

AMENDED
**BYLAWS OF THE FACULTY ASSOCIATION
OF THE GRADUATE COLLEGE OF SOCIAL WORK**

ARTICLE I - MEMBERSHIP OF THE FACULTY ASSOCIATION

- A. Regular members belonging to the faculty constituency by reason of academic appointment shall be members of the Faculty Association.

ARTICLE II - MEETINGS

A. Procedures

1. Regular and special meetings of the Faculty Association shall be called at the time and place designated by the Chairperson.
2. Regular meetings shall be scheduled for September, October, November, December, February, March and April, and May.
3. The Faculty may call for a special meeting with one-third of the membership requesting in writing to the chairperson.
4. In the instance of a special meeting, the Chairperson must call the meeting within a week of receipt of a proper request by the Faculty Association.
5. The order of business to be followed at the regular meetings of the Faculty Association shall be established by the chairperson. Agenda items shall be submitted at least two (2) working days prior to the meeting.
6. Changes in the order of business at any Faculty Association meeting may be made by simple majority vote of the Faculty Association.
7. At a special meeting of the Faculty Association, the subject(s) for which the meeting was called shall be the only order of business.
8. Changes in policy or procedure shall be effected as follows:
 - a. Proposals involving major changes in policy or procedure shall be distributed in writing to all members of the Faculty Association at least two (2) working days in advance of the meeting at which they are to be considered.
 - b. In situations where a decision must be reached prior to the following meeting because of the necessity to take action, the vote shall be taken. The underlying policy shall be reviewed at the following regular meeting of the Faculty Association. Any change in policy implied by the emergency decision must be arrived at in the regular manner.
9. Voting members are expected to attend all Faculty Association meetings except when excused by the Chairperson.

B. Voting

1. The usual method of voting shall be by voice. At the request of any member of the Faculty Association, a vote by raised hand or by ballot shall be employed. A majority of those voting shall decide any issue unless the rules provide otherwise.
2. A ballot shall be required in elections.

C. Officers

1. Chairperson

- a. The Dean of the College will be the chairperson and shall preside at meetings.
- b. In the absence of the Chairperson, his/her designated representative shall preside.
- c. It shall be the responsibility of the Dean's Office to keep the minutes of the Faculty Association meetings and to provide the copy of same in advance of the next meeting.
- d. It shall be the responsibility of the Dean's Office to send out notice of all meetings and to conduct the correspondence of the Faculty Association.
- e. The Dean's Office shall prepare and distribute the draft agenda a minimum of two (2) days prior to the meeting. The final agenda will be distributed prior to the meeting. Requests for items to be on the agenda shall be made to the Dean's office.

D. Minutes

1. The approved minutes of all Association meetings shall be prepared and preserved.
2. Approved minutes shall serve as the official record of Faculty Association meetings, and shall generally preserve decision rather than debate.
3. Minutes must be approved by Faculty Association at regular Faculty Association meetings.

ARTICLE III – RESPONSIBILITIES

- A. The Faculty Association shall have responsibility for setting policy on curriculum, standards for admission on students, standards for awarding degrees, and participating in other matters that affect the educational policies of the College.
- B. The Faculty Association shall have responsibility for setting policy on faculty appointments, reappointments, merit, development leave, promotion and actions resulting in tenure and post-tenure reviews which shall be made with the active participation of the Faculty Association through committees and established procedures.

ARTICLE IV - STANDING COMMITTEES

Administrative Committees

1. Faculty Retention, Tenure and Promotion Committee

- a. This committee shall consist of five (5) tenured faculty members, three of whom shall be elected by the faculty and two appointed by the Dean. No member of the administration, including the dean, assistant or associate deans, shall be eligible for membership. One of the faculty members will be elected by the faculty members of the Faculty Association to serve as Chairperson. Terms shall be for one year.
 - b. This committee shall:
 - 1. Generate criteria and standards for faculty tenure and promotions and recommend same to the Faculty Association;
 - 2. Identify a member of the committee to serve as the liaison to the Provost's office;
 - 3. Present to the Dean and to the Senior Vice President for Academic Affairs recommendations with regard to faculty tenure and promotion;
 - 4. Present to the Dean a recommendation with regard to third year reviews for tenure earning faculty, as required by the University;
 - 5. Present to the Dean an annual assessment and recommendation with regard to continuation for tenure earning faculty during the tenure earning process.
2. Search and Screen Committee
- a. To serve as the Search and Screen Committee when requested by the Dean and is chaired by the Associate Dean for Academic Affairs. The Committee is composed of a minimum of five faculty: three tenured elected and two appointed by the dean.
 - b. In searches for non-tenure track promotion-eligible faculty, the search committee should include at least one NTT promotion-eligible faculty member at a higher rank than the posted faculty position. In the case where no other NTT faculty members of higher rank exist within the College, a suitable alternative from another College may be selected or this requirement can be waived with the approval of the Office of the Provost.
 - c. The Committee will be elected only when a formal search is required; the Committee will continue its work until the committee's charge is completed or the Search is suspended.
 - d. The Committee in consultation with the Dean's Office will complete the University's "Request To Hire" packet.
 - e. The Committee will screen all applications.
 - f. The Committee will oversee the interview process.
 - g. The Committee will request faculty input prior to the final assessment of the candidates.
 - h. Based on the Committee's assessment, the Dean will select the final candidate(s).
3. Faculty Grievance Committee
- a. It shall be the policy of the Graduate College of Social Work to create and protect an academic climate in which individual freedoms and variations of opinions may be encouraged and acknowledged and in which no person may be aggrieved because of lack of regard for diverse opinions and if such freedom has been violated or an injustice

