DEPARTMENT OF PHILOSOPHY
WAYNE STATE UNIVERSITY
COLLEGE OF LIBERAL ARTS

BY-LAWS

ARTICLE I - AUTHORIZATION.
These By-laws exist under the authority and within the limits of the Constitution of the College of Liberal Arts, the statutes of Wayne State University, and current WSU-AAUP/AFT contract. In case of inconsistency between these By-laws and the constitution of the College of Liberal Arts, the statutes of the University, or the WSU-AAUP/AFT contract, the latter shall prevail.

ARTICLE II - THE DEPARTMENT.
Section 1. Membership.
Members of the Philosophy Department during any one year include all and only those persons who hold non-visiting and non-adjunct appointments as full-time or fractional-time faculty in philosophy.

Section 2. Faculty on Leave
Members of the Philosophy Department on leave are counted as members of the Philosophy Department.

ARTICLE III - DEPARTMENTAL ASSEMBLY.
Section 1. Membership.
Members of the Departmental Assembly during any given academic year shall include all and only Department members (as defined in Article II) and visiting philosophy faculty members under full- or part-time contract with the University.

Section 2. Franchise.
a. Each member of the Department has full voting rights in all Assembly meetings.
b. A majority of members of the Department may, at their discretion, extend partial or full voting rights to other members of the Departmental Assembly.

Section 3. Powers.
The voting members of the Departmental Assembly have the power to determine all Departmental policies and procedures, excepting where otherwise specified by these By-laws, and within the guidelines stipulated in the Constitution of the College of Liberal Arts, University statutes, and union contract.

Section 4. Decision Procedures.
a. Within the guidelines set by the Constitution of the College of Lib-
eral Arts, the statutes of the University, union contract, and these
By-laws, policies and procedures shall be decided by a majority
vote of the Departmental Assembly.

b. A majority of Department members (not on leave) shall constitute
a quorum for any Departmental Assembly meeting.
c. A majority of the voting members present at an Assembly meeting
may adopt those procedures of debate and voting (not including
the issue of franchise) that they deem appropriate for that meet-
ing, within the guidelines set by these By-laws.

Section 5. Meetings.
a. The Departmental Assembly shall meet at least once each semes-
ter during the Fall and Winter semesters.
b. Other Departmental meetings may be called at the discretion of
the Department Chairperson, or upon the request of no fewer than
one third of the voting members of the Assembly.
c. The Chairperson shall normally preside over Departmental As-
sembly meetings.
d. If the Chairperson is unable to attend a meeting, he or she shall
appoint a department member to be the presiding officer for that
meeting.
e. Persons on leave may vote if present at Assembly meetings, but
no notification of Assembly meetings need be extended to De-
partment members on leave.
f. There shall be no vote by proxy except when an Assembly mem-
er has registered his or her opinion on a specific issue with a vot-
ing member of the Assembly.

Section 6. Records.
Records shall be kept of votes taken, policies adopted and other impor-
tant matters discussed at Assembly meetings.

Section 7. Student Participation.
Full or part-time matriculated graduate students and matriculated under-
graduate philosophy majors may be invited to participate in discussion
and debate at Assembly meetings.

ARTICLE IV - DEPARTMENT CHAIRPERSON.
Section 1. Qualifications.
The Chairperson shall be any full-time member of the Departmental As-
sembly.

Section 2. Length of Term.
The Chairperson will serve for a term which is mutually acceptable to the
University and College of Liberal Arts Administrations, and the Chair-
person. The view of two thirds of the members of the Department shall con-
stitute Department's opinion on the matter and shall be conveyed to the
appropriate administrators as necessary.

Section 3. Selection Procedure.
The Chairperson will be selected by means mutually acceptable to the
University and College of Liberal Arts Administrations, and two thirds of
the members of the Department. However, the selection procedure must
be in accordance with the WSU-AAUP/AFT contract.

