

**Bylaws of the
Residential College in the
Arts and Humanities
(RCAH)**

REVISED APRIL 12, 2024

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These bylaws codify the governance structures for faculty, academic specialists, administrative staff, and students within the Residential College in the Arts and Humanities. Community partners are crucial to the life and mission of the College, and those relationships are described in separate linkage agreements.

The College values the contributions and full participation of every member, especially members of groups that have been historically excluded from the Academy and its decision-making processes.

I. Membership

- A. General members of the College shall consist of all students in the College, all persons holding academic or administrative appointments in the College, and the Snyder-Phillips Residence Education and Housing Services staff.
- B. Academic members of the college include all full- and parttime faculty, academic specialists, and RCAH staff.
- C. Governance members of the College in any given academic year shall consist of all faculty and continuing system academic specialists with approximately 50% or greater appointment (including joint appointments) in the College and full-time fixed term faculty who have served 3 consecutive years in the college.
- D. Personnel matters for tenure-system positions are voted on by tenure-system faculty at an appropriate rank with approximately 50% or greater appointment in the College. Personnel matters for other governance member positions are voted on by governance members.
- E. The students of the College are those who have declared with the Registrar a major in the unit and are listed on the current student roster maintained in the RCAH dean's office. These students comprise the eligible student voting body of the College. The responsible administrator of the College is the Dean, who shall be a tenured faculty-member within the College.
- F. Other administrative officers, such as Associate Deans, shall be members of the regular faculty.

II. College Assembly

- A. The general members of the College may convene a College Assembly (CA) to discuss matters of concern to the College and, if it so chooses, make recommendations to the College Academic Committee and the dean.

- B. The agenda for the CA shall be created by those that initiate it in collaboration with the Faculty Advisory Committee (FAC). Notice indicating these meetings shall be distributed to the general members of the College and the student governing body in a timely fashion.
- C. Procedures through which College community members may request a CA, and the rules and procedures governing such a meeting will be articulated in a separate policy document.

III. College Academic Committee (CAC)

- A. The College Academic Committee (CAC) consists of the academic members of the College.
- B. The CAC advises the dean on all College matters that come before it except for curricular decisions, for which it bears shared responsibility with the dean.
- C. The CAC shall meet at least once each semester. The meetings shall be conducted under Robert's Rules of Order Revised unless otherwise specified by these bylaws.
- D. Student representatives may be invited to attend CAC meetings and students may request representation at a CAC meeting. Student representatives shall be selected under procedures specified in the RCAH student governance bylaws.
- E. Residence hall staff may be invited to attend CAC meetings.
- F. Student representatives, residence hall staff, and others who are invited to attend a CAC meeting shall have voice but not voting privileges.
- G. Meetings of the CAC shall be chaired by the dean or by the dean's designee.
- H. The role of secretary shall rotate from meeting to meeting alphabetically among the governance members. The secretary shall prepare the minutes and, with the dean, make that available to CAC members. Upon approval of the minutes, a copy shall be available to the RCAH Council.
- I. A quorum for the decision in question shall be defined as larger than half the academic members of the College.
- J. Voting in absentia is permitted.
- K. The Faculty Advisory Committee and the dean shall consult in preparing agendas and choosing dates for CAC meetings. Notice indicating the time, place, and agenda of a meeting shall be shared with academic members and to the RCAH Council in a timely fashion. No matter shall be voted on unless it is on the agenda. Votes shall be decided by a simple majority of those eligible

members present and voting in absentia, unless otherwise specified in these bylaws or in Robert's Rules of Order Revised.

- a. Curricular matters are voted on by governance members.

