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Bylaws of the Faculty

(Revised April 24, 2018)

a. The School of Medicine, hereinafter called the School, is an educational and administrative component of Mercer University comprised of departments and other units with common educational interests. By authority of the Board of Trustees of Mercer University and the President of the University, the School is delegated the responsibility to conduct programs leading to the awarding of the degree of Doctor of Medicine and other appropriate degrees and certificates.

b. Subject to policies approved by the Board of Trustees of Mercer University, the School shall have the fullest measure of autonomy consistent with general University educational policy and appropriate academic and administrative relations with other divisions of the University. In questions of doubt concerning the proper limits of this autonomy between the School and the University, the School shall be entitled to appeal to the President for a ruling.

c. The Faculty of the School shall have jurisdiction in educational matters falling within the scope of its programs, including the determination of its curricula. Proposals that involve budgetary changes shall require approval by the administration of the School.

d. The Bylaws of the Faculty shall define the duties and responsibilities of the Faculty of the School with regard to the Executive Council and all Standing Committees.

e. As stated in the Mercer University Faculty Handbook, all members of the Faculty, whether tenured or non-tenured, are entitled to academic freedom as defined in the 1940 Statement of Principles on Academic Freedom and Tenure, formulated by the Association of American Colleges and the American Association of University Professors. It is thus the policy of Mercer University to maintain and encourage full freedom, within the law, of inquiry, discourse, teaching, research and publication and to protect any member of the academic staff against influences, from within or without the University, which would restrict her/him in the exercise of these freedoms in her/his area of scholarly interest.

f. These Bylaws are intended to supplement the bylaws and approved policies and procedures of Mercer University. Where conflicts are alleged, the Mercer University Faculty Handbook shall prevail.
Article 1. THE FACULTY

1.1 The Faculty of the School shall include the Dean and all persons with full or part-time appointments with academic rank (including persons appointed to clinical or non-clinical positions, whether or not they are employees of the University). Faculty ranks are Professor, Associate Professor, Assistant Professor, and Instructor.

1.2 The Dean, on the advice of the Executive Council, may add to the Faculty representatives of another department of the University or group as may be entitled to representation by virtue of participation in the program(s) of instruction in the School.

1.3 The President and Executive Vice President/Provost of Mercer University are ex officio members of the Faculty of the School.

1.4 The Executive Council shall determine the Faculty membership and voting rights of persons holding academic rank who are neither full-time nor contractually appointed part-time members of the Faculty.

1.5 Standards and procedures for appointments, promotion and tenure shall be determined by the Faculty and shall be incorporated into the “Manual of Procedures and Guidelines for Faculty Appointment, Promotion and Tenure” (a supplement to the Mercer University School of Medicine Faculty Handbook).

1.6 Duties and Responsibilities of the Faculty

The duties and responsibilities of the Faculty shall include the following:

1.6.1 The Faculty has the authority to organize and conduct educational programs and to establish academic policies. This includes establishing the academic and admissions standards and standards for the evaluation of the academic performance of students; certifying students for graduation from the programs of the School; and making recommendations to the Dean concerning the internal administration and the implementation of programs.

1.6.2 Faculty are expected to subscribe to the highest standards of teaching, research, and service in accordance with policies and procedures developed by the Executive Council in support of the School’s academic mission, as well as the highest standards of conduct and ethical behavior.

Article 2. EXECUTIVE COUNCIL

2.1 The Executive Council provides consultation to the Dean on matters of academic policy and strategic planning. It is also a forum for the dissemination of information and exchange of ideas and perspectives.

2.2 Membership and Chair

2.2.1 The Executive Council shall consist of the following members (18 voting members with a quorum of 10 members):

   a. The Dean, who serves as Chair;
   b. Five Faculty members from clinical departments with at least one member from the Macon campus, at least one member from the Savannah campus, and at least one
member from the Columbus campus;
c. Four Faculty members from Biomedical Sciences with at least one member from the
   Macon campus and at least one member from the Savannah campus;
d. One Faculty member from Community Medicine;
e. One Faculty member from the Medical Library;
f. Two “at-large” Faculty representatives. These two representatives shall represent
different units or programs within the School;
g. The Secretary of the Faculty;
h. Six representatives from the Student Council, elected by the Student Council – with two
   students representing the Macon campus, two students representing the Savannah
   campus and two students representing the Columbus campus. The representation will
   be divided such that each campus has one preclinical year and one clinical
   representative, if available. Each respective campus will share one vote per campus;
i. Chairs of the Standing Committees, who shall serve without vote: Nominating,
   Admissions, Curriculum & Instruction, Student Appraisal & Promotions, Faculty
   Promotions & Tenure, Research, Library & Learning Resources, and Rules & Bylaws;
j. The assistant or associate dean(s) or liaison whose responsibilities most involve
   academic affairs, admissions, student affairs, faculty affairs, diversity and inclusion,
   clinical affairs, research, graduate medical education and accreditation, shall be ex
   officio members and shall serve without vote;
k. The Executive Director of Finance and the Staff Council representative, as Staff
   representatives, ex officio, without vote;
l. A representative from the Executive Committee of the University House of Delegates
   shall be an ex officio member, without vote.

