

**BYLAWS OF THE  
UNIVERSITY OF MICHIGAN SCHOOL OF NURSING**

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## PREFACE

The School of Nursing, one of the schools of the University of Michigan and subject to provisions of the Bylaws of the Board of Regents, has the authority to select its own organization and conduct its business according to the rules and regulations provided below.

## PREAMBLE

Within the parameters set by the Board of Regents, the intent of these bylaws is to state the rights of the faculty, the power the faculty has to make what decisions, and what faculty can vote and serve in what circumstances. Changes to the bylaws must be made thoughtfully, and with due process as indicated in Article V.

As a guiding principle, in order to share power and accountability for the success of the school, only faculty members who do not hold, or do not have, or without administrative authority (e.g., Department Chairs, Assistant/Associate Deans, Dean) will be eligible to serve as elected standing committee members or on the Executive Committee.

Another guiding principle, conflicts of interest should be routinely considered by faculty, both when being nominated for committee membership/leadership, and on an ongoing basis. Each individual has a responsibility to reflect and disclose any potential conflict of interest not only as they take on new roles but whenever their situation changes.

## ARTICLE I: THE FACULTY

### Section 1. Definitions.

- (a) The term professorial staff shall include professors, associate professors, and assistant professors. (University of Michigan Board of Regents, Section 5.01)
- (b) The governing faculty of the School of Nursing includes:
  - i. Professors, associate professors, and assistant professors.
  - ii. Clinical Professors, clinical associate professors, clinical assistant professors.
  - iii. Research Professors, research associate professors, and research assistant professors.
  - iv. Research Scientists, associate research scientists, assistant research scientists, and research investigators.
  - v. Instructors and lecturers who hold appointments of one-half time or more; provided, however, that such instructors and lecturers may vote at faculty meetings only if they have held appointments for one or more years and are authorized to vote by a majority of the professorial staff.
  - vi. Clinical Instructors who hold appointments of one-half time or more; provided, however, that they may vote only if they have held appointments for one or more years and are authorized to vote by a majority of the governing faculty.

**Section 2. Definitions of voting privileges.**

- (a) As a general rule, the governing faculty are eligible to vote on all matters unless otherwise specified, consistent with the Regents Bylaws, Section 5.01.

**Section 3. Powers and Duties of the Governing Faculty**

- (1) The governing faculty shall be in charge of the affairs of the School of Nursing except those affairs delegated to the Executive Committee. (Regents Bylaws, Section 5.02)
- (2) The governing faculty of the school shall from time to time recommend to the Board of Regents for approval such regulations as are not included within the Regents Bylaws and which are pertinent to the structure and major operating procedures of the school, such as departmental organization, requirements for admission and graduation, and other educational matters, such as curricula, program development, the determination of which is within the particular competence of the faculty. (Regents Bylaws, Section 5.03)
- (3) Subject to the ultimate authority of the Board of Regents, the faculty is also vested with plenary powers to make rules and regulations concerning other matters such as grading regulations, class attendance, committee organization, and related internal matters. All such regulations shall be recorded in the minute books of the adopting authority and filed with the secretary of the university. (Regents Bylaws, Section 5.03)
- (4) The faculty shall provide suitable instruction for the students enrolled in the school. The faculty shall recommend to the Board of Regents students under its jurisdiction who qualify for university degrees. The faculty shall, subject to the Board of Regents, possess such other powers as are necessary to the performance of its duties. (Regents Bylaws, Section 5.03)
- (5) Graduate programs that provide Rackham degrees shall be administered in accordance with the rules and coordinating powers of the Horace H. Rackham School of Graduate Studies. (Regents Bylaws, Section 6.02)

**Section 4. Faculty Organization**

- (1) All faculty members have a primary appointment in a department and/or the undergraduate program. Faculty members may also have a secondary appointment in an administrative unit of the school as appropriate to their duties and responsibilities.
- (2) Each department shall have a chair appointed by the dean. The dean shall consult with the Executive Committee and the department faculty prior to the appointment of the department chair.
- (3) The current administrative organizational structure is maintained by the Dean's Office and is available online to the faculty.