IV. Standing Committees

A. Guidelines

1. A standing committee is one whose function requires permanent continuity to enable the smooth operation of the College. Each fall the dean or a dean's designee will convene the first meeting of each standing committee within 30 days of the start of the academic year.
2. Subcommittees may exist at the discretion of the parent committee. Subcommittees shall report only to the parent committee.
3. The standing committees of the College are the Faculty Advisory Committee (FAC), the Committee for Diversity, Equity and Inclusion (CDEI), the Reappointment, Promotion, and Tenure Committee (RPTC), and the Educational Policy Committee (EPC).
4. Governance members who are tenure-stream faculty with full-time appointments in the College are expected to serve on not more than three major committees; governance members in the College who are tenure-stream faculty who hold joint appointments are expected to serve on not more than one major committee. Major committees consist of the College standing committees and University committees that involve major commitments of time.
5. The College shall elect or FAC may appoint full-time continuing system Academic Specialists to selected committees, not to exceed one College Standing Committee and one University Committee per year, in addition to their service on ad hoc College committees. Non-tenure track faculty who have served at least three consecutive years in the college can be eligible for election or selection to one major committee, if their contract allows.
6. The governance members vote to elect members to standing committees equitably and fairly and shall act to ensure that pre-tenure faculty and academic specialists within the continuing system but without continuing status are not overburdened by service on these committees.
7. If a scheduling conflict occurs, or a governance member is on leave, an eligible governance member may serve in the stead of an elected governance member without affecting the attendance record of the

replaced member. Designees will have the same rights and privileges, including voting rights, as the replaced member.

8. If a governance member appointed to a committee cannot serve in a particular semester/year, the Dean can designate a replacement to serve on academic governance bodies. The designee will have the same voice and vote as the person they are replacing.
9. Decisions of standing committees about the interpretation of College bylaws can be appealed to the University Committee on Academic Governance (UCAG). Further, the decisions of UCAG about the interpretation of these bylaws can be appealed to University Council.

B. Faculty Advisory Committee

1. The Faculty Advisory Committee (FAC) shall consist of four governance members. All members have the duty to act in the interests of the College as a whole.
2. The FAC is advisory to the dean. The FAC shall meet normally with the dean, but may meet without the dean if either so desires. Others can be invited, on an ex officio basis, to attend meetings in relation to specific topics under discussion.
3. The FAC also must meet at the request of any one of its members or at the request of the dean.
4. The FAC shall keep minutes of its meetings and in a timely fashion store them in a format accessible by all academic members of the College.
5. Members of the FAC shall be elected for two-year terms. Members shall be elected so that their terms overlap, with two seats up for election in any given year. Serving FAC members cannot succeed themselves at the completion of their term but will again be eligible for election in the following year.
6. The FAC shall, when student representatives call for a meeting of the College Assembly, meet with student representatives to prepare the agenda for the Assembly (see Section II) and discuss other matters.
7. At any time, any person in the general membership of the College as defined in I. A can request that an item be put on the FAC agenda and that they be allowed to be present to discuss that item.
8. The FAC shall take office at the conclusion of spring semester. It shall elect its own chair. Three members of the FAC shall constitute a quorum. If faculty vacancies occur on the FAC, they shall be filled according to procedures determined by the member(s) of the FAC remaining in office, and if no members remain in office, by an election supervised by the dean.

9. The duties of the FAC shall include:
- a. The FAC shall organize representation on the standing committees in accordance with the procedures for each committee stipulated in these bylaws.
 - b. The FAC shall organize and hold an election for membership on the FAC, the CDEI, the RPTC, and the EPC during spring semester. This election should be carried out as follows and in the following order:
 - i. Members of standing committees will be elected by governance members.
 - ii. FAC: In each election, the ballot shall consist of all governance members except incumbents. The FAC creates a ballot and distributes it to the governance members with a timely deadline for its return.
 - iii. CDEI: The FAC creates a ballot of all eligible governance members and distributes it to the governance members with a timely deadline for its return; each governance member votes for the appropriate number of governance members given the number of eligible seats (see IV.F.2)
 - iv. RPTC: The FAC shall create and distribute a ballot of all eligible tenured faculty and distribute it to the governance members with a timely deadline for its return; each governance member votes for the appropriate number of faculty given the number of eligible seats (see IV.C.3).
 - v. EPC: The FAC shall draft a mail ballot of the eligible governance members and distribute it to the governance membership with a timely deadline for its return; each governance member votes for the appropriate number of governance members ~~faculty~~ given the number of eligible seats (see IV.D.2).
 - vi. Members shall take office at the conclusion of spring semester.