2.2.2 Students shall serve one-year terms. All other voting members of the Executive Council
shall serve three-year terms.
2.2.3 One member shall be elected annually from and by the Council to serve as Vice-Chair.
The same person may serve no more than two consecutive terms. The Vice-Chair shall
serve as a liaison to the Standing Committees.

2.3 Voting

2.3.1 Voting shall be conducted in two formats. The normal method of voting on a motion shall
be by voice. A written ballot may be used when requested by an Executive Council
member.
2.3.2 A member may not designate a substitute or proxy.
2.3.3 A member with a potential conflict of interest in a matter may participate in the
discussion of the matter after having declared the conflict but must abstain from voting.
2.3.4 A simple majority of all Executive Council voting members constitutes a quorum.
   A quorum shall be assumed to exist unless challenged.
2.3.5 Any issue that receives a tie vote is neither approved nor rejected. Additional discussions
may occur before considering a second vote.

2.4 Duties and Responsibilities of the Executive Council

The duties and responsibilities of the Executive Council shall be as follows:

2.4.1 To establish policy and procedures which determine but are not limited to the following:
a. Standards for admission, retention and graduation of students.
b. Standards for professional conduct and performance of Faculty and students.
c. Standards and procedures for Faculty appointments, reappointments, promotion, and tenure.
d. Faculty governance.

2.4.2 To provide final approval of proposed policy on behalf of the Faculty.
2.4.3 To receive reports and recommendations from standing and ad hoc committees.
2.4.4 To act on behalf of the Faculty on all standing and ad hoc committee reports. Reports from Standing Committees may differ in content:
   a. They may provide items for information only; or
   b. They may contain items demanding immediate action by the Executive Council; or
   c. They may contain recommendations for changes in School policy.
      Whenever a report recommends action by the Executive Council and contains more than one item, items shall be dealt with individually and shall be voted upon separately. In the event that a report is unacceptable to the Executive Council, it shall be returned to the Standing Committee for further action.
2.4.5 To convene ad hoc committees as necessary to facilitate its work. An ad hoc committee generally performs a specific purpose or duty and continues only until the purpose or duty assigned to it is accomplished.
2.4.6 To ensure effective liaison between all Faculty, departments and units in the School, recognizing that it is the responsibility of all representatives to keep their members informed.
2.4.7 To review and resolve challenges to the slates of candidates prepared by the Nominating Committee.
2.4.8 To perform such other functions as may be delegated to it by the Faculty or the Dean.

2.5 Executive Council Meetings

2.5.1 Executive Council meetings shall be held monthly. Members of the Executive Council may request special meetings to conduct business.
2.5.2 The Secretary of the Faculty, in consultation with the Chair and Vice-Chair, shall prepare the agenda for all regular Executive Council meetings. The Secretary of the Faculty shall request items from the Faculty for each agenda before each regular Executive Council meeting.
2.5.3 Robert's Rules of Order (most current revision) shall govern the conduct of all Executive Council meetings unless otherwise noted.

Article 3. STANDING COMMITTEES: GENERAL RULES OF ORGANIZATION

3.1 The Dean is an ex officio, non-voting member of all Standing Committees and subcommittees. By virtue of the Office, the intention of the Faculty is to permit, not to require, that the Dean shall act as a member of all Standing Committees and subcommittees. Therefore, in counting a quorum, the Dean should not be counted as a member. At the Dean’s discretion, s/he may designate a representative to serve in her/his
3.2 All Standing Committees shall begin their annual activities once the newly elected members have taken their office which, with the exception of the Student Appraisal and Promotions Committee, shall be the first day of July. New members of the Student Appraisal and Promotions Committee take office on the first day of September.

3.3 All Standing Committee Chairs and Vice Chairs shall be elected from and by the Faculty members of the committee with the advice and consent of the Dean. The elected Chair and Vice Chair shall preferably represent distinct campuses of the School. Committee Chairs shall serve until the committee convenes for the first time the following academic year at which time the Vice Chair becomes Committee Chair and a new Vice Chair shall be elected. However, the Senior Associate Dean of Academic Affairs shall serve as the permanent Chair of the CIC, ex officio, without vote.

3.4 All Standing Committee Chairs shall submit Executive Summaries of their non-confidential, monthly activities to the Executive Council. Whenever a Standing Committee recommendation contradicts policies established by the School, the Executive Council either shall revise the recommendation or shall return the report to the committee in question for further action.