## ARTICLE II: ADMINISTRATION OF THE SCHOOL

### Section 1. The Dean

- (1) The dean shall be appointed by the Board of Regents on the recommendation of the president to act as executive officer of the school and ex officio the chair of the Executive Committee. (Regents Bylaws, Section 5.06)
- (2) In addition to professorial duties, the dean shall perform such duties as may be prescribed by the Board of Regents, the president, the provost, and the executive vice president for academic affairs, and by the rules and regulations established by the governing faculty.

### Section 2. Administrative Officers

- (1) The appointment of administrative officers, with the rank of assistant or associate dean, shall be recommended to the president by the dean after consultation with the Executive Committee of the school.
- (2) The administrative officers of the school shall assist the dean in performing the executive functions of the school and shall act for the dean as designated.

### Section 3A. The Executive Committee

- (1) The executive committee, in addition to assisting with administrative functions, shall be charged with the duties of investigating and formulating educational and instructional policies for consideration by the faculty and shall act for the faculty in matters of budgets, promotions, and appointments. (Regents Bylaws, Section 5.06)
- (2) On matters of appointments and promotions, members will vote for ranks at or below their own rank. In addition, only tenured faculty will vote on tenure-related decisions. (Regents Bylaws, Section 5.06) Section 3B.
- (3) The Executive Committee will consist of the dean and nine (9) members of the faculty to be appointed by the Board of Regents on the recommendation of the president.
  - (a) The appointed members will hold office for three (3) years and will be eligible for reappointment [following the lapse of one year]. The terms will be adjusted so that at least two (2) but no more than five (5) will expire each year. The dean will chair the committee. (Regents Bylaws, Section 11.41)
  - (b) Dean, School of Nursing, ex officio, will serve as chairperson. In this capacity, the dean votes only to break a tie.
- (4) Members are nominated and voted upon for appointment by the governing faculty. The Dean will forward the names of the faculty members receiving the highest number of votes to the Board of Regents.
  - (a) Six (6) tenured faculty members, who are members of the University Senate, at least four (4) of whom will be tenured full professors; and
  - (b) Three (3) senior (associate professor or professor level) non-tenure track faculty, two (2) of whom must be clinical professorial faculty, and one (1) of whom may be senior research or clinical professorial faculty.
  - (c) Unexpired term vacancies shall be filled from those on the most recent ballot. The dean will forward to the Board of Regents the name(s) of the faculty member(s) receiving the next highest number of votes. Members

appointed to fill unexpired terms are eligible for re-election if they have served 18 months or less.

(5) Exclusions:

(a) Associate Deans, assistant deans, department chairs, and administrators that report directly to the dean shall not be eligible to serve on the Executive Committee.

(b) Executive Committee members are not eligible to serve as Chair of the Faculty.

**Section 4. Administrative Group**

(1) The Administrative Group shall include the dean, the associate and assistant deans, and department chairs.

(2) The Administrative Group shall meet regularly to discuss, provide bidirectional feedback, and develop policies and procedures for the implementation of decisions made by the governing faculty.

(3) As an advisory body, the Administrative Group shall identify directions of change and generate strategies for forward movement.

(4) The council shall be chaired by the dean or designee.

### ARTICLE III: FACULTY MEETINGS

**Section 1.** Regularly scheduled faculty meetings of this school shall be held at monthly intervals from September through May.

**Section 2.** The chair of the faculty shall preside at all faculty meetings, and when needed, shall identify a designee to preside in his/her absence.

**Section 3.** Special meetings may be called by the chair of the faculty, dean or by the Executive Committee or shall be called upon the written request of 10% of the members of the governing faculty. The purpose of the meeting shall be so stated in the call and no other business may be transacted. Except in cases of emergency, at least seven days' notice shall be given.

**Section 4.** A quorum for meetings of the faculty of the school shall consist of one more than one-third of the members of the governing faculty.

