

FACULTY SENATE BYLAWS

ARTICLE I. Organization

Section 1. Representation

The Faculty Senate shall consist of twenty (20) faculty representatives and the University president. They shall be determined as follows:

President of the University - *ex officio*

Provost of the University - *ex officio*

Chair and Vice-Chair elected at-large from the faculty

College of Engineering - two (2) members elected at-large;

College of Business - two (2) members elected at-large;

College of Nursing and Health Professions - two (2) members elected at-large;

Christ College - one (1) member elected at-large;

University Library - one (1) member elected at-large;

College of Arts and Sciences - ten (10) members from the following groupings:

CAS Group 1 - three (3) members elected at-large with no more than one senator elected from any one department:

- Mathematics and Statistics
- Biology
- Chemistry
- Physics
- Computer and Information Science

CAS Group 2 - three (3) members elected at-large with no more than one senator elected from any one department:

- Economics
- Political Science
- Geography-Meteorology
- Sociology-Criminology
- Psychology
- Kinesiology
- Education-Social Work

CAS Group 3 - four (4) members elected at-large with no more than one senator elected from any one department:

- Communication and Visual Arts
- Music
- Theatre
- History
- English
- Theology-Philosophy
- World Languages and Cultures

Section 2. Term of Office

All elected members shall serve for terms of two years, except when elected to fill an unexpired term.

Section 3. Member Qualifications

All members of the Faculty Senate shall be full-time faculty members who shall have completed five (5) years of full-time service at Valparaiso University by the first regular meeting of their term.

Section 4. Elections, Terms of Office

Elections of senators shall be scheduled so as to be completed each year by the end of the third week in April.

Election of Arts and Sciences constituent group senators will be followed by election of Arts and Sciences at-large senators. When necessary, the Chair and Vice-Chair shall be elected by the faculty before the election of senators.

Prior to the closing of the spring semester, the members of the Faculty Senate for the following year shall have an organizational meeting in which to elect faculty members to Faculty Senate and University Council committees. Non-Senate faculty members shall be elected to the various standing committees and special committees from a slate compiled by the Executive Committee.

Section 5. Vacancies

If a person elected to the senate should temporarily or permanently withdraw from that position, the vacancy shall be filled by an appointment to continue until the said member resumes the position or until their term has expired. An election for the replacement shall take place within the division where the vacancy has occurred.

If the Chair of the Faculty Senate resigns, he or she shall be replaced by the Vice Chair, or by a special election if there is no currently serving Vice Chair, and shall serve out the remainder of the Chair's term. The office of Vice Chair would then be filled by a special election.

Should the Vice Chair be unable or unwilling to serve out his or her term, then the Chair shall inform the Faculty Senate of this fact, and a special election will be conducted to replace the Vice Chair for the remainder of the unfinished term.

Any person elected to fill a vacancy, temporary or permanent, on the Faculty Senate is eligible to be nominated for a full term when the next regular election is held.

Section 6. Review of Size and Organization

The size and composition of the Faculty Senate and its committees shall be reviewed by the Faculty Senate at least every three (3) years.

ARTICLE II. Structure

Section 1. Regular Meetings

Regular meetings of the Faculty Senate shall be scheduled at least once a month during the academic year on a day of the month to be established each year in the organizational meeting of the Faculty Senate. The Executive Committee may, however, cancel a regular meeting if it agrees, with none of its members dissenting, that there are not sufficient or urgent enough committee recommendations to warrant meeting and if its chairperson has not received ten days prior to a regular meeting date a written notice from a Faculty Senate member that wishes personally to introduce an item of business at the scheduled meeting.

Section 2. Special Meetings

Special meetings of the Faculty Senate shall be called by the President of the University or upon request of the Executive Committee of the Senate or nine (9) or more members of the Faculty Senate.

Section 3. Executive Session

The Faculty Senate and its committees may go into executive session at any meeting by a majority vote of those members present and voting. An executive session shall consist of the voting members present at the meeting. Ex-officio members and other guests may be present for executive sessions at the invitation of the Senate/committee or at the discretion of the chair. The proceedings of executive sessions are confidential to the executive session; they are not recorded or included in the minutes. However, any action taken must be memorialized in the publicly available minutes or formal action must be taken once the Senate/committee returns to Regular Order.