- c. The FAC shall appoint governance members to all University committees on which the College is expected to be represented. (See IV.D.4 regarding UCC representation.)
- d. The FAC shall discuss matters of concern to the College. It shall advise the dean on minor matters and refer decision on major matters to the CAC without undue delay. A matter is major if the FAC by majority vote deems it to be so.
- e. The FAC shall advise the dean on the recruiting and hiring of instructional, co-curricular, and administrative staff.
- f. The FAC shall arrange for review of the College bylaws at intervals not to exceed five years, or as mandated by Section 2.2.2, MSU Bylaws for Academic Governance (UBAG).
- g. The FAC shall consult with the dean on the structure of annual budgets. The dean shall promptly convene a meeting with the FAC to inform the FAC about budget developments when they arise.
- h. The FAC shall share responsibility with the provost to determine procedures for the review of the dean (Section 2.1.4.1, MSU Bylaws for Academic Governance) and procedures for the selection of a dean when a vacancy occurs.

C. Committee for Diversity, Equity, and Inclusion

- 1. The Committee for Diversity, Equity and Inclusion (CDEI) shall consist of three governance members.
- 2. The term of service for members on the CDEI shall be two years. Members shall be elected so that their terms overlap, with one or two seats (on alternate years) up for election in any given year.
- 3. The CDEI shall elect its own chair.
- 4. The CDEI shall meet at least once each semester, preferably once per month.
- 5. Others, including other RCAH students, may be invited to attend CDEI meetings in relation to specific topics under discussion. They will be given voice but no vote.

6. The CDEI advises the dean, the FAC, and the CAC regarding issues related to the creation of a college community that embraces and promotes diversity, equity, and inclusion, and respect in the strongest sense of the term. This includes:
 - a. Serving as an incubator of ideas for increasing the diversity of the RCAH student body, especially in the recruitment and retention of students of color and first-generation college students, and promoting, at the curricular, co-curricular and extracurricular levels, a College community that meets the needs of and enhances the learning and well-being of students of all racial, ethnic, socio-economic, and gender identities, sexual orientations, and abilities.
 - b. Communicating these ideas to the appropriate bodies (CAC, EPC, FAC, Student Affairs, etc.) where they can be developed and implemented.
 - c. Gathering and annually reporting information about the general College climate regarding diversity, equity and inclusion issues, and about specific diversity, equity and inclusion issues of pressing concern. This includes working with the appropriate unit of the university survey the College on climate issues, as needed.
 - d. The CDEI will communicate with other units and organizations on campus dealing with diversity, equity, and inclusion, such as the MSU IDEA Coordinator's group.
 - e. The CDEI will serve as a resource for RCAH student groups who work on issues related to diversity, equity, and inclusion in the College.
8. The FAC shall consult with the dean and with the faculty to draft a ballot for the election of CDEI members. Section IV.B.10.b.vi specifies procedures for selection.
9. Non-members of the CDEI may attend open meetings as observers. They may be given voice, if recognized by the chair with the consent of the CDIECDEI, but no vote.
10. The governance members reserve the right, when appropriate for the sake of confidentiality, to hold meetings without the student members.
11. The CDEI chair shall formulate an agenda for each meeting.
12. The CDEI agenda shall include items submitted by CDEI members, as well as members of the College community. Those who submit items may be invited to participate in the CDEI's deliberations on that item.
13. Minutes of CDEI meetings shall be accessible by all faculty and academic specialists. Copies shall be kept on file in the office of the dean.

14. The chair of the CDEI shall inform the FAC when there are items to place on the CAC agenda. In the case of curricular proposals, the CDEI shall inform the EPC when there are items to be placed on the EPC agenda for consideration.

D. Reappointment, Promotion, and Tenure Committee

1. The Reappointment, Promotion, and Tenure Committee (RPTC) shall consist of three tenured faculty members whose appointments are approximately 50% or more within the College.
2. The RPTC shall advise the dean on reappointment, tenure, promotion, and annual merit reviews of College faculty.
3. The term of service on the RPTC shall be two years, renewable. Members shall be elected so that their terms overlap, with one or two seats (on alternate years) up for election in any given year.
4. The RPTC shall select a chair annually.
5. For consideration of reappointment or promotion of continuing system academic specialists, a continuing system academic specialist will be appointed or elected to the committee. They will have voice and voting rights on these cases only.
6. The RPTC shall meet as soon as information is available regarding who shall be considered for reappointment, tenure, or promotion in order to establish a schedule of meetings. The meeting schedule shall take into account the dean's established deadlines for submission of materials to the provost.
7. All proceedings and all documents handled and produced by the RPTC shall be maintained as confidential, with copies on file in the Office of the Dean.