3.5 Robert’s Rules of Order (most current revision) shall govern the general conduct of all Standing Committee meetings unless otherwise noted.

3.6 Issues requiring approval by a simple majority that receive a tie vote are neither approved nor rejected. Additional discussions may occur before considering a second vote.

3.7 Each Standing Committee shall develop those procedures necessary to guide its specific conduct.

3.8 Unless otherwise stated in these Bylaws, all Standing Committee meetings are open to the Faculty of the School, who shall be notified of the date, time and place of all meetings. However, Standing Committees may enter into executive session in accordance with Robert’s Rules of Order.

3.9 With the exception of confidential information (i.e., Faculty or student personnel matters) approved minutes of committee meetings shall be submitted by the Committee Chairs to the School’s webmaster, who shall make them available to the Faculty by posting them on the internal Faculty website, and the School’s Archives maintained by the Medical Library and the Learning Resource Center.

3.10 Chairs of all Standing Committees shall submit written annual reports to the Secretary of the Faculty in the Spring of each year. The Secretary shall make the reports available for review by Faculty for approval at its annual Spring meeting. An annual report shall comprise summaries of non-confidential business conducted during the period between April 1st of the preceding year and March 31st of the current year.

3.11 Elected Faculty members are expected to attend all meetings unless prior approval is obtained from the Standing Committee Chair. If repeated unexcused absences occur, the Chair of the committee has the authority to call for a vote whether to remove the Faculty member from the committee. A removal will occur if the majority of the Standing Committee votes for the action. The removed Faculty member may appeal the decision to the Appeals and Grievances Committee.

3.12 Whenever a vacancy occurs in the membership or an elected position on a Standing Committee, the committee shall determine whether the vacated seat needs to be filled prior to the election of new committee members in the Spring. If so, the Chair of the committee shall notify the Nominating Committee requesting that the vacated seat be filled. The Nominating Committee will fill the vacated seat using one of the following options:
1. With the exception of providing the opportunity for write-in candidates from the floor at a meeting of the Faculty, the procedure for filling a vacancy may be the same as for a regular appointment or elected position. The new member shall serve the remainder of the term being filled.

2. The Nominating Committee, in consultation with Chair and members of the committee with the vacancy, may present a nominee to the Executive Council for approval and interim appointment to serve on that committee for the remainder of the current academic year. Any position with any remaining unexpired term beyond the remainder of the current academic year will be filled during the regular election process.

3.13 **Appointment or Election of Members of Standing Committees**

3.13.1 Only Faculty with primary responsibilities within the School may serve on Standing Committees. Faculty may only represent the department of their primary responsibility.

3.13.2 Elected members of the Executive Council and Standing Committees shall be derived from slates prepared by the Nominating Committee and submitted to the Faculty at its Spring meeting. Additional candidates may be nominated from the floor at the Spring Faculty Meeting. Elections to Standing Committees shall occur electronically, immediately subsequent to the Spring Faculty Meeting.

3.13.3 The term of office for all Standing Committees shall be for three years with approximately one third of the seats vacated each year. There shall be a limit of two consecutive terms on the Nominating Committee.

**Article 4. NOMINATING COMMITTEE**

**4.1 Membership**

4.1.1 The Nominating Committee shall consist of the following members (9 voting members with a quorum of 5 members):

- Four members from Clinical departments, with at least one member from the Macon campus, at least one member from the Savannah campus, and at least one member from the Columbus campus.
- Three members from Biomedical Sciences, with at least one member from the Macon campus and at least one member from the Savannah campus.
- One member from Community Medicine.
- One member from the Medical Library.
- Dean or Dean’s Designee *ex officio* without vote.

**4.2 Duties and Responsibilities of the Nominating Committee**

The duties and responsibilities of this committee shall be as follows:

4.2.1 To prepare slates of proposed candidates for election to the Executive Council, the Standing Committees, and the position of Secretary of the Faculty, and to submit these slates to the Faculty.

The procedure for preparing slates of candidates shall be as follows:
a. The Nominating Committee shall solicit from the Faculty at large the names of candidates to fill open or vacated Faculty positions.
b. Once the list of nominations has been received, the Nominating Committee shall meet and prepare a preliminary slate of candidates from this list. The Nominating Committee shall strive to present a balanced slate of candidates that represents the Faculty and programs fairly and without bias. More than one candidate may be nominated for any position. Members of the Nominating Committee shall not be barred from being nominees for open positions themselves.
c. The Nominating Committee shall verify each person’s interest in serving in these positions before placing her/his name on the preliminary slate of candidates submitted to the Faculty.
d. Once prepared, the preliminary slate of candidates shall be submitted to the Faculty who shall be given the opportunity to challenge the inclusion or exclusion of any Faculty member on the slate of proposed candidates. All challenges shall be presented to the Executive Council, who shall be responsible for their review and resolution.
e. Following the challenge process a final slate of candidates shall be generated and submitted to the Faculty by the Nominating Committee at the Annual Spring Faculty Meeting. Additional candidates may be submitted from the floor at the Spring Faculty Meeting. Elections to Standing Committees shall occur electronically shortly thereafter.