Section 4. Rules of Order

The business of the Faculty Senate and its committees shall be conducted according to Robert's Rules of Order, latest edition, except where special rules are set forth in the Instrument for the Internal Governance of Valparaiso University or its Bylaws.

Section 5. Quorum

The members present at any regular meeting of the Faculty Senate shall constitute a quorum. One-half (1/2) of the membership of the Faculty Senate shall constitute a quorum at special meetings.

Section 6. Voting

Voting by proxy shall not be permitted in the Faculty Senate or any of its committees.

All ex officio members of the senate and its committees are non-voting unless otherwise stated.

The Chair shall not vote except in the case of a tie.

Section 7. Committee Recommendations

Ordinarily, committee recommendations concerning matters lying within the province of a Faculty Senate committee shall be presented to the Faculty Senate by the committee chair or a representative. Any other member of a committee, however, shall have the right to introduce recommendations of the minority of the committee.

Section 8. Standing and Special Committees

The Faculty Senate shall have standing committees and special committees as described in Articles III and IV. It may, from time to time, establish ad hoc committees.

Section 9. Subcommittees

Committees of the Faculty Senate may establish subcommittees to assist them in their work. The size, representation, and membership of its subcommittees shall be established by each committee.

ARTICLE III. Committees

Section 1. Committees, Term of Office, Representation

The Faculty Senate shall have four (4) special committees (the Executive Committee, the Committee on Academic Freedom and Tenure Hearing, the Faculty Grievance Committee, and the Honor Council Committee) and seven (7) standing committees described in Sections 2 through 8 of this Article.

Faculty members on standing committees shall serve for terms of two (2) years, with approximately one-half of the terms beginning each fall, unless stated otherwise. Non-Senate faculty members must have completed three (3) years of full-time service at Valparaiso University to be eligible to serve on Faculty Senate committees, unless stated otherwise. Committees serve from the beginning of the academic year in the fall through the end of the summer academic session the following year.

Each of the standing committees shall have six (6) members elected by the Faculty Senate to represent the following faculty groups, unless stated otherwise:

College of Arts and Sciences, Christ College, and Library	3
CAS Group 1.....	1
CAS Group 2 + Library.....	1
CAS Group 3 + Christ College.....	1
College of Business	1
College of Engineering	1
College of Nursing and Health Professions	1

A slate of candidates for each committee shall be prepared by the Executive Committee of the Faculty Senate. In preparing the slate of candidates, the Executive Committee shall endeavor to ensure breadth in disciplinary representation among the committee’s members.

After committees for the following year are elected at the May meeting, the Chair of Faculty Senate shall, as to each committee, select one faculty member who is a continuing member of such committee and notify such person that he or she is to serve as convener of such committee. Such person shall convene the first meeting of such committee prior to the first day of classes. In these organizational meetings, each committee shall elect its chair, vice chair, and secretary.

The University Registrar (or representative) shall serve as secretary of the Faculty Senate. The secretary shall keep minutes of all meetings; when the minutes have been approved at a subsequent meeting, a copy shall be sent to the University Registrar. The University Registrar (or representative) shall serve as secretary for the Educational Policy Committee. This committee will not elect a secretary from its membership.

A schedule of regular meeting times for each of the standing committees of the Faculty Senate shall be established by the Executive Committee prior to the beginning of the fall term.

The members present at any regular meeting shall constitute a quorum. Special meetings may be called by the committee chair, or by vote of the committee at one of its regular meetings, or at the request of one-half (1/2) of the committee members. For special meetings when the University is in session during the fall and spring terms, one-half (1/2) of its voting members shall constitute a quorum. For special meetings when the University is not in session and during the summer terms, one-third (1/3) of its voting members shall constitute a quorum.

Section 2. Committee Vacancies

If a person elected to a faculty senate committee should temporarily or permanently withdraw from that position for a year or more, the vacancy shall be filled by an appointment to continue until said member resumes the position or until their term has expired. The Faculty Senate Executive Committee shall appoint a replacement upon approval of the division (e.g., college or grouping) needing a replacement.