**Section 5. Chair of the Faculty**

(1) The chair of the faculty shall be a senior member (associate professor or full professor) of the governing faculty (tenure track, clinical professorial track, or research track) to serve for a one-year term, and shall not be eligible for reappointment until after the lapse of one year.

(2) The governing faculty will elect one (1) additional senior member (associate professor or full professor) of the governing faculty (tenure track, clinical professorial track, or research track) to serve as chair-elect (one-year term), who will transfer to the chair of the faculty following the completion of the chair-elect role.

(3) The chair of the faculty shall oversee the accurate recording of faculty meetings and other faculty business.

(4) The responsibilities of the chair shall be to:

(a) Preside at all faculty meetings.

- (b) Develop the agenda for each faculty meeting in consultation with the faculty, chairs of the standing committees, and the dean.
- (c) Place on the agenda for the first faculty meeting of the university fall semester, the consideration, by the professorial or governing faculty, of authorizing voting rights for faculty members who have achieved the qualifications specified in Article I of these bylaws. Faculty members thus authorized remain so unless conditions of employment cause them to become ineligible.
- (d) Compile an annual report with all the official faculty decisions from faculty meetings for the preceding year, which will be included in the annual reports to the faculty.
- (e) Request all standing committees to prepare an annual report for presentation to the faculty.
- (f) Appoint a faculty parliamentarian to advise the chair and the faculty on the conduct of faculty business.
- (g) Perform other duties as the governing faculty may assign.

**Section 6.** Permanent records of all faculty meeting minutes and annual reports shall be maintained by the Dean's Office and posted in an accessible online location.

#### **ARTICLE IV: COMMITTEES OF THE SCHOOL OF NURSING**

**Section 1.** (1) In addition to the Executive Committee there shall be three (3) standing committees of the governing faculty: Curriculum Committee, Academic Admissions and Scholastic Standing Committee and the Faculty Practice Advisory Committee.

(2) All faculty members of committees shall have voting privileges on that committee, unless specified otherwise, and in cases where they have ex-officio status. A quorum shall be one more than one-half of the committee's faculty membership unless otherwise specified.

**Section 2.** **The process governing elections to committees shall be as follows:**

(1) To prepare a slate of qualified candidates of diverse representation for the general faculty election, the following guidance provided in these bylaws and in relevant university documents for positions/representatives to campus bodies, the Executive Committee in consultation with the department chairs will bring forth a proposed ballot to the faculty at large for approval.

(2) Whenever possible, the ballot shall contain at least two (2) candidates for each vacant position. The person receiving the second highest number of votes shall be the alternate and will fill an unexpired term or portion of the unexpired term if a vacancy arises. Should the vacancy involve the chair position and an alternate is not available, the committee may select a qualified member from its membership to fill the unexpired term or portion of the unexpired term. The resulting vacancy in committee membership can be filled by an alternate from the most recent ballot. Should an alternate not be available a special faculty election will be held to fill the member vacancy for the designated period of time. For the Executive Committee, the dean will

forward to the Regents the name of the faculty member receiving the next highest number of votes on the most recent ballot.

- (3) For election of any faculty representatives to university-wide bodies the relevant university documents and guidelines therein will be followed. In addition, for representatives to faculty governance bodies, the slate will not include those faculty members who hold administrative positions in the School of Nursing, such as associate/assistant deans or department chairs.
- (4) The general election and election for Executive Committee members will occur no later than April. Votes will be collected and tallied under the supervision of the Executive Committee. For the Executive Committee, election results listing names from highest to lowest vote count will be forwarded to the dean. The dean will forward to the Regents the list of nominees in order of faculty vote and recommend appointments accordingly.
- (5) The Dean's Office will maintain the historical record of faculty committee service and retain election ballots on file for one year.
- (6) When requirements for the number of candidates on the ballot cannot be met, Article IV, Section 2, #2 can be suspended, but only by majority vote of the governing faculty.

