

**DEPARTMENT INPUT DOCUMENT**

Department/School of ECONOMICS

College of ARTS and SCIENCES

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Yes 4 No 0 Abstain 0

**APPROVALS:**

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**DEPARTMENT INPUT DOCUMENT**  
**DEPARTMENT OF ECONOMICS**  
**(Revised version, 05/22/2022)**

**I. GENERAL PROVISIONS:**

This document addresses the organizational and operational structures of the various faculty input activities guaranteed by the collective bargaining agreement between the EMU-AAUP and Eastern Michigan University, and by the need to collegially manage this academic department.

This document shall not serve to alter, modify or otherwise supersede any provision of the Master Agreement between Eastern Michigan University and the Eastern Michigan University Chapter of the American Association of the University Professors; nor shall any provision herein detract from any right(s) retained by or granted EMU or EMU-AAUP through the parties' Master Agreement.

Nothing in this document shall be interpreted as preventing the department faculty members or the Department Head from consulting with individual faculty members or groups of faculty members as appropriate for carrying out their duties.

**II. ANNUAL REPORT:**

The Department Head shall provide to all faculty members by September 15 of each year or within 10 days following receipt of budgetary and FTEF allocation information from EMU, whichever is later, a written report that includes the following information.

1. A summary of activities/developments from the prior academic year
2. The released-time appointments as well as overload, administrative, and teaching assignments for department faculty members for the current year
3. Spring/Summer allocations, and continuing education teaching assignments of faculty members for the current year.

The Department Head shall also notify faculty members of any changes in these information items at the first department meeting after they occur.

### **III. DEPARTMENT MEETINGS:**

Department meetings are the forum through which faculty members make their contractually sanctioned input to the Department Head, and in which collective operational decisions regarding the functioning of the department are made. Department meetings, except those dealing with personnel decisions, are open meetings but only tenured or tenure-track faculty members shall have a vote. There shall be at least two department meetings during the academic year (defined as July 1 through June 30).

A department meeting may be called by the Department Head, by a Department Committee, or by one-third of the tenured or tenure-track department faculty. At least one week's written notice, with agenda included, will be provided to all tenured or tenure-track department faculty members, unless this requirement is waived by a vote of two thirds of all tenured or tenure-track department faculty members. Robert's Rules of Order Newly Revised (RONR) will be followed in Department and Committee meetings, except in instances of conflict with the Department Input Document, in which case the latter shall take precedence. A quorum at any department meeting shall be two-thirds of the tenured or tenure-track faculty in the department. Faculty members not attending a Department or Committee meeting may provide their written proxy on specific items on the agenda to be acted upon at that meeting to another faculty member. Oral proxies of this sort may be provided by contacting both the Department Head and one other faculty member, in addition to the recipient of the proxy. Proxies shall not count toward the minimum number needed for a quorum.

The chairs of Department Committees shall present committee recommendations and action items to department meetings for discussion, and for voting when necessary. Proposals from committees are to be distributed to faculty members at least one week prior to department meetings at which they are to be acted upon, unless this requirement is waived by a vote of two thirds of all tenured or tenure-track department faculty members.

The secretary of a department meeting shall post minutes of the meeting to each department faculty member no later than seven days following the department meeting.

One week before the last regular meeting of the department during winter semester, the Department Head shall distribute a list of all actions taken at department meetings during the year. This list shall be reviewed at the meeting to be sure it is accurate and complete, and the list will be included in the minutes for that meeting.

Proposals to change existing departmental practices and/or policies must be discussed at one or more department meeting(s) and voted on by the tenured and tenure-track faculty before being implemented. These practices and/or policies include, but are not limited to, class size limits, teaching load equivalencies, spring/summer teaching assignment rotations, duties and responsibilities of graduate and undergraduate program coordinators, and regular and continuing education course offerings.

If the Department Head differs with the recommendations of the department faculty voted at a department meeting, he/she shall say so at a department meeting and shall supply a written explanation of his/her reasons in time for it to be attached to the minutes of the meeting.

#### **IV. COORDINATORS:**

Faculty members may serve as coordinators to advise the Department Head or to facilitate department functions not covered by department committees. The need for coordinators will be determined by the Department Head. In order of preference, the coordinators may be elected, they may volunteer, or they may be assigned by the Department Head at a department meeting. These coordinators normally shall serve for a term of one academic year, although some may be selected for multi-year terms.