Section 3. The Educational Policy Committee

The Educational Policy Committee shall consist of representation outlined in Article III, Section 1, a representative of Christ College, and three (3) students. Neither Christ College nor the Library shall be considered a part of the College of Arts and Sciences groupings in this instance. At least two shall be faculty senators. Student members shall be selected by the Student Senate and shall have junior or senior standing.

A faculty member shall be elected chair. The Academic Deans and a representative of the Library faculty shall be *ex officio*, non-voting members.

The Educational Policy Committee shall make recommendations to the Faculty Senate in the following areas: a) educational objectives and goals, the general education curriculum, curricula of the undergraduate colleges of the University, the establishment of new programs, the elimination of old programs, and all other curricular matters as are delegated by the faculty; and b) library, institutional research, academic counseling, teaching and learning processes, grading system, class attendance, and eligibility requirements.

In the event that an undergraduate program is proposed for discontinuance, the Valparaiso University Policy for Discontinuance of Undergraduate Academic Programs shall be followed.

Section 4. The Committee on Creative Work and Research

The Committee on Creative Work and Research shall consist of seven (7) members: the Provost and six (6) faculty members.

The Committee shall be responsible for processing, evaluating, and making recommendations on all nominations for University Research Professorships and on all applications for Summer Research Fellowships, Expense Grants, and the O. P. Kretzmann Memorial Fund and on other grants and awards as may be established from time to time. Details of these awards are found in the Faculty Handbook appendices.

The Committee shall elect a chair and keep minutes of its meetings. Four (4) votes shall be required for any action by the Committee. Meetings of the committee ordinarily will be closed.

A faculty member who wishes to question an action of the Committee shall first request a meeting with the Committee. If this meeting does not resolve the differences between them, the faculty member may then appeal to the Faculty Senate.

Section 5. The Committee on Assessment and Accreditation

The responsibilities of the Committee on Assessment and Accreditation shall be as follows: to monitor and review curricular and co-curricular assessment and accreditation procedures on a regular and continuing basis; to provide support and expertise related to curricular and co-curricular assessment; to insure continuity of assessment activities and responsiveness of programs to assessment findings; to receive accreditation and program review reports annually; and to report to the Provost, Deans, Vice President for Student Life, and Faculty Senate problems in any of the above areas.

The committee will also help update the assurance argument for the Higher Learning Commission on an annual basis. Assessment of student academic achievement at Valparaiso University is administered by the Provost of the University and the deans of the separate colleges with assistance and direction provided by the Committee. The Committee reports to the faculty of the University through the Faculty Senate. The Assistant/Associate Provost for Faculty Affairs, a representative from the Office of Institutional Effectiveness, and the Director of Instructional Design serve as ex officio members.

Section 6. The Committee on Academic and Professional Standards

The duties of this committee shall be: 1) to rule on undergraduate petitions of an academic nature requesting deviations from graduation requirements; 2) to rule on appeals of undergraduate petitions requesting change of grading status; 3) to screen all undergraduate candidates for degrees; 4) to recommend to Faculty Senate candidates for honorary degrees; 5) to monitor and, if necessary, make recommendations concerning standards for credit by examination, advanced placement, credit by transfer, and admission to the colleges, schools, or programs, as well as other matters involving undergraduate academic standards of policy, especially those that might affect accreditation.

Candidates for honorary degrees are presented to the Committee by its Subcommittee on Honorary Degrees. This subcommittee consists of one representative from each of the College of Engineering, College of Business, College of Nursing and Health Professions, Christ College, and two representatives from the College of Arts and Sciences. Members are appointed by the president.

Nominations for honorary degrees are solicited from the faculty but may be made by anyone. Criteria (amended July, 2022) for awarding the honorary degrees are:

1. The candidate shall have achieved distinction in a field of honorable endeavor so that his or her honorary degree shall reflect credit on the University. Board public recognition of this achievement is not necessary.
2. The candidate, in character and conduct, shall reflect the fundamental principles for which the University stands.
3. The candidate shall have knowledge of, be sympathetic to, or have rendered service to Valparaiso University.

4. Honorary degrees are awarded to individuals, not to groups or teams.
5. Honorary degrees are not awarded posthumously or *in absentia*. The person must be able and willing to come to Commencement to receive his or her degree.
6. Other factors that may be considered are:
 - a. The candidate's service to humanity and the nature of that service;
 - b. The candidate's Lutheran orientation and status;
 - c. The candidate's recognition within the northwest Indiana, metropolitan Chicago community, nationally, or worldwide.