**Section 3. The rules governing all STANDING COMMITTEES shall be as follows:**

- (1) Standing committees shall be established or dissolved by a bylaw change with an affirmative vote of two-thirds of the members of the governing faculty present at an official meeting.
- (2) Standing committees shall have written standing rules, which apply to the procedures, used in carrying out the functions as delineated in the bylaws.
- (3) Standing rules must be reviewed and approved at the first regularly scheduled meeting of the year.
- (4) All standing committees shall report their business at faculty business meetings, and submit a written report of all actions taken each year and recommendations for action for the coming year at the last regularly scheduled faculty meeting of the university year.
- (5) Standing rules and minutes of all meetings of standing committees shall be made available in an accessible online location.

**Section 4. Standing Committee Terms of Membership:**

- (1) Faculty members of standing committees (Curriculum Committee, Committee on Academic Admissions and Scholastic Standing, and Faculty Practice Affairs Committee) shall be elected by the governing faculty.
- (2) Terms of membership are two years for faculty and one year for student and alumni representatives unless otherwise indicated. Faculty members may serve two consecutive terms and will not be eligible for re-election until after the lapse of one year.
- (3) Chairpersons may serve two consecutive terms and will not be eligible for re-election until after the lapse of one year.
- (4) The total number of committee members for each committee includes the chairperson.

**Section 5. The bylaws governing all AD HOC COMMITTEES shall be as follows:**

- (1) Ad hoc committees may be established by a majority vote of the governing faculty or by the dean, associate/assistant deans, and/or the Executive Committee.
- (2) The manner in which the members shall be selected or appointed must be specified when the committee is established.
- (3) The charge and the date for completion shall be submitted in writing to all ad hoc committee members.
- (4) Ad hoc committees shall not be required to keep minutes of their meetings; a written report of the completed task shall be submitted in lieu of minutes.

**Section 6A. The CURRICULUM COMMITTEE is a standing committee whose charge shall be as follows:**

To recommend and advise on the curricular development work of the faculty at large. The governing faculty as a whole are responsible for voting to approve curricula. Curricular work is responsive to accrediting body standards, milestones, and deadlines, the goals of specific programs within the school, and academic calendar timeframes. Specifically, the Curriculum Committee shall:

- (1) Review proposed developments of and revisions to courses and programs, and advise on readiness for faculty governance approval.
  - a. Establish and monitor a schedule to plan for program evaluations.
  - b. Review and monitor for curricular aspects of program evaluations.
- (2) With staff support members, jointly define and monitor procedures for assuring sufficient support for the work of the committee.
- (3) Work with a School of Nursing liaison to the Office of the Registrar, who will follow-up with the chairs of the departments to manage the logistical and procedural steps necessary for implementation of new curricular initiatives or curricular changes voted in by faculty.

**Section 6B. The composition of the CURRICULUM COMMITTEE shall be as follows:**

- (1) Voting members shall be nine (9) in number, five (5) faculty and four (4) students:
  - (a) One (1) member elected by governing faculty to serve as chair-elect (one-year term), who will transfer to chair for a one-year term following the completion of the chair-elect role. Chair and chair-elect must be tenure or clinical track faculty members at the level of associate professor or full professor. At least one person, either the chair or chair-elect must be a tenured faculty member at the level of associate professor or full professor. The other may be of tenured/tenure track or clinical professorial rank. Elections will reflect the requirement for a tenured faculty or not, depending on the current composition of the leadership.
  - (b) One (1) member from each department and a third member representing the Undergraduate Program to be elected by governing faculty (two-year term).
  - (c) Four (4) student representatives: one each from the undergraduate, master's, DNP, and PhD programs to vote on matters at or below the level of the degree program in which they are enrolled. Student members will be recruited by the academic program leaders in the offices of

Undergraduate Studies and Practice and Professional Graduate Studies in collaboration with student organizations.

(d) A quorum of the Curriculum Committee is four (4) out of five (5) faculty members; in the event of a tie vote, the chair has discretion as to how to proceed.

(2) Non-voting, ex officio members and ad hoc members shall include, as follows:

(a) Vice-chairs and directors for academic programs.

(b) A representative from Admissions and Records.