Article 5. ADMISSIONS COMMITTEE

5.1 The Admissions Committee, in the fulfillment of its duties and responsibilities, may be assisted by subcommittees so constituted as to provide advice and guidance with the different aspects of selecting candidates for admission to the School.

5.2 Membership

5.2.1 The Admissions Committee shall consist of 20 voting members as stipulated in 5.2.1a – 5.2.1e below with a quorum of 11 members, where at least 6 of the 11 voting members are Faculty members. Ex-officio members serve without vote as stipulated below in 5.2.1f.

a. Seven Faculty members from clinical departments, with at least three members from the Macon campus, at least three members from the Savannah campus, and at least one member from the Columbus campus, elected by the Faculty.
b. Five Faculty members from Biomedical Sciences, with at least two members from the Macon campus and at least two members from the Savannah campus, elected by the Faculty.
c. One full-time, part-time or volunteer Faculty member, elected by the Faculty.
d. Two faculty members (full-time/part-time/volunteer faculty) from the School of Medicine or MUSM M.D. alumni appointed by the Dean.
e. Five rising fourth year medical students appointed to a one year term beginning the first of May through 30th of April, with at least two members from the Macon campus, at least two from the Savannah campus, and a maximum of one member from the Columbus campus.
The Assistant/Associate Deans shall select these medical students for Admissions in consultation with the Dean of the School of Medicine.

f. At the appointment of the Dean of the School of Medicine, the Assistant/Associate Deans of Admissions as well as the Chief Diversity Officers/Assistant/Associate Deans of Diversity and Inclusion from all campuses of the School of Medicine shall be *ex-officio* members of the Admissions Committee, without vote.

5.2.2. Meetings of the Admissions Committee are held in executive session unless otherwise noted. The Chair may invite individuals to advise and inform the committee. Said individuals will be listed on the committee agenda and may remain in session with the committee at the discretion of the Committee Chair, who may opt to excuse these individuals at the appropriate time.

5.3 *Duties and Responsibilities of the Admissions Committee*

The duties and responsibilities of this committee shall be as follows:

5.3.1 Determine qualified students and to admit all pre-doctoral students into the School in adherence with the academic mission of the School and with the admissions policies and criteria established by the Committee.

5.3.2 To make recommendations related to the recruitment of students. Policy recommendations shall be reported to the Executive Council, whereas recommendations related to implementation of existing policies shall be reported to the Dean.

5.3.3 To explore and review admissions criteria on an ongoing basis and to submit recommendations for changes to admissions criteria to the Executive Council.

**Article 6. CURRICULUM AND INSTRUCTION COMMITTEE**

6.1 The Curriculum and Instruction Committee (CIC), in the fulfillment of its duties and responsibilities, may be assisted by subcommittees constituted to address different segments of the curriculum. Each subcommittee or task group shall be appointed by the Curriculum and Instruction Committee and shall consist of a membership reflecting the interdisciplinary needs of the subcommittee or task group. The Senior Associate Dean of Academic Affairs shall serve as the permanent Chair of the CIC, ex officio, without vote.

6.2 *Membership*

6.2.1 The Curriculum and Instruction Committee shall consist of the following members (21 voting members with a quorum of 11 members):

a. Four Faculty members from clinical departments, with at least one member from the Macon campus, at least one member from the Savannah campus, and at least one member from the Columbus campus.

b. Four Faculty members from Biomedical Sciences, with at least one member from the Macon campus and at least one member from the Savannah campus.

c. One Faculty member from the Community Medicine Faculty.
d. One Faculty member from the Medical Library Faculty.

e. Two community-based Faculty members appointed by the Dean.

f. The PBL Program Directors, from the Macon and Savannah campuses, (with one vote*).
   Professional Growth and Development Co-Chairs (with one vote).
   One Primary Care-Accelerated Track (PC-ACT) Program Faculty member,
   The Year 3 Program Director,
   The Year 4 Program Director.

g. The Senior Associate Dean of Academic Affairs shall be the permanent Chair of the
   CIC, ex officio, without vote;
   The Associate Dean of Academic Affairs.

h. Three medical students, one from each campus, elected by the student body. The Macon
   and Savannah campuses shall alternate elections of representatives of the preclinical and
   clinical years, while the Columbus representative will be from the clinical years. Each
   appointment will be for 2 years.

i. At the appointment of the Dean of the School of Medicine the Chief Diversity
   Officers/Associate Deans of Diversity and Inclusion from all campuses of the School of
   Medicine shall be ex officio members, without vote.

