

BYLAWS  
DEPARTMENT OF WORLD LANGUAGES, LITERATURES, AND CULTURES  
ADOPTED Fall 1980  
(revised September 15, 2015)

PREAMBLE

The purpose of the Bylaws of the Department of World Languages, Literatures, and Cultures is to furnish guidelines for the governance of the Department. The provisions of these Bylaws are subordinate to College and University Policy.

Beginning September 1, 2015, WLLC will explore the possibility of dividing into two units as described in the "Proposal to Reconfigure WLLC" document distributed by the Dean in July 2015. Although these two units will be referred to as the "Department of World Languages, Literatures, and Cultures" and "The Department of Spanish," they will not become fully independent departments until they meet the metrics established in the "Proposal." Similarly, although their leaders will be referred to as "chairs," these two individuals will not become full-fledged chairs until such time as their units become full-fledged departments. Until that time, the two "departments" and their "chairs" will be subject to the provisions of the July 2015 "Proposal."

These revised Bylaws are based on the 2012 WLLC Bylaws and offer a simplified version of that document. They aim to provide each of the two units with basic guidelines for use during the transition to fully independent status. During the transition, these Bylaws may be modified at the discretion of the Associate Dean for Administrative Affairs. When the two units become fully independent departments, they will have the same authority over their Bylaws as all other CAS departments.

ARTICLE I: Organization and Procedures

A. Voting:

Section 1: Voting privileges are extended to all full-time members of the departmental Faculty (Lecturer, Assistant-Full Professor), unless otherwise stipulated in these Bylaws. A member may cast a vote for another colleague with proper documentation. Faculty on leave have the option of voting.

Section 2: All departmental voting will be by secret ballot with the exception of voting on un-debated motions made at departmental faculty meetings or committee meetings.

Section 3: No department-wide voting, with the exception of emergency special elections, will occur during summer sessions.

Section 4: In all departmental elections, runoffs will be held until one candidate receives a majority of the votes cast.

#### B. Committees:

Section 1: Normally, members of committees are elected in the spring semester to assume office in the fall. However, a fresh set of elections will be held in Fall 2015 to accommodate the separation of Spanish from WLLC.

Section 2: When a faculty member representing a certain rank on a departmental committee is promoted, this colleague will continue to serve on that committee until the term of office expires.

Section 3: Should a vacancy occur on an elected committee, a special election will be held within two weeks (excluding holiday recesses) to select a replacement.

Section 4: Unless otherwise stipulated in these Bylaws, each committee will select its own Chair and Secretary. This will be the first order of business each fall. The senior faculty member of each committee will be responsible for calling an organizational meeting of his/her committee during the first three weeks of the fall semester.

Section 5: Any faculty member serving in an elected capacity is eligible for re-election.

Section 6: In case of a tie, the Chair of the Committee will cast the deciding vote.

Section 7: A copy of all committee minutes will be submitted to the Chair of the Department and made available to full-time Faculty.

Section 8: A majority of committee members must be present in order for business to be conducted.

#### C. General Faculty Meetings:

Section 1: Agenda for general faculty meetings will normally be submitted to the Faculty at least one week prior to a meeting.

Section 2: Decisions made at departmental meetings will be by simple majority vote of those present and voting.

Section 3: Corrected minutes of departmental meetings will be distributed in a timely fashion to all full-time Faculty.

Section 4: The Department's Administrative Assistant/Coordinator shall establish and maintain an archive of the minutes of each general faculty meeting. It shall be the responsibility of the Chair or secretary of each departmental faculty meeting to provide in a timely manner the minutes of general faculty meetings to be so archived. All general faculty meeting minutes in the archive shall be open and readily accessible to all departmental faculty during regular working hours.

## ARTICLE II: The Chair of the Department

Section 1: The Chair is the chief executive officer of the Department. The authority of the chair shall be exercised according to the principles of shared governance described in University Policy. The Chair carries out, with the advice and counsel of the departmental Faculty, the administrative and educational policies of the Department, the College, and the University.

Section 2: The Chair communicates officially with the Dean and Central Administration on behalf of the Department.

Section 3: In making recommendations to the Dean, the Chair shall report the final numerical results of relevant committee and departmental voting on the issues. Members eligible to vote on the matter at hand may request to see the Chair's recommendations. Minority reports shall be forwarded to the Dean at the request of dissenting faculty member(s).

Section 4: The Chair's authority is exercised with the assistance of departmental committees established according to regulations stipulated in University Policy and these Bylaws. The Chair may delegate this authority and responsibility to individuals or committees within the Department, including the possibility of appointing an Assistant or Associate Chair with the advice and consent of the Associate Dean for Administrative Affairs.

Section 5: The Chair serves as Chair of the Executive Committee.

Section 6: The Chair shall preside at departmental faculty meetings.