has been meted out to him/her, there shall be every effort made to remedy the circumstance within the framework of governance of the College.

- b. The Faculty Grievance Committee will be elected when a formal grievance is filed.
- c. The Faculty Grievance Committee will consist of four (4) tenured faculty members and one (1) non-tenured faculty members, elected by the full-time faculty members of the College.
- d. No member of the College's administration, including the dean, or any person holding an administrative appointment shall be eligible for membership. The members of the Committee shall elect a Chairperson from among their members.
- e. Grievances related to faculty tenure, however, shall be governed by the University of Houston's Grievance Procedures in Promotion and Tenure Matters, Grievance procedures unrelated to Tenure and Promotion are included in the UH Faculty Handbook. No statement of policy or procedures shall be assumed to abridge the legal or civil rights of any members.

4. MSW Admissions Committee

- a. This committee shall consist of two (2) full-time faculty members and the Director of Field Education. Term of service shall be one year. The Assistant Dean for Admissions and Student Affairs, the MSW Online Program Director, and the MSW Program Manager also serve as members of the committee.
- b. The faculty chairperson will be elected by members of the committee for a one year term.
- c. The committee is responsible for (1) facilitating and providing oversight for admission standards and the review process, (2) reviewing and developing policies and procedures related to admissions, (3) reviewing select applications throughout the year; and (4) providing input about the college's recruitment and admissions plan and procedures.
- d. In addition to committee members, members of the faculty at large and professional student affairs staff are allowed and encouraged to review applications.

5. Evaluation Committee

- a. This committee shall consist of three (3) faculty members elected by the faculty and the Associate Dean for Research and Strategic Partnerships will serve as an ex officio member. All full-time faculty members, including members holding administrative appointments, shall be eligible for membership.
- b. The functions of the Evaluation Committee relate to a purpose of continuous improvement in GCSW and are:
 - 1. To evaluate whether GCSW is achieving its mission, goals, and objectives;
 - 2. To develop mechanism(s) for such evaluation;
 - 3. To obtain feedback and evaluation data from a variety of sources, and;
 - 4. To provide an annual report of its evaluation to the Faculty Association at its last meeting of each academic year and also to the Dean.

Academic Committees

1. Doctoral Program Committee
 - a. The doctoral committee is composed of the Associate Dean for Doctoral Education, the Associate Dean for Research and Strategic Partnerships, two (2) elected doctoral degreed, tenured track full-time faculty (two year term), one elected doctoral degreed full-time faculty who teaches doctoral classes (one year term), and one doctoral student representative selected by the Student Association.
 - b. The chair of the committee will be the Associate Dean for Doctoral Education.
 - c. The functions of the Doctoral Committee are:
 1. Formulating policies and procedures including admissions, curriculum, comprehensive exams, oral exams, and dissertation policies and recommending said policies to the Faculty Association;
 2. Coordinating and updating curriculum;
 3. Monitoring and evaluating students' progress, which may include reading and evaluating comprehensive examinations;
 4. Recommending adjunct faculty for the doctoral program to the Dean's Office;
 5. Meeting prospective applicants as necessary;
 6. Making admissions decisions;
 7. Making recommendations regarding scholarships and other forms of financial assistance; and
 8. Participating in student orientation activities.

2. Foundation Committee
 - a. Committee members are appointed by the Dean and shall include the Foundation Coordinator, MSW Online Program Manager, and faculty representatives for each curriculum module (practice, policy, HBSE, research, and skills lab).
 - b. The chair of the committee will be the Foundation Coordinator.
 - c. The functions of the Foundation Committee are:
 1. To plan Foundations of Social Work (SW6201);
 2. To plan the Annual Research Conference;
 3. Coordinating and updating curriculum;
 4. Formulating policies and procedures governing aspects of the Foundation sequence
 5. Assisting with reaffirmation of the generalist curriculum as necessary.