Section 4. Duties.
a. The Chairperson is the administrative officer of the Department.
b. The Chairperson shall inform the Dean of the College of Liberal Arts concerning Departmental matters, and will inform the Department concerning College and University matters of interest to the Department.

c. The Chairperson shall preside at Departmental Assembly meetings (except as provided for in Article III, Section 5, sub-section d) unless a petition is being considered for the Chairperson's removal.

d. The Chairperson shall be a voting member of the Departmental Assembly.

e. The Chairperson shall be a voting member of the Salary and Personnel committees.

Section 5. Removal of the Chairperson.

a. The procedures specified in the WSU-AAUP/AFT contract shall be followed.

b. When the desire for the removal of the chairperson originates from within the Department, the process for removal of the Chairperson begins with a petition signed by no fewer than one third of the members of the Assembly.

i. The removal petition will signify the desire of the signers to have the Chairperson removed from his or her office.

ii. Upon the gathering of the minimum number of signatures, the removal petition becomes the first item on the agenda of the next Departmental Assembly meeting. A majority of the voting members of the department will appoint a temporary presiding officer to preside over that phase of the meeting. Should the Department members voting decide by a two thirds majority to proceed on the petition, specific articles of removal shall be drawn by the Department members. The next scheduled Assembly meeting will be chaired by a member of the College of Liberal Arts Grievance Panel. The Department Chairperson may, at that next meeting, reply to and discuss the articles of removal, and shall, upon concluding, leave the meeting.

iii. Voting on the articles of removal shall take place at a later meeting (no sooner that one week after the one chaired by the Grievance Panel Representative). A two thirds vote, by secret ballot, of the members of the department voting will be necessary to present the recommendation for removal to the proper administrative authorities of the College. A Department member shall be designated to present the approved articles for the removal of the Chairperson before the proper administrative authorities, accompanied by the Chairperson of the Assembly meeting at which the voting on the removal petition took place.

Section 6. Resignation of the Chairperson.

In case of a vacancy in the Office of the Chairperson, the members of the Department will choose a committee to confer with the Dean of the College of Liberal Arts regarding the appointment of a new Chairperson.
ARTICLE V - AD HOC COMMITTEES.
Section 1. General.
a. The Department Assembly or Chairperson may establish, dis-
solve, and determine membership of committees for handling
such tasks as ordering journal and library books, admitting per-
sons to the graduate or undergraduate programs, preparing qualifying examinations, assessing and organizing curricula, providing amenities for visiting faculty, planning colloquia, and the like.
b. In case of a conflict between the Assembly and the Chairperson, a
majority vote of the Departmental Assembly shall count as deter-
mining the Department's position.

Section 2. Role of the Chairperson.
a. The Chairperson may be a voting member of any such committee.
b. The Chairperson is a non-voting member of every committee of
which he or she is not voting member.

Section 3. Procedure.
a. When an ad hoc committee is formed, the Departmental Assembly
shall, by majority vote, give that committee either the right to re-
solve an issue at stake or only the right to make recommendations
to the Assembly.
b. It is understood that all matters of Departmental policy shall be re-
solved by majority vote of the Departmental Assembly.

Section 4. Student Participation.
Student participation on committees is governed by Article IV, Section 5,
of the Constitution of the College of Liberal Arts.

ARTICLE VI - THE PROMOTION AND TENURE COMMITTEE.
Section 1. Eligibility
a. Only tenured members of the department are eligible to serve on
this committee.
b. Tenured Department members on leave shall be eligible, but not
obligated, to serve.

Section 2. Membership
a. This committee shall be elected by majority vote of the depart-
ment, but must consist of at least three members.
b. At least three members of this committee shall also be members
of the Salary Committee.

Section 3. Procedure for Tenure.
a. The Department Chairperson shall serve as ex officio non-voting
member of this committee.
b. A two thirds vote shall be required for a recommendation for the
granting of tenure.
c. The criteria for a recommendation of tenure shall be those speci-
fied in the union contract and clarified by the Department Tenure
Policy.
d. At the request of either the committee or the candidate, any or all
of the following may be used in the evaluation of a candidate for
tenure: oral presentation by the candidate, letters from outside
Wayne State University, statements of student opinion (beyond
course evaluations), and letters from Wayne State University em-
The candidate shall be kept informed for the committee's procedures and final assessment.