E. Educational Policy Committee

1. The Educational Policy Committee (EPC) shall consist of three governance members of the College. The dean and/or their designee shall serve ex officio (non-voting).
2. The term of service on the EPC shall be two years, renewable for a third year. Members shall be elected so that their terms overlap, with one or two seats (on alternate years) up for election in any given year.
3. The EPC shall meet at least once each semester.
4. The College representative to the University Curriculum Committee (UCC) shall be a member of the EPC when possible.

5. Others, including RCAH students, may be invited to attend EPC meetings in relation to specific topics under discussion.
6. The EPC advises the dean, the FAC, and the CAC regarding all College curricular and co-curricular matters.
7. The EPC considers, reviews, and assesses the College curricular and co-curricular activities.
8. The FAC shall consult with the dean and with the faculty to draft a ballot for the election of EPC members. Section IV.B.9.b.v specifies procedures for selection.
9. Nonmembers of the EPC may attend open meetings as observers. They may be given voice, if recognized by the chair with the consent of the EPC, but no vote.
10. The EPC shall have the power to call closed executive sessions.
11. The EPC chair shall formulate an agenda for each meeting.
12. The EPC agenda shall include items submitted by EPC members, the FAC, the CAC, the CA, RCAH faculty, the dean, or College students. Those who submit items may be invited to participate in the EPC's deliberations on that item.
13. Minutes of EPC meetings shall be accessible by all faculty and academic specialists. Copies shall be kept on file in the office of the dean.
14. The chair of the EPC shall inform the FAC when there are items to place on the CAC agenda.
15. The EPC shall consider curricular changes according to the following procedure:
 - a. Curricular changes may be proposed by any governance member or student of the College.
 - b. Proposals for curricular changes will be submitted in writing to the EPC chair, who will circulate the proposal to committee members in a timely fashion.
 - c. Proposed changes will be considered at the next EPC committee meeting. The committee will determine if additional materials are required and if the presence of the proposer is required to answer questions.
 - d. If necessary, the EPC will consider any requested additional materials and meet with the proposer at the next EPC committee meeting.

- e. Based on their review of the materials, the EPC will formulate a recommendation to be presented to the CAC.
- f. The EPC will request the FAC to place the proposal on the agenda for the next CAC meeting and forward its recommendation to the CAC via the FAC.
- g. At the next available meeting of the CAC, the EPC will present its recommendation, to be voted upon by the CAC.

F. Ad Hoc Committees

- 1. Ad hoc committees shall be formed as deemed appropriate by the dean, the CAC, or the FAC. The entity creating the committee shall designate its charge and convener, with the approval of the dean. At its first meeting, each ad hoc committee shall elect its chair and so inform the dean.

V. RCAH Student Governance

- A. Students will have representation on College committees as specified above and in accordance with RCAH Student Governance Bylaws.

VI. Dean

- A. The dean shall be responsible for educational, research, service, outreach, and engagement programs; budgetary matters; physical facilities; and personnel matters in the dean's jurisdiction, taking into account the advisory and collaborative procedures specified in these bylaws and by MSU bylaws.
- B. The appointment of the dean can be terminated at any time by resignation or by action of the President upon recommendation of the Provost.
- C. The dean has the authority to create, in consultation with faculty, positions as necessary for the administration of the College.
- D. The dean's office is responsible for keeping on file all minutes of the College Assembly, the CAC, and other committees.
- E. The dean may appoint such committees as may be necessary for carrying out the dean's duties and responsibilities and for which no other provision is made.
- F. College governance members shall have shared responsibility with the Provost to determine procedures for the selection of a dean to be nominated by the Provost. These procedures shall conform to regular MSU hiring regulations, including diversity, equity, and inclusion provisions. (Section 2.1.3.2, MSU Bylaws for Academic Governance)
 - 1. As soon as it is known that a vacancy will occur in the deanship, the Faculty Advisory Committee shall set up a Dean Selection Committee (DSC) with the following composition:
 - a. Four faculty representatives elected by the voting faculty for personnel matters from the body of voting faculty for personnel matters. The FAC shall formulate the ballot so that both tenured and pre-tenure faculty are represented on the committee.
 - b. One MSU faculty member selected from outside the College by the Provost. This faculty member shall have a full vote in the Committee.
 - c. One student representative with vote selected by the College student governing body.