3. Macro Concentration Committee
 - a. Committee members shall include three (3) elected full-time faculty who teach in the macro concentration or have an interest in the macro concentration;
 - b. The chair of the committee will be elected by committee members;
 - c. The functions of the Macro Concentration Committee are:
 1. To coordinate and update the macro curriculum;

2. To work with the MSW Curriculum Committee to ensure that academic competencies and workforce demands for students interested in macro practice are being effectively met;
3. Orienting incoming faculty to the macro concentration;
4. Developing a network of individuals and organizations working in macro practice to become further engaged with the GCSW through guest lectures, field and service opportunities, student mentorship, financial support, special projects, and networking opportunities;
5. Assisting with reaffirmation activities as necessary.

4. Clinical Concentration Committee

- a. Committee members shall include three (3) elected full-time faculty who teach in the clinical concentration or have an interest in the clinical concentration.
- b. The chair of the committee will be elected by committee members.
- c. The functions of the Clinical Concentration Committee are:
 1. To coordinate and update the clinical curriculum;
 2. To work with the MSW Curriculum Committee to ensure that academic competencies and workforce demands for students interested in clinical practice are being effectively met;
 3. Orienting incoming faculty to the clinical concentration;
 4. Developing a network of individuals and organizations working in clinical practice to become further engaged with the GCSW through guest lectures, field and service opportunities, student mentorship, financial support, special projects, and networking opportunities;
 5. Assisting with reaffirmation activities as necessary.

5. MSW Curriculum Committee

- a. Committee members shall include the Director of Field Education, MSW Online Program Director, MSW Program Manager, and chairs of the Foundation, Macro, and Clinical Concentration Committees.
- b. The chair of the committee will be the Associate Dean for Academic Affairs.
- c. The functions of the MSW Curriculum Committee are:
 1. To formulate and recommend to the Faculty association the basic organization of the MSW curriculum and its rationale, including the construction of the Foundation and Advanced curricula;
 2. Establish necessary ad hoc and or standing committees as necessary to formulate, revise, and implement the curriculum plan, and assist with reaffirmation activities;
 3. To examine and assess the MSW curriculum and assure educational integration and linkage throughout the MSW curriculum;
 4. To review proposals for new courses set forth by standing committees, ad hoc committees, or faculty and make recommendations to the Faculty Association.

6. Field Education Committee

- a. The Field Education Committee is composed of the Director of Field Education, two (2) elected full-time faculty (three year term), and three (3) student representatives selected by the Student Association.
- b. The Director of Field Education shall appoint five active field instructors to the Committee.
- c. The chairperson shall be the Director of Field Education.
- d. The functions of the Field Education Committee are:
 1. To advise the Director of Field Education in matters relating to field education;
 2. To formulate and recommend to the faculty Association the basic organization of the field education curriculum and its rationale;
 3. Establish necessary ad hoc subcommittees necessary to implement the curriculum plan;
 4. To examine and assess field education and assure its educational integration and linkage throughout the MSW curriculum;
 5. Advise the MSW Academic Affairs Committee on the development and evaluation of educational and administrative policies that govern the School's field education program;
 6. Collaborate with other relevant standing or ad hoc committees to ensure a close relationship between classroom and field practicum experiences.

ARTICLE V - ELECTIONS

Election of standing committee representatives to be elected by Faculty Association shall be conducted by ballot prepared annually in the appropriate semester. All tenure earning are eligible to serve on no more than one (1) standing committee until their third year review is completed. Any vacancy created in a Standing or Ad Hoc Committee will be replaced by appointment or vote. If the vacancy was originally elected then a new vote will be made; if vacancy was originally appointed by the Dean, the Dean will appoint the replacement.

ARTICLE VI - PARLIAMENTARY AUTHORITY

The rules contained in the current edition of Robert's Rules of Order shall govern the Faculty Association in all cases to which they are applicable and in which they are not inconsistent with these Bylaws and any special rules of order the Faculty Association may adopt.

ARTICLE VII -AMENDMENT OF BYLAWS

- A. The provisions of the Bylaws of the Faculty Association may be altered, amended, or repealed by a two-thirds majority of the voting membership present at a meeting of the Association.

- B. Any motion to alter, amend, or repeal any provision (s) of these Bylaws must lie from that meeting to the next faculty Association meeting and be passed by a two-thirds majority of the Faculty Association membership present at a meeting of the Association.

Adopted by GSSW Faculty on September 28, 2001

Amended by Faculty Association on October 4, 2002

Amended by Faculty Association on February 6, 2005 (doctoral committee composition)

Amended by Faculty Association on September 8, 2006 (name change)

Amended by Faculty Association motion on May 2, 2008

Amended by Faculty Association motion on November 13, 2009

Amended by Faculty Association on February 18, 2011

Amended by Faculty Association on January 20, 2012 (Evaluation committee change)

Amended by Faculty Association on March 13, 2012 (Search & Screen/Doctoral committee changes)

Amended by Faculty Association on October 4, 2013 (MSW Admissions Committee)

Amended by Faculty Association on August 19, 2016 (administrative title additions and changes)

Amended by Faculty Association on August 24, 2017 (changes to committee structure)