The committee's recommendations, together with assessments and supporting documents shall be forwarded to the Chairperson.

Section 4. Procedure for Promotion.
The procedure for promotion recommendations shall be the same as those for tenure, except that no one shall vote on requests for promotion to a rank higher than his or her own.

Section 5. Annual Review
The Promotion and Tenure Committee shall, in accordance with the union contract, be responsible for reviewing annually the work of each tenure-track member of the faculty and advising the Chairperson of the result of that review.

ARTICLE VII - THE PERSONNEL COMMITTEE
Section 1. Eligibility.
a. Except for the provisions of Article VII, Section 1, sub-section c, all and only full-time members of the Department are members of the Personnel Committee.
b. Faculty on leave may, but are not obligated to, serve.
c. When the renewal of the contract of a member of the faculty on a term contract is at issue, the non-tenured members of the faculty shall be excluded from the Personnel Committee.

Section 2. Functions.
The Personnel Committee shall be responsible for the hiring of new faculty and for the renewal of the contracts of faculty members on term contracts.

ARTICLE VIII - THE SALARY COMMITTEE.
Section 1. Eligibility.
a. All full-time members of the Department shall be eligible for election to this committee.
b. Faculty on leave shall be eligible but not obligated to serve.

Section 2. Membership.
a. The Salary Committee shall consist of all tenured members of the Department, plus as many full-time, non-tenured members of the Department as will permit this Committee to have a majority of tenured faculty members.
b. If the number of non-tenured members of the Department is greater than the number of tenured members, an election, held by the Departmental Assembly, shall be held to determine which of the non-tenured members of the Department shall serve on the Salary Committee.

Section 3. Functions.
The Salary Committee shall make recommendations regarding salary equity and merit awards of faculty members as provided by union contract to the Chairperson.

ARTICLE IX - BUDGET ADVISORY COMMITTEE
Section 1. Eligibility.
a. All tenured members of the Department shall be eligible for election to this committee (except the Chair).
b. Tenured faculty on leave shall be eligible but not obligated to serve.

Section 2. Membership
a. The committee will consist of no more than three (3) tenured members of the faculty of the Department.
b. The composition of the committee is determined by majority vote of the tenured members of the faculty (the Chair has no vote).
c. Membership on the committee will be for a period of no more than one year (unless other arrangements are made). A member may be re-elected to the committee.

Section 3. Functions.
The Budget Advisory Committee shall advise, and make recommendations to, the Chair regarding those budgetary matters it deems important.

ARTICLE X - RECRUITMENT.

Section 1. Publicity
a. Whenever practicable, openings shall be advertised in Jobs for Philosophers.
b. The Chairperson (or his or her designee) shall present to the Departmental Assembly a list of candidates drawn from at least the following sources: recommendations by members of the Department, replies to advertisements, recommendations from distinguished professionals or major department contacted by the Chairperson (or other Department members), and interviews conducted at professional meetings.

Section 2. Procedures.
a. After consideration of candidate's dossiers and Chairperson's recommendation, the Departmental Assembly shall invite, if possible, a few promising candidates for interviews at Wayne State University.
b. The Department's final recommendation shall be decided by a two thirds vote of the Personnel Committee.
c. In case of last-minute openings, the procedures may be abbreviated in favor of action by the Chairperson, who shall, however, consult informally with the faculty as far as possible.

ARTICLE XI - AMENDMENTS TO THESE BY-LAWS

Section 1. Proposed amendments to the By-laws shall be submitted in writing and signed by at least three members of the Department and presented at a meeting of the Departmental Assembly.

Section 2. Copies of any proposed amendment shall then be distributed to all members of the Departmental Assembly for consideration at its next special or scheduled meeting.

Section 3. A two thirds vote of the Department shall be required for an amendment's adoption.

Section 4. Amendments governing the voting rights of non-tenured members of the Department shall be approved by majority vote of the tenured members of the Department.