
- d. Confidentiality of all aspects of responsibility hearings.
- e. Caution in the dissemination of information concerning disposition of a case.
- f. Promptness in conducting each step of the investigation, consistent with fairness in time allowed for preparation. Seven to fourteen days in which the University is in session are reasonable lower and upper limits for each action, with extensions possible for good cause.
- g. Assurance to all parties involved of adequate notification of meetings and scheduling at times and places convenient to the persons involved.
- h. Freedom of the accused against sanctions prior to completion of these procedures. In a serious case where the continuation of duties by an accused would disrupt the educational process or would create a serious threat to lives and property, the chancellor may suspend the accused without loss of pay, on good cause shown and incorporated into written findings delivered to the accused.
- i. The rights of the accused to waive any or all of the peer judgment steps in these procedures and to negotiate a settlement with appropriate administrative officers at any time.
- j. The right and desirability of the divisional dean, after receiving a committee report (or in the absence of such a report where a hearing has been waived), to request and receive from the department chairperson communications concerning the disposition of the case prior to the divisional dean's taking action; and the similar right of the provost for academic affairs to communicate with the divisional dean and the department chairperson.

M Revision of Bylaws -- Revisions of these Bylaws may be proposed by Faculty Council. Proposed revisions shall be presented and discussed at a meeting of the general faculty or a faculty forum. As soon as possible after the general faculty meeting or faculty forum, all faculty members will be notified of the proposed revision and provided access to a ballot. Ballots will be tabulated by a committee of Faculty Council within two weeks following completion of voting. A simple majority of the votes submitted will be required for approval. Results of the vote will be reported to Faculty Council and then all faculty members as soon as feasible. Revisions become effective upon approval by the Board of Curators.