Section 7: The normal term of office for the Chair shall be four years, but the Chair is eligible for reappointment. During the final year of his or her term, the Chair will be reviewed by the Dean with input from the faculty. The procedures used in this review will be established by the Dean.

### ARTICLE III: Departmental Committees

Both Spanish and the new WLLC will be smaller than the old WLLC, and will need to have a smaller number of standing committees to operate efficiently. High-performing departments typically have a limited number of high-impact committees so that faculty can concentrate as much of their time as possible on scholarship and teaching.

Normally, the term of office for all committee positions will be three years. For all committee elections held in Fall 2015, the Associate Dean for Administrative Affairs will work with the Chair to create a series of staggered terms so that an orderly rotation will be set up for the future.

#### A. The Executive Committee

Section 1: French, German and Other Languages are to be represented on the WLLC Executive Committee. The Executive Committee is composed of two members from the ranks of Associate and Full Professors, one from French and one from German, and two members from the ranks of Lecturer/Assistant Professor, and the Chair of the Department serving as a voting, ex-officio member and also as Chair of the committee. The four members are elected by a majority vote of the departmental Faculty. All full-time Faculty who have completed at least three years in the Department are eligible to serve on this Committee.

Section 2: The duties of the Secretary include the recording of minutes of all Executive Committee meetings and the distribution of those minutes to the full-time Faculty members of the Department.

Section 3: It is the duty of the Executive Committee to advise and assist the Chair of the Department regarding all matters not specifically assigned by these Bylaws to another committee. This includes all duties previously assigned to the Speakers Committee, the Social Committee, the Library Committee, and the Scholarship Committee.

Section 4: The Executive Committee shall appoint a tenured faculty member to serve as Election Judge, who will administer all departmental elections. The term of the Election Judge shall be one year, renewable. The Election Judge will ensure the confidentiality of secret ballots, and will arrange for at least two Faculty witnesses when ballots are counted.

Section 5: Like all departmental committees, the Executive Committee advises the Chair in accordance with University Policy 13.9 (Shared Governance and the Role of Advisory Committees and the Academic Administration).

## B. The Curriculum Committee

Section 1: The Curriculum Committee is composed of five members; in WLLC, French, German, and one other language should be represented. It is chaired by the Director of Undergraduate Studies who is appointed by the Department Chair, in consultation with the Executive Committee, for a three-year term, renewable. The DUS oversees various issues related to curriculum, class scheduling, classroom assignments, and the schedule rotation for lecturers. The other members are appointed by the Executive Committee. Membership is restricted to full-time faculty members who have at least one year of service in the Department.

Section 2: The Curriculum Committee will hold hearings, gather information, and make recommendations to the full-time Faculty of the Department on matters relating to addition of new courses, catalog definitions, changes in existing curriculum and requirements for majors and minors. It is also responsible for all advertising/recruiting activities aimed at undergraduate students.

Section 3: The Curriculum Committee will formulate a schedule of classes each semester. To do so, it will consider the needs of the Department, the fields of specialization of individual faculty members and their experience and qualifications with regard to a particular course. If a language is not represented on the Committee, the Committee must meet with the senior faculty member and/or Coordinator of that language to decide on course offerings and teaching assignments. Each committee member will meet with all faculty in his/her section before finalizing course assignments.

## C. The Graduate Affairs Committee

Section 1: The Graduate Affairs Committee is composed of those tenure-system Faculty who teach principally in the fields in which the Department offers a graduate degree.

Section 2: The Graduate Affairs Committee will advise and assist the Chair of the Department in all matters related to instruction at the graduate level.

Section 3: The Graduate Affairs Committee will initiate recommendations to the Graduate Council concerning appointments of the graduate Faculty.

Section 4: The Graduate Affairs Committee will distribute research assistant hours, when available, to the faculty who request them on a rotation basis.

## D. The Personnel Affairs Committee

Section 1: The Personnel Affairs Committee (PAC) is responsible for annual peer evaluations of tenure-system faculty, and for oversight of the Lecturers Affairs Committee. It is not responsible for recommendations regarding promotion and tenure. As noted in the "Proposal to Reconfigure WLLC" document from July 2015, the promotion and tenure committee will consist of all tenured members of the department with the exception of the Department Chair.

Section 2: The Personnel Affairs Committee will consist of five tenured members (Associate and/or Full Professors). In the case of WLLC, both French and German should have at least one representative. Members will be elected by the tenure-system Faculty.

Section 3: The PAC members will elect a Chair and a Secretary. The Chair is responsible for calling and adjourning meetings and for setting the agenda, as well as overseeing the fairness and collegiality of the committee's work. The Secretary will keep a record of the committee's work. In addition, the Committee will choose one member, the Chair when possible, to serve as the liaison with the Lecturers Affairs Committee but who will not participate in the deliberations of the LAC. This person will report back to the PAC as necessary or as requested by the PAC.