6.2.2 The Directors of the PBL program shall be from the Macon and Savannah campuses.
   The Co-Chairs of the PGD program shall be from the Macon and Savannah campuses.
   The Year 3 and Year 4 Program Directors shall be from the Macon, Savannah, or
   Columbus campus. When necessary, an Associate Year 3 or Year 4 Program Director
   may be named from one of the other two campuses. The Associate Program Director
   shall serve ex officio without vote, except in the absence from a CIC meeting of the
   Program Director.

6.2.3 Students shall have three votes, one vote from each campus.

6.2.4 All other members are voting members. A member may not designate a substitute or
   proxy except as stated above.

6.3 Duties and Responsibilities of the Curriculum and Instruction Committee

The duties and responsibilities of this committee shall be as follows:

6.3.1 Oversight of the medical education program as a whole.

6.3.2 To work in a shared governance relationship with the Dean to optimize curriculum
   content, design, implementation and evaluation.

6.3.3 To evaluate and make recommendations to ensure that:
   a. The overall pre-doctoral educational program fulfills the mission of the School.
   b. The School has defined its educational objectives/student competencies and the
      methods for assuring that those objectives/competencies have been achieved for
      both the educational program as a whole and the component
      programs/courses/clerkships/electives comprising the overall program.
   c. Curriculum content in programs/courses/clerkships/electives and the curriculum
      as a whole are sufficient to meet the educational objectives/student competencies of
      the program as a whole.
   d. All those who teach or supervise students are familiar with the educational
      objectives of their respective course/clerkship/elective and are prepared for their
      educational roles.
e. Students have mastered on direct observation the core skills list that is specified in the School’s objectives and competencies.

f. The core education skills expected of learners in the educational program are mastered.

g. All programs, courses, clerkships and electives provide formative and summative feedback to students in a timely manner.

h. Remediation policies and procedures for the educational program as a whole and its components are administered in a manner consistent with the remediation policies of the School.

i. Comparable educational experiences are maintained on geographically separated campuses.

j. Equivalent methods of evaluation and standards for evaluation are maintained on geographically separated campuses.

k. The methods used to evaluate the effectiveness of the educational program as a whole and the component programs, courses, clerkships, electives, are monitored and that evaluation and improvement cycles occur.

l. Student workload is monitored and conflicting curricular demands are managed within the academic calendar.

6.3.4 To evaluate:

a. Competencies, objectives, content, and pedagogy of each component of the curriculum, as well as the curriculum as a whole, making recommendations for revisions as needed.

b. The effectiveness of the educational program by ensuring that the educational objectives of the School are met, that student competencies are achieved, that omissions are identified and corrected, and that undesirable redundancies are eliminated, making recommendations where needed.

c. The performance of students and graduates in the framework of national norms of accomplishment.

6.3.5 To review and make recommendations on the quantified criteria for patient encounters needed to achieve the School’s overall objectives and competencies.

6.3.6 To monitor the content provided in each discipline in the context of achieving the educational objectives of the curriculum and student competencies and to make recommendations for revisions where needed.

6.3.7 To monitor and make recommendations to adjust, where needed, student work load in order to balance educational opportunity and learner fatigue.

6.3.8 To make recommendations on student performance criteria and standards to the Dean.

6.3.9 To provide informational updates on curriculum and instruction to the Executive Council through the CIC Committee chair.

Article 7. STUDENT APPRAISAL AND PROMOTIONS COMMITTEE

7.1 Membership

7.1.1 The Student Appraisal and Promotions Committee (SAPC) shall be composed of 7 voting Faculty members with a quorum of 4 members, all of whom should have a doctoral degree. It is intended that there be more physicians than there are non-
physicians as members:
a. Four faculty members from clinical departments; at least three must be physicians:
   • with at least one physician from the Macon campus,
   • with at least one physician from the Savannah campus,
   • and least one physician from the Columbus campus.
   • The non-physician clinical faculty person may be selected from any of the three campuses.
b. Two faculty members from Biomedical Sciences with one member from the Macon campus and one member from the Savannah campus.
c. One M.D. Faculty member from Community-based Faculty.

7.1.2 The senior associate or assistant or associate dean(s) or liaison(s) whose responsibilities most involve academic affairs as determined by the Dean shall be an ex officio member without vote.

7.1.3 The assistant or associate dean(s) whose responsibilities most involve student affairs as determined by the Dean shall be an ex officio member without vote.

7.1.4 Meetings are held in executive session unless announced otherwise. Only Committee members and persons invited by the Chair may attend.

**7.2 Duties and Responsibilities of the Student Appraisal and Promotions Committee**

The duties and responsibilities of this committee shall be as follows:

7.2.1 To monitor student progress toward achieving the academic performance standards, achieving the competencies of the educational program, and mastering core education skills.

7.2.2 To evaluate and make recommendations to the Dean on the advancement, retention, or dismissal of students, based on student academic performance standards approved by the Faculty. The Dean will convey back to the SAPC committee his/her decision regarding an appeal.