Section 7. The Faculty Concerns Committee

The Faculty Concerns Committee shall consist of six (6) full-time faculty members elected as outlined in Article 1, Section 4, and one (1) adjunct faculty member. The adjunct faculty member term shall be two (2) years, starting with the fall semester, as outlined below. Before the first meeting of the Faculty Senate in the fall semester when a vacancy occurs, the Executive Committee shall compile a slate of candidates for the adjunct faculty member seat from the list of adjunct faculty employed at the university for that semester. To be eligible, adjunct faculty must have taught at least one class each semester in the previous three years. Adjunct faculty who otherwise serve as full-time administrators or staff are not eligible for service on the Faculty Concerns Committee. The adjunct faculty member of the Faculty Concerns Committee shall be elected at the first meeting of Faculty Senate in the academic year when a vacancy occurs. If the adjunct faculty member is not employed at the university in a subsequent semester, the Executive Committee shall appoint a replacement for that semester from among the eligible adjunct faculty.

The purpose of the Faculty Concerns Committee shall be to formulate and recommend to the faculty policies relating to all phases of the general welfare of the faculty.

The Committee will also review all proposed changes to the Faculty Handbook.

If the Committee determines that the change is editorial, then it shall be considered approved and shall be reported to the Faculty Senate as part of the Committee's regular report. If the Committee determines that the proposed change is not editorial, then the Committee advances the proposed change to the Faculty Senate with a recommendation either for or against its adoption.

In addition, the Faculty Concerns Committee may at its discretion use its good offices to attempt to resolve questions brought to its attention by individual faculty members concerning the fair and equitable treatment of a member or a group of members of the faculty.

However, the Faculty Concerns Committee shall in no sense be a formal hearing committee, nor shall its function be to hear or adjudicate charges brought by or against a member of the faculty or administration.

Section 8. The Committee to Enhance Learning and Teaching

The Committee to Enhance Learning and Teaching shall consist of seven (7) members: the Director of Faculty Development for the Valparaiso Institute of Teaching and Learning (VITAL) and six (6) elected faculty members.

The Committee shall elect a chair from among the elected members. The Director of Faculty Development for VITAL shall serve as a non-voting member. Four (4) votes shall be required for any action by the Committee. Meetings of the Committee ordinarily will be closed.

The Committee shall be responsible for 1) evaluating and making recommendations to the Provost for the appointment of the Director of Faculty Development for VITAL, 2) evaluating nominations and making recommendations for awards in teaching excellence, 3) administering the applications for teaching-learning expense grants and travel grants, and 4) constructing programs that enhance teaching-learning and assist faculty development. The details of teaching awards can be found in the appendices to the Faculty Handbook.

The Committee shall work with the Director of Faculty Development for VITAL to construct programs which promote and enhance teaching-learning and assist in faculty development, including responsibilities in connection with faculty development grants.

Section 9. The Graduate Educational Policy Committee

The Graduate Educational Policy Committee shall consist of six (6) members: one from the College of Business, two from the College of Nursing and Health Professions, and three from groupings within the College of Arts and Sciences that house graduate programs. *Ex-officio* non-voting members are a representative from the Provost Office, the other college deans, the Dean of the Library, and the Registrar.

At least two-thirds (2/3) of the members of the Graduate Educational Policy Committee shall be graduate-approved, as defined in section 2.3.4.7 of the Faculty Handbook.

The Graduate Educational Policy Committee shall make recommendations to the Provost in the following areas: educational objectives, goals and curricula of the graduate programs of the University, the establishment of new graduate programs, and all other graduate curricular matters as are delegated by the faculty. It shall develop and oversee educational policy for the graduate programs and ensure the quality of existing graduate programs.

The Graduate Educational Policy Committee shall advise the Provost with regard to graduate issues concerning the library, including library use policies, institutional research, academic counseling, teaching and learning processes, grading system, class attendance, and eligibility requirements.

The Graduate Educational Policy Committee shall report to the Faculty Senate its recommendations to the Provost.

In the event that a graduate program is proposed for discontinuance, the Valparaiso University Policy for Discontinuance of Graduate Academic Programs shall be followed.