(c) An informationist from the Taubman Health Sciences Library.

(d) A representative from the Office of Health Equity and Inclusion.

(e) A liaison to the University Registrar.

**Section 7A. The COMMITTEE ON ACADEMIC ADMISSIONS AND SCHOLASTIC STANDING is a standing committee whose charge shall be as follows:**

(1) Review and recommend for governing faculty approval all admission, progression, and graduation policies for the undergraduate/graduate programs.

(2) Act on petitions for exception to School of Nursing admission, progression, and graduation policies.

**Section 7B. The composition of the COMMITTEE ON ACADEMIC ADMISSIONS AND SCHOLASTIC STANDING shall be as follows:**

(1) One (1) member elected by governing faculty to serve as chair-elect (one-year term), who will transfer to chair for a one-year term following the completion of the chair-elect role. At least one person, either the chair or chair-elect must be a tenured faculty member at the level of associate professor or full professor. The other may be of tenured/tenure track or clinical professorial rank. Election will reflect the requirement for a tenured faculty or not, depending on the current composition of the leadership.

(2) Six (6) faculty members, at least four (4) of whom are of tenured/tenure track professorial and/or clinical professorial ranks, elected for a two-year term by the governing faculty. Department chairs are not eligible to serve on this committee.

(3) Four (4) student representatives: one (1) each from the undergraduate program, master's program, DNP and PhD Programs to vote on matters at or below the level of the degree program in which they are enrolled. Student members will be recruited by the academic program leaders in the offices of Undergraduate Studies and Practice, Professional Graduate Studies, and PhD Program in collaboration with student organizations.

(4) A quorum of the committee is four (4) out of six (6) faculty members; in the event of a tie vote, the chair has discretion as to how to proceed.

(5) The special advisor to the dean on diversity, ex officio, without vote.

(6) The student advisor from the Office of Undergraduate Studies, ex officio, without vote.

(7) Associate deans can serve as ex officio members, without vote.

**Section 8A. The FACULTY PRACTICE ADVISORY COMMITTEE is a standing committee of the faculty, and shall have the following charge:**

- (1) To recommend to the Associate Dean for Practice policies associated with the overall management of faculty practice including credentialing processes.
- (2) To recommend to the Associate Dean for Practice a long-range plan/strategy for clinical practice engagement to promote faculty practice and student clinical experiences.
- (3) To review and comment on the scope of services to be provided as part of faculty practice and student clinical engagement, including fiscal projections and outcomes.
- (4) To review and approve faculty practice credentials in the credentialing and re-credentialing process.
- (5) To review outcomes of faculty practice including reports of peer review, financial sustainability, clinical activity and associated outcomes for patients, providers, populations, communities and health systems.
- (6) To offer guidance to the Associate Dean for Practice and dean/Executive Committee on issues of clinical practice, education, scholarship, and related resources to support excellence in clinical practice as provided by School of Nursing faculty.

**Section 8B. The composition of the FACULTY PRACTICE ADVISORY COMMITTEE (FPAC) shall be as follows:**

Composition: The FPAC will have seven (7) total members, five (5) who are elected and two (2) who are ad hoc appointments:

- (1) Five (5) active voting members of those faculty engaged in at least ten percent faculty practice will be elected by those in professorial rank (tenure and clinical tracks) that are also engaged at least ten percent time in faculty practice. Faculty practice is defined as practice that is conducted as part of the faculty members appointment as faculty at the School of Nursing.
  - a. The ballot will consist of four categories:
    - i. Representative from the Department of Health Behavior and Biological Sciences;
    - ii. Representative from the Department of Systems, Populations and Leadership;
    - iii. Representative from the Undergraduate Program; and
    - iv. General Membership Representatives (two (2) candidates selected from professorial clinical track faculty)
- (2) The chair and chair-elect will be elected by the faculty from a list of faculty with clinical appointments. One (1) member elected by governing faculty to serve as chair-elect (one-year term), who will transfer to chair for a one-year term following the completion of the chair-elect role.
- (3) The Associate Dean for Practice, ex officio member, without vote.
- (4) Member appointed by the Chief Nursing Officer, University of Michigan, Michigan Medicine, ex officio member, without vote.