2. Dean Selection Committee Procedures

- a. The DSC shall meet at a time and place arranged by the FAC and shall organize itself by selecting a chairperson and a secretary from among its members.
 - b. The DSC shall meet with the provost for discussion as early as possible.
 - c. The DSC shall establish its procedures in consultation with the provost, including but not limited to formulation, approval, and dissemination of the job description; timelines; review of applicant files; external review letters; types of conversations and interviews; campus visits; and soliciting evaluations of the candidates.
 - d. The DSC shall prepare a standard nomination form with space for the name of the nominee, reasons for the nomination, and the signature of the nominator. Copies of this form shall be distributed to the general membership of the College and all RCAH students, with a deadline to submit it to the Selection Committee.
 - e. Nominations also may be obtained from a general posting of the vacancy.
 - f. The DSC shall evaluate the nominations it receives and prepare a slate of those who in the Committee's judgment are best qualified to serve as College dean. The DSC may consult the provost about the slate before presentation.
 - i. The College voting faculty for personnel matters shall rank the slate of candidates by preferential balloting and return the ballots to the DSC by a date set by the DSC.
 - ii. The DSC shall submit the results of the balloting along with its recommendation to the provost.
- G. At regular intervals not to exceed five years, a general administrative review of the dean shall be conducted in consultation with the provost by a review committee comprised of the FAC and two student representatives determined by the student governing body. The FAC shall share responsibility with the provost to determine procedures for the review of the dean (Section 2.1.4.1, MSU Bylaws for Academic Governance).

VII. Faculty Search Procedures

- A. The dean and all members of the College shall conduct all tenure-system searches in accord with University policies and procedures.
- B. The FAC, in consultation with the dean, shall constitute a Search Committee from among the governance members.
- C. The Search Committee shall establish its procedures in consultation with the FAC and the dean, including but not limited to formulation, approval, and dissemination of the job description; timelines; review of applicant files; external review letters; types of conversations and interviews; campus visits; and soliciting evaluations of the candidates.
- D. The Search Committee will present its recommendations to the tenure-system faculty at an appropriate rank with approximately 50% or greater appointment in the College and, in writing, to the dean.
- E. Information on new faculty appointments will be provided by the dean to faculty and students in an appropriate and timely manner.

VIII. Reappointment, Tenure, Promotion, and Annual Merit Review Procedures

- A. Policies and timetables regarding Reappointment, Tenure, Promotion, and Annual Merit Review can be found in the RCAH policy statement entitled “Residential College in the Arts and Humanities Policy for Reappointment, Promotion, Tenure, and Annual Merit Review” and the MSU Faculty Handbook.

IX. Faculty Grievance Procedure (see MSU Faculty Handbook IV. Academic Human Resources Policies, Faculty Grievance Procedure)

X. Support Staff Academic Grievance Procedure

The RCAH follows University’s collective bargaining agreements for union support staff and the non-union regular support staff grievance procedures for non-union employees.

XI. Student Grievance Procedure

- A. The RCAH follows the University-wide procedure for filing and resolving student grievances, as articulated by the Office of the University Ombudsperson.

XII. Bylaws Initiation, Amendments, and Interpretation Processes

- A. These bylaws shall become effective immediately upon approval by a two-thirds majority of tenure-system faculty with approximately a 50% or more appointment in the College (including joint appointments).
- B. These bylaws and accompanying policy statements may be amended by a two-thirds majority vote at two successive College Academic Committee meetings of governance members.
- C. Decisions about bylaws may be appealed to UCAG. UCAG decisions on the bylaws can be appealed to the University Council.
- D. The dean's office shall be responsible for keeping the official copy of these bylaws and policy statements (including all amendments).