In cases where coordinator's areas of responsibility relate to an existing department committee, their formal input on matters related to their duties shall be conveyed to the department head via resolution of that committee, such resolution to be brought to the department meeting for discussion and vote.

In cases where coordinator's areas of responsibility are not specific to an existing department committee, their formal input on matters related to their duties shall be conveyed to the department head via a motion brought to the department meeting for discussion and vote.

## **V. DEPARTMENT COMMITTEES:**

### **A. OPERATIONAL GUIDELINES:**

There are three standing committees in the Economics Department: Undergraduate Instruction, Graduate Instruction, and Personnel and Finance. Other, ad hoc, committees may be created at a department meeting to address special needs.

Each standing committee shall consist of three tenured or tenure-track faculty members. The Department Head is an ex officio, non-voting member of all standing committees.

Standing committees shall act in an advisory capacity to the department and the Department Head. The chairs of standing committees shall present committee recommendations and action items to department meetings for discussion, and for voting when necessary.

Committee recommendations related to department policies and procedures, program and course proposals, evaluation criteria, workload equivalencies, and actions on faculty hiring shall require a favorable department vote for approval.

The Department Head shall call the first meeting of each committee at the start of the academic year to elect the committee chair and secretary and to discuss the agenda for the academic year. The committee chair and secretary shall be elected by a show of hands of committee voting members, unless a committee member requests a secret ballot. Committee members and chairs have voting rights unless there is a conflict of interest. In that event, the replacement procedure shall be followed.

Meetings are scheduled as needed by the chair of each committee, a majority of committee members, or the Department Head. The Department Head or any tenured or tenure-track full-

time faculty member may submit agenda items. The committee secretary takes minutes and distributes copies to all full-time faculty members, the Department Head, and one copy for department files, within one week after each meeting. Minutes shall not include discussions of confidential personnel matters.

All standing committee meetings are open, unless they are dealing with personnel decisions of any sort, or unless the presence of an individual presents a conflict of interest.

#### **B. ELECTION PROCEDURES:**

Faculty representatives to each of the standing committees, to any ad hoc committees, and to college and university committees to which department representatives are appropriate, are nominated and elected by the departmental faculty at the last regular meeting of the department during each winter semester, except as specified below under provisions for replacement and recall. Election is by a show of hands unless a faculty member requests a secret ballot. The candidate(s) receiving the highest number of votes shall be elected. The secretary of the department meeting shall tally the votes. Terms of service are for one year from July 1 to June 30. All tenured or tenure-track full-time faculty members are eligible; however:

- (1) No elected faculty member shall serve on the same committee for more than three years successively. This three-year rule does not apply to undergraduate and graduate coordinators who are selected by the Department Head and who serve by appointment on the Undergraduate and Graduate Instruction Committees, respectively.
- (2) At least one member of each committee shall be changed annually.
- (3) At least two members of the Personnel Committee shall be tenured.
- (4) At least one member of the Personnel Committee shall serve consecutive terms.
- (5) Faculty scheduled for full evaluation or tenure review, or planning to apply for promotion, shall not normally be eligible for election to the personnel committee unless the committee runs short of the required quorum of three faculty members in the same committee.

### **C. REPLACEMENT OR RECALL:**

In the event that one or more committee members must be replaced due to conflict of interest on an issue addressed by the committee, the chair of that committee shall appoint an equal number of replacements, for deliberation on the issue to which the conflict applies. Such appointments are subject to the concurrence of the remaining committee members and the other standing committee chairs. If the chair of a committee must be replaced, the committee secretary shall appoint a replacement, subject to the concurrence of the remaining committee member(s) and the other standing committee chairs. One of the elected committee members will be selected by the newly constituted committee to serve as chair for deliberation on the issue to which the conflict applies.

If the majority of the members of any departmental committee determine that one of its members is not fulfilling his/her responsibility to the committee, then the committee may request a recall vote to the department faculty. If a majority of all tenured or tenure-track full-time faculty members in the department vote to recall the member, he/she will be removed from the committee and another faculty member will be elected as a replacement for the remainder of the academic year. If a committee member resigns from a committee for any reason, another faculty member will be elected at a department meeting to complete the remaining term of office.

### **D. STANDING COMMITTEES:**

There are three standing committees in the Economics Department: Undergraduate Instruction, Graduate Instruction, and Personnel and Finance.