Section 4: The Personnel Affairs Committee will consider, for peer evaluation/salary matters, a Faculty member's record over a three-year period in determining rankings. A tenure-system Faculty member in his or her first year will be ranked in the Average category. For probationary Faculty, reviews and recommendations regarding reappointment will be made according to University Policy.

Section 5: The Personnel Affairs Committee is to have access to records, forms, correspondence, or reports that are germane to its responsibilities and are also a matter of departmental record or business. Committee members are expected to keep all deliberations in strict confidence.

Section 6: The Lecturers Affairs Committee will present its recommendations for peer evaluation, salary matters, and promotion to the Personnel Affairs Committee as part of the latter's oversight responsibility. In case of discrepancy or disagreement both Committees will meet and discuss the issue. If a resolution is not reached at this meeting, the recommendation of the Personnel Affairs Committee will stand. This shall be the recommendation released to the Lecturers and sent to the Department Chair.

Section 7: Upon completion of its annual duties, the Secretary of the Personnel Affairs Committee shall hand over to the Department Chair the files used in that year's deliberations, as well as a notebook of pertinent records and documents.

Section 8: The Personnel Affairs Committee will inform each tenure-track and tenured Faculty member as to his or her merit group in peer evaluation/salary matters, together with the number of groups used and the number of tenure-track and tenured Faculty members in each group. These Faculty will receive copies of their annual evaluations/recommendations; copies will also be placed in their personnel files.

Section 9: The Personnel Affairs Committee will give the Department Chair a copy of his or her annual evaluation, the original of which will be forwarded to the Dean.

Section 10: Nothing in these Bylaws shall be construed in such a way as to prevent the Department Chair from fulfilling obligations to the administrative and grievance authorities of the College and University. When the Chair submits personnel recommendations which are not in accord with those of the Committee, such recommendations must be clearly conveyed to the Committee.

Section 11: Appeal Procedures are specified in the College and University Policy

#### E. The Lecturers Affairs Committee

Section 1: The Personnel Affairs Committee (PAC) is here specifically charged with oversight of the Lecturers Affairs Committee, per College and University provisions.

Section 2: The Lecturers Affairs Committee will consist of five lecturers. In the case of WLLC, both French and German should each have at least one representative. Members are elected by all the Lecturers. The term of office will be staggered two-year terms, when possible. The Chair of the Personnel Affairs Committee will serve as the liaison with the Lecturers Affairs Committee but will not participate in the deliberations of the committee. This person will report back to the PAC as necessary or as requested by the PAC or the LAC.

Section 3: The LAC members will elect a Chair and a Secretary. The Chair is responsible for calling and adjourning meetings and for setting the agenda, as well as overseeing the fairness and collegiality of the committee's work. The Secretary will keep a record of the committee's work.

Section 4: The Lecturers Affairs Committee will consider, for peer evaluation/salary matters, a Lecturer's record over a three-year period in determining rankings. A Lecturer in his or her first year will be ranked in the Average category. For Lecturers, reviews and recommendations regarding reappointment will be made on an annual basis to the PAC, which will in turn make a recommendation to the chair.

Section 5: The Lecturers Affairs Committee is to have access to records, forms, correspondence, or reports that are germane to its responsibilities and are also a matter of departmental record or business. Committee members are expected to keep all deliberations in strict confidence.

Section 6: The Lecturers Affairs Committee will present its recommendations for peer evaluation, salary matters, and promotion to the Personnel Affairs Committee as part of the latter's oversight responsibility. In case of discrepancy or disagreement both Committees will meet and discuss the issue. If a resolution is not reached at this meeting, the decision of the Personnel Affairs Committee will stand. This shall be the decision released to the Lecturers and sent to the Department Chair.

Section 7: Upon completion of its annual duties, the Secretary of the Lecturers Affairs Committee shall hand over to the Department Chair the files used in that year's deliberations as well as a three-ring binder of pertinent records and documents.

Section 8: Following review by the PAC as set forth in Section 6 the Lecturers Affairs Committee will inform each Lecturer as to his or her merit group in peer evaluation/salary matters, together with the number of groups used and the number of Lecturers in each group. Lecturers will receive copies of their annual evaluations and recommendations; copies will also be placed in their personnel files.

Section 9: Nothing in these Bylaws shall be construed in such a way as to prevent the Department Chair from fulfilling obligations to the administrative and grievance authorities of the College and University. When the Chair submits personnel recommendations which are not in accord with those of the Lecturers Affairs Committee, such recommendations must be clearly conveyed to the Committee.

Section 10: Appeal Procedures are specified in the departmental Guidelines and Standards for Tenure and Promotion, and in College and University Policy.