ARTICLE IV. Special Committees

Section 1. The Executive Committee

The Executive Committee shall be composed of: 1) the Chair of the Faculty Senate, 2) the Vice-Chair of the Faculty Senate, and 3) three (3) faculty senators elected at-large by the Faculty Senate at its organizational meeting in late spring. At least one member of the Executive Committee shall be from the College of Nursing and Health Professions, the College of Engineering, or the College of Business, and at least one member from the College of Arts and Sciences. Terms shall be for one year.

The Executive Committee shall:

1. Determine the agenda for the Faculty Senate.
2. Oversee all Senate elections.
3. Serve as a nominating committee for the annual elections of the committee members and at any time a vacancy occurs.
 - a. The committee should seek out nominees that are willing to serve and provide widespread representation.
 - b. The committee should encourage all University personnel to apply for nomination for serving on the committee of their choice.
 - c. The committee should make every effort to obtain two nominees for every open position.
4. Monitor the operations of committees relative to effectiveness, attendance, proper procedures, etc.
5. Recommend changes in committee size, make-up, processes, or charges when appropriate.
6. Recommend disbanding of committees when appropriate.
7. Determine the schedule of regular meeting times and places for meetings of the Senate and all of its standing committees.

The Executive Committee meets approximately one week before Faculty Senate meetings to develop the agenda and then transmits the agenda and any additional information for the upcoming meeting to all senators.

Section 2. The Committee on Academic Freedom and Tenure Hearing

The Committee on Academic Freedom and Tenure Hearing shall consist of five (5) full-time faculty members serving two year terms, and shall be nominated and elected by the Faculty Senate. The slate of candidates shall consist of double the numbers of members to be elected. The Committee shall elect annually its own chair with the chair of the preceding year acting as temporary chair.

A faculty member may not serve simultaneously on this Committee and on the Faculty Grievance Committee. The duties of this Committee shall be to conduct hearings, make findings, and transmit reports, as described in Article III, Section 10 of The Academic Articles in the Faculty Handbook.

This Committee has jurisdiction over three types of cases: 1) Cases involving any University action alleged to infringe on a faculty member's academic freedom; 2) Cases involving the dismissal of tenured or tenure track faculty; and 3) Cases involving the denial of tenure or non-reappointment of a tenure track faculty member but only to the extent the faculty member claims that the University infringed on the faculty member's academic freedom, it substantially violated its own tenure or non-reappointment processes, or the decision is in violation of the University's Nondiscrimination, Harassment, and Sexual Misconduct Policy. The Committee shall follow the process set forth in 2.3.10.3 for cases involving the dismissal of a tenured or tenure track faculty member and 2.3.11 for cases involving tenure denial or non-reappointment of a tenure track faculty member. For all other matters, the Committee shall exercise its discretion and determine a process to follow on a case-by-case basis, but every process shall conclude with a written recommendation to the University and/or the relevant member or members of its administration.

Section 3. The Faculty Grievance Committee

The Faculty Grievance Committee shall consist of six (6) faculty members, who shall be elected by the faculty at large from a field of candidates nominated by the Executive Committee. One (1) of these six shall be nontenured faculty. These six members shall serve staggered two-year terms. The Grievance Committee shall annually elect its own chair. A member of this committee may not simultaneously serve on the Committee on Academic Freedom and Tenure Hearing.

Any tenured member of the Faculty Grievance Committee may be utilized in the role of Ombudsman, in which role they may receive a complaint from a member(s) of the Faculty and use their good offices to alleviate the causes of this complaint. The Ombudsman may guide complainant(s) to the proper persons or offices for the settlement of such complaint and, in appropriate cases, by representing the complainant(s) to such persons or offices. If the matter later becomes the subject of a formal hearing before the Committee, a member used in connection therewith as Ombudsman shall be ineligible for service on the hearing panel but may, if otherwise appropriate, supply information, evidence, or testimony to the panel.

All those members of the Faculty defined as Regular Faculty (Section 2.3.1.1) or Faculty Fellows (Section 2.3.1.2.3), at Valparaiso University holding an academic appointment may file a grievance. A former faculty member whose appointment is no longer in effect may not file a grievance, unless the grievance is filed within the timeline defined below.