7.2.3 To make recommendations to the Dean for graduation for those students who have satisfied the objectives/competencies of the educational program for the M.D.

7.2.4 To provide feedback based upon student performance to the Committee on Admissions and/or the Curriculum and Instruction Committee.

**Article 8. FACULTY PROMOTIONS AND TENURE COMMITTEE**

**8.1 Membership**

8.1.1 The Faculty Promotions and Tenure Committee shall consist of the following members all of whom shall be tenured or on a non-tenure track (11 voting members with a quorum of 6 members):

a. Four members from clinical departments, with at least one member from the Macon campus and at least one member from the Savannah campus.
b. Three members from Biomedical Sciences, with at least one member from the Macon campus and at least one member from the Savannah campus.
c. One member from Community Medicine.
d. One member from the Medical Library.
e. Two members from the Faculty-at-large at the rank of Professor.

8.1.2 The assistant/associate dean for Faculty affairs shall be an ex officio member without vote.

8.1.3 The Committee may be assisted by subcommittees for advice and guidance in specialty areas of medical practice or basic science. Such subcommittees shall be appointed by the Committee as needed and shall consist of one regular member of the Committee and two other members of the Faculty who reflect the special needs of the subcommittee.

8.1.4 Meetings are held in executive session unless announced otherwise. Only Committee members and persons specifically invited by the Chair may attend.

8.2 **Duties and Responsibilities of the Faculty Promotions and Tenure Committee**

The duties and responsibilities of this committee shall be as follows:

8.2.1 To provide assistance to Faculty members seeking clarification of policies and procedures for promotion and tenure.¹

8.2.2 To review applications submitted by Faculty members for promotion and tenure.

8.2.3 To make recommendations to the Dean on Faculty promotions and granting of tenure.
   a. Recommendations will reflect decisions from Committee members who are Professors or who are at a higher rank than that of the candidate.
   b. Committee deliberations shall be confidential and reported only to the Dean.

8.2.4 To review and make recommendations to the Executive Council to ensure that the standards and guidelines are up to date.

8.2.5 To receive additional application material from a candidate after the submission deadline and prior to committee review if the new material reflects a change in status of items in the application.

8.2.6 To consider the candidate’s application package in making recommendations on the candidate’s promotion and/or tenure.

¹ See the Mercer University School of Medicine Faculty Handbook & Policies and Procedures 2016. Section 5. “Procedures and Guidelines for Faculty Appointments, Promotion and Tenure”.

**Article 9. RESEARCH COMMITTEE**

9.1 The Research Committee shall serve as a liaison between persons engaged in research and the administration of the School, including appropriate liaisons for animal care and use, radiation safety, bio-safety, hazardous materials, and human subjects.

9.2 **Membership**

9.2.1 The Research Committee shall consist of the following members (9 voting members with a quorum of 5 members) who are actively engaged in research or are facilitating research:

   a. Four Faculty members from clinical departments, with at least one member from the
Macon Campus, at least one member from the Savannah campus, and at least one member from the Columbus campus.
b. Three Faculty members from Biomedical Sciences, with at least one member from the Macon campus and at least one member from the Savannah campus.
c. One Faculty member from Community Medicine.
d. One Faculty member from the Medical Library.
e. Two non-voting, student members, one from the Macon Campus and one from the Savannah campus.
f. The assistant or associate deans(s) whose responsibilities most involve research shall be ex officio members and shall serve without vote.
g. The chair and vice chair of biomedical sciences shall be ex-officio members without vote.

9.3 **Duties and Responsibilities of the Research Committee**

The duties and responsibilities of this committee shall be as follows:

9.3.1 To advise the Dean, through the Executive Council, on the implementation of administrative programs and policies instituted for the support of research.

9.3.2 To receive and disseminate information from the Dean’s Office on issues that impact research.

9.3.3 To serve as a forum for the discussion of improvement and expansion of research activity.

9.3.4 To communicate needs or problems related to research and the research environment to the Dean’s Office.

9.3.5 To make recommendations for the coordination of programs to enhance research and the research environment.

9.3.6 To make recommendations for the coordination of activities with other committees involved with research.

9.3.7 To promote the dissemination of information regarding research at the School.

9.3.8 To promote collaborative research.

**Article 10. LIBRARY AND LEARNING RESOURCES COMMITTEE**

**10.1 Membership**

10.1.1 The Library and Learning Resources Committee shall consist of the following members (11 voting members with a quorum of 6 members):

a. Four Faculty members from clinical departments, with at least one member from the Macon campus, at least one member from the Savannah campus, and at least one member from the Columbus campus.

b. Three members from Biomedical Sciences Faculty, with at least one member from the Macon campus and at least one member from the Savannah campus.

c. One member from Community Medicine Faculty.

d. One member from the Medical Library Faculty.

e. One member from community-based Faculty.

f. Three medical student members elected by the student body. One student shall be
elected from each of the three campuses. These student members shall collectively share one vote.