#### **1. UNDERGRADUATE INSTRUCTION COMMITTEE**

The committee shall consist of two elected faculty members and the undergraduate advising coordinator (appointed by the Department Head) as voting members. It assists the Department Head in class scheduling, undergraduate aspects in program review, accreditation and self-study reports.

It shall be concerned with undergraduate advising and recruiting, awards, curricular developments and changes, including research into potential new programs, evaluation of the effectiveness of current programs and the societal needs met by them, academic standards, and tutorial programs. It shall also be concerned with matters related to undergraduate student awards and grievances. The committee should provide opportunity for student input.

The committee, coordinator, or Department Head may occasionally convene meetings of all undergraduate advisers.

## 2. GRADUATE INSTRUCTION COMMITTEE

The committee shall consist of two elected faculty members and the graduate advising coordinator (appointed by the Department Head) as voting members. It assists the Department Head in class scheduling, graduate aspects in program review, accreditation and self-study reports.

It shall be concerned with graduate advising and recruiting, and curricular developments and changes, including research into potential new programs, evaluation of the effectiveness of current programs and the societal needs met by them, academic standards, and tutorial programs. It shall also be concerned with matters related to graduate student awards and grievances. The committee should provide opportunity for student input.

The committee, coordinator, or Department Head may occasionally convene meetings of all graduate advisers to assess the various aspects of the program.

## 3. PERSONNEL AND FINANCE COMMITTEE

The committee shall consist of three elected faculty members at least two of whom shall be tenured. It shall be responsible for evaluations for purposes of appointment and reappointment (including lecturers), tenure, promotion, merit pay (should it become available) or other special recognition, termination or lay-off, and leaves of

absence. It shall review and make recommendations regarding applications for university research grants including sabbaticals, fellowships, and spring and summer. Faculty members applying for the research/creative release shall not participate in the review evaluating the eligibility of their release.

It shall be concerned with the Department Evaluation Document (DED) and with the Department Input Document (DID). Specifically, it shall review the DID every five years for compliance with the EMU-AAUP Master Agreement and Department practices. It shall report the results of its review to the department. If changes are needed, the DID shall be revised and submitted for approval as provided in the existing DID and Article XIII mp380-382. It shall also provide input as to work load, teaching overloads, equivalencies, and rotation procedures for summer and continuing education teaching assignments. It shall serve as the search committee for full-time faculty, unless the department chooses to appoint a separate search committee. It shall provide input to the Department Head for budgetary and financial aspects of personnel, travel funds, equipment, and services, supplies, and materials.

It shall be responsible for conducting Department Head Evaluations in accordance with Article XV of the EMU-AAUP Master Agreement. The committee shall be responsible for the Department Evaluation Document and evaluations of lecturers.

## **VI. SUMMER TEACHING ROTATION PROCEDURES**

1. The initial summer teaching ranking is based first on highest rank then highest seniority within rank.
2. Faculty will be rotated with the summer teaching ranking based on the actual teaching of the previous year. Faculty who were not assigned to any courses the previous summer go to the top of the ranking. Faculty who received two teaching assignments go to the bottom of the ranking.
3. The department head will allocate one summer class to each faculty who are interested in teaching based on current year's rotation ranking, if sufficient number of summer classes are available.

4. A second course may be made available to faculty based on current year's rotation ranking if every regular faculty member that requested a teaching assignment in the summer session has one course.
5. In the case of course cancellation due to low enrollments, courses will be reassigned according to the current year's rotation ranking.
6. Faculty members who are given compensation by the university or AAUP, e.g. for administrative duties, summer research award etc., during the summer term will be treated as if they were assigned to teach during this term full time.
7. Faculty members who elect not to teach will be treated the same as faculty members who were denied a course in the rotation.
8. If the Department Head believes a faculty member is not qualified to teach a course, when using this ranking system, The Department Head will ask the Personnel Committee for input on the qualifications of the faculty to teach the course.
9. New priority ranking will be distributed to the Faculty by the Personnel Committee during the Fall semester of each academic year.

## **VII. COURSE EQUIVALENCIES**

The Department will follow the list of equivalencies listed in Appendix A to determine the teaching load of the faculty.

## **VIII. DEPARTMENT HEAD SEARCH PROCEDURES:**

### **A. The Search Committee:**

1. The Search Committee shall be composed of three tenured or tenure-track