**ARTICLE V: AMENDMENTS TO BYLAWS**

- Section 1.** These bylaws shall automatically stand amended when necessary to concur with the bylaws of the regents of the university. The secretary of the faculty will monitor the Board of Regents Bylaws for changes with implications for the school, with report to the chair of faculty.
- Section 2. Procedures to Amend Bylaws**
- (1) These bylaws may also be amended by an affirmative vote of two-thirds of the members of the governing faculty present at an official faculty meeting provided written notice of the proposed amendment is sent to each member of the faculty at least two weeks before the vote is taken.
  - (2) They may also be amended without prior notice by affirmative vote of 99% of the governing faculty present at an official faculty meeting.
  - (3) For extensive revisions, the governing faculty shall elect, or the Executive Committee shall appoint, an ad hoc committee to prepare revisions for approval by the governing faculty.

**ARTICLE VI: PARLIAMENTARY AUTHORITY**

- Section 1. Parliamentary Authority**  
5.04 In the absence of specific written procedures which govern this school or its committees, the rules of parliamentary procedure which shall be followed are presented in Robert's Rules of Order (revised).
- Section 2. This parliamentary authority is in accordance with procedures of the bylaws of the Board of Regents**  
March 1975  
Amended May 1977  
Amended April 1979  
Amended April 1981  
Amended February 1983  
Amended May 1985  
Amended April 1988  
Amended October 1989  
Edited January 1991  
Amended May 1991  
Amended December 1993  
Amended July 1994  
Amended May 1997  
Amended November 2002  
Amended May 2009  
Amended September 2011  
Amended March 2016  
Amended April 2016  
Amended February 2017  
Amended March 2018

Amended September 2018  
Amended May 2019  
Amended May 2023  
Amended January 2024

#### **ADDENDUM NOTES:**

1. University Governance: The School of Nursing is allocated two (2) representatives on the Senate Assembly, a representative body of the university faculty. The School of Nursing Executive Committee and the faculty will follow Senate Assembly guidelines and rules in electing its representatives. A major consideration has to do with whether administrators should be eligible to serve on the Senate Assembly. In the spirit of these bylaws, it is suggested that associate/assistant deans and department chairs not be eligible for election as faculty representatives on the Senate Assembly. Those with the title “director” of programs or offices may be elected as school representatives. In accordance with the Board of Regents Bylaws, Section 4.01, tenured, tenure track; clinical track, research professor track, research scientist track (assistants, associate, full professor) and LEO Lecturer I, II, III and IV with at least 50% appointments may be elected as to be School of Nursing representatives on the Senate Assembly.  
For more information, refer to: <https://regents.umich.edu/governance/bylaws/chapter-iv-the-university-senate/>
2. Those School of Nursing graduate programs that award graduate degrees through the Rackham School of Graduate Studies, all programs will observe Rackham rules and policies in matters of instruction, faculty qualifications for teaching, dissertation service, and the like. Rackham explicitly states that graduate-level instruction is to be carried out by tenured and tenure track faculty. The policies provide procedures for approval of exceptions to the rule in special circumstances. Similarly, Rackham policies describe dissertation committee membership; roles for research track faculty and procedures are provided for consideration of exceptions to the stated policy such as for clinical faculty. For more details, see guidelines for course approval and faculty qualifications at: <http://www.rackham.umich.edu/downloads/faculty/forms/CAGuide.pdf>  
for guidelines for dissertation committee membership, see: <http://www.rackham.umich.edu/downloads/oard/forms/disscommitteeguidelines.pdf>
3. From time to time the School of Nursing is asked to identify faculty members to serve on Rackham committees [such as for awards, fellowships, etc.]. Faculty being nominated for such roles need to be members of the graduate faculty [“regular faculty”] with experience and background relevant to the task at hand. In these instances the request is likely to go to the dean or department chairs/directors, and these typically do not involve election.