10.1.2 The Director and Associate Director of the Library shall be *ex officio* members without vote.
10.1.3 The Library Directors from the affiliated hospitals shall serve in an advisory capacity without vote.
10.1.4 The assistant or associate dean whose responsibilities most involve academic affairs as determined by the Dean shall be an *ex officio* member without vote.

10.2 *Duties and Responsibilities of the Library and Learning Resources Committee*

The duties and responsibilities of this committee shall be as follows:

10.2.1 To make recommendations on the development of the collection for the Medical Library and Peyton T. Anderson Learning Resources Center in Macon and the Health Sciences Library in Savannah.
10.2.2 To make recommendations on user policies for the Medical Library and Peyton T. Anderson Learning Resources Center in Macon and the Health Sciences Library in Savannah.
10.2.3 To assist the Directors of the Medical Library and Peyton T. Anderson Learning Resources Center in developing procedures and priorities for acquisitions in Macon and the Health Sciences Library in Savannah.
10.2.4 To serve as liaison between all campuses of the School and all units of the Medical library and its affiliated Learning Resources Centers.

**Article 11. APPEALS AND GRIEVANCES COMMITTEE**

11.1 In the consideration of any appeal or grievance filed by a member of the Faculty of the School, the concept of "due process of law" shall at all times guide the members of the Appeals and Grievances Committee in all their deliberations. All deliberations shall be conducted so as to assure a fair hearing to both parties.

11.2 *Membership*

11.2.1 The Appeals and Grievances Committee shall consist of two elected senior faculty members on the Macon campus, two elected senior faculty members on the Savannah campus, and two elected senior faculty members on the Columbus campus.

   a. Two elected committee members and a third Senior Faculty member selected by both parties in the appeal or grievance will review petitions from faculty members on each respective campus only.
   b. Two Senior Faculty members, to include one full professor and a second full professor or a senior faculty person, shall be elected from and by the Faculty-at-large, Macon campus, and shall be available to serve in appeals or grievances filed in Macon.
   c. Two Senior Faculty members, to include one full professor and a second full professor
or a senior faculty person, shall be elected from and by the Faculty-at-large, Savannah campus, and shall be available to serve in appeals or grievances filed in Savannah.

d. Two members shall be elected from and by the Faculty-at-large, Columbus campus, and shall be available to serve in appeals or grievances filed in Columbus.

11.2.2 Members of the Promotions and Tenure Committee and administrative Deans shall not be eligible for membership.

11.3 Duties and Responsibilities of the Appeals and Grievances Committee

The duties and responsibilities of this committee shall be as follows:

11.3.1 To consider faculty grievances related to academic or personnel matters.
11.3.2 To consider appeals of decisions made in the School related to reappointments, promotions and tenure. The aggrieved faculty member must initiate such appeals within thirty working days from the date of notification of a contested decision.

11.4 Conduct of Hearings

11.4.1 Hearings shall be held in closed session unless both parties agree to an open session.
11.4.2 Faculty members may be represented at any hearing of an appeal or grievance.

11.5 Routing of Appeals and Grievances

11.5.1 Failing an informal resolution between aggrieved parties, the petitioner shall file a formal appeal (or grievance) in writing to the Chairperson of the Appeals and Grievances Committee with a copy to her/his department or unit chairperson and a copy to the Dean. The Committee shall forward its recommendation(s) to all parties concerned with the petition as well as to administrative officers at appropriate levels of both the School and the University.
11.5.2 Whenever one of the aggrieved parties is the Dean of the School, the Committee shall forward its recommendation(s) to all parties concerned and to the President of Mercer University.

Article 12. RULES AND BYLAWS COMMITTEE

12.1 Membership

12.1.1 The Rules and Bylaws Committee shall consist of the following members (8 voting members with a quorum of 5 members):

a. Three Faculty members from clinical departments, with one member from the Macon campus, one member from the Savannah campus, and one member from the Columbus campus.
b. Three Faculty members from Biomedical Sciences, with at least one member from the Macon campus and at least one member from the Savannah campus.
c. One member from Community Medicine.
d. One member from the Medical Library.
e. The Dean or Dean’s designee without vote.

12.2 Duties and Responsibilities of the Rules and Bylaws Committee

The duties and responsibilities of this committee shall be:

12.2.1 To review the Bylaws annually.
12.2.2 To ensure that the policies and procedures set forth in the Bylaws are consistent with those of the University Faculty Handbook, the University Student Handbook, the School’s Student Handbooks and any other procedural documents.
12.2.3 To resolve differences in interpretation of the Bylaws.
12.2.4 To interpret the rules, regulations, and procedures of the School.
12.2.5 To investigate violations of rules, regulations, and procedures of the School.
12.2.6 The Committee shall report findings and make recommendations to the Executive Council.