The committee hears all grievances of faculty members unless the matter falls within the purview of the Committee on Academic Freedom and Tenure Hearing or unless otherwise stipulated in the Faculty Handbook. Faculty members who believe that policies of the Faculty Handbook have been inaccurately or unjustly applied to them may file a grievance with the Committee. A grievance must clearly state the policy or procedure which has not been followed justly or must clearly state how the aggrieved action contradicts official policy.

A grievance must be filed with the chair of the committee no later than 60 (sixty) working days of the date of the underlying event or events which have motivated the grievance. Where a series of events or course of conduct is alleged, the sixty-day period will start to run from the most recent act or event, with the date agreed upon by the grievant and the chair. The grievance shall state the complaint, who the complaint is against, and the desired outcome. The chair shall file the grievance with the Office of the Provost once it is received.

When a member of the faculty brings a grievance to the Faculty Grievance Committee, within five (5) working days the chair will assemble the Committee to consider the grievance. These four members along with the chairperson comprise the Hearing Board for that grievance. The Committee, including the chair, comprise the Hearing Board, unless such is impossible because of exclusion under the next provision. No person (including the chair) shall serve on a Hearing Board if they are a member of the grievant's academic department or if such person, in the joint judgment of the chair and the grievant or in the joint judgment of the chair and the committee member, has a direct interest in the matter. If the chair is excluded, they shall appoint a temporary chair for the sole purpose of handling that hearing. If the number of members for the Hearing Board is less than four (4), then the Faculty Senate Executive Committee shall appoint additional faculty to the Hearing Board at its sole discretion.

Unless required otherwise by the Faculty Handbook, the Committee shall exercise its discretion and determine a process to follow on a case-by-case basis for each grievance filed. Every process shall conclude with a written recommendation to the Provost and/or the relevant member or members of the administration. The written recommendation will also be given to the faculty member involved. The grievance, a brief description of the process, and written recommendation will be filed in the Office of the Provost. The chair will inform the Faculty Senate of the nature of the grievance and the nature of the recommendation.

Section 4. The Honor Council Committee

The committee is composed of twenty-one (21) members. Ten (10) are elected at large within their respective college (or unit) as follows:

College of Engineering	2
College of Business	2
College of Nursing and Health Professions	2
College of Arts & Sciences	4
Christ College	1

Ten (10) are elected, one (1) each, from among the following groupings within the College of Arts & Sciences:

Art/Music
Biology/Psychology
Chemistry/Physics & Astronomy
Communication/Geography & Meteorology/Theatre
Education/Kinesiology/Social Work/Library
English
Foreign Languages/Economics
History/Political Science/Sociology & Criminology/International Studies
Mathematics & Statistics/Computing & Information Science
Theology/Philosophy

Members of the Senate Honor Council Committee must have completed one year of full-time service at the University. Members serve a two-year term, staggered so that in any year ten (10) or eleven (11) members are elected. Their election to the Honor Council will be confirmed by appointment to the Honor Council by the President of the University.

The members of this committee serve as members of the Honor Council. As such, they attend meetings and are active participants in Council operations, and they serve on Honor Council hearing panels. In addition, they act as liaison between the Honor Council and their constituent group faculty as well as Faculty Senate. Faculty may not serve more than six years in any ten-year period. Service may be required of committee members outside the nine-month academic year.

ARTICLE V. Amendments

Amendments to these Bylaws may originate in the Faculty or in the Faculty Senate, in each case by a majority of the members present and voting. If the amendment is approved by a two-thirds (2/3) vote of the members of the Faculty Senate present and voting at any regular meeting, the amendment having been advertised in writing by the Chair at least ten (10) days prior to that meeting, it shall be submitted to the Faculty. If the Faculty adopts the amendment by a majority vote, it shall become effective on the day it receives the approval of the President of the University.

Approved, October 1995

Revised: 3/27/96; 4/9/97; 5/14/97; 5/13/98; 11/11/98; 3/24/99; 10/13/99; 9/13/00; 4/26/11; 8/26/14;
11/4/14, 3/16/16, 1/18/17, 4/19/18, 5/5/20, 4/29/21, 5/5/22, 2/10/23, 5/24/23, 5/17/24