12.3 Rules and Bylaws Committee Meetings

12.3.1 Meetings of the Rules and Bylaws Committee are scheduled no less than twice per year. At least one meeting annually shall be to review the Bylaws.
12.3.2 Faculty members may petition the Committee to consider special requests of interpretation in writing.

Article 13. FACULTY MEETINGS

13.1 The Dean shall chair all Faculty meetings of the School.
13.2 The Faculty must meet once during the Spring of each academic year to approve Standing Committee reports, to certify the graduating class, and to elect members of Standing Committees. Additional meetings of the Faculty may be called by the Dean, the Executive Council, or by petition of no fewer than ten Faculty members. At any special meeting only such business may be transacted as has been specified in the notification of the meeting.
13.3 Robert's Rules of Order (most current revision) shall govern the conduct of all meetings of the Faculty.
13.4 At all Faculty meetings, a quorum shall consist of no fewer than fifty Faculty members.
13.5 All members of the Faculty as defined in Article 1 shall be entitled to participate in meetings of the Faculty by voice and by vote.
13.6 At meetings of the Faculty of the School, any motion referred from the Executive Council to the Faculty and related to School policy shall require a two-thirds majority of the total vote cast.
13.7 Vote counting shall be based upon the number of Faculty attending a meeting.
13.8 Persons with Visiting and Adjunct appointments may attend Faculty meetings but shall not vote.
13.9 At regular and special meetings, a majority of Faculty present may determine that any item on the agenda shall be considered in executive session. Only voting members shall
be present in executive session.

Article 14. SECRETARY OF THE FACULTY

14.1 A Secretary of the Faculty shall be elected from the Faculty-at-large through the same process used to elect members of Standing Committees.
14.2 The Secretary shall serve a three-year term and may serve successive terms. The Secretary of the Faculty shall serve until July 1 of the year in which a successor is elected.
14.3 The Secretary of the Faculty shall serve on the Executive Council with vote.

14.4 Duties and Responsibilities of the Secretary of the Faculty

The duties and responsibilities of the Secretary of the Faculty shall be as follows:

14.4.1 To prepare, in consultation with the Dean and Vice-Chair of the Executive Council, the agendas for all regular Executive Council meetings.
14.4.2 To prepare, in consultation with the Dean, the agendas for all Faculty meetings.
14.4.3 To distribute notices and agendas of all Executive Council and Faculty meetings.
14.4.4 To request faculty input for agendas of Executive Council and Faculty at least 5 days prior to a meeting of either body.
14.4.5 To submit approved, non-confidential minutes of Executive Council and Faculty meetings to the School’s webmaster and the School’s Archives.
14.4.6 To inform newly elected Committee Chairs of their administrative responsibilities.

Article 15. REVISION OF THE BYLAWS

15.1 A Standing Committee or no fewer than five Faculty members should submit any proposed amendment or revision of these Bylaws to the Rules and Bylaws Committee.
15.2 Any proposed amendment or revision of these Bylaws shall have two readings. Receipt by the Faculty of the School of any proposed amendment or revision of the Bylaws shall constitute a first reading. A second reading shall take place at a Faculty meeting called within four weeks of the first reading; that meeting may be the Annual Meeting of the Faculty. A vote shall be taken at the second reading, and adoption of the amended or revised articles shall require a two-thirds majority of the vote cast.
15.3 At a second reading, any proposed amendment or revision of an amendment or revision on the floor for consideration shall, if approved by the Faculty, be subject to an additional reading.

Article 16. RECRUITMENT OF THE DEAN

16.1 Whenever a vacancy occurs in the post of Dean, the President or Provost shall appoint a search committee that shall include no fewer than five members of the Faculty of the School to which the President or Provost may add members-at-large.
16.2 The President or Provost shall appoint the Chair(s) of the search committee charged to recruit a Dean.

16.3 The search committee shall submit a list of qualified candidates for the position of Dean to the President or Provost.

**Article 17. RECRUITMENT OF A DEPARTMENT CHAIR OR UNIT ADMINISTRATOR**

17.1 Whenever a vacancy occurs in the post of Chair of a department or unit, the Dean shall appoint a search committee made up of no fewer than three members of the department (unit) in question. The Dean may add members-at-large to the committee.

17.2 The Dean shall appoint the Chair of the search committee.

17.3 The search committee shall ensure that all members of the department or unit in question have the opportunity of meeting with all invited candidates.

17.4 The search committee shall submit a list of qualified candidates to the Dean with recommendations on the rank order of the candidates.
By-Laws Revisions Timeline

* Originally from the archives of the Secretary of the Faculty, Nov. 7, 1997; affirmed as document in force by the Executive Committee (EC), Feb. 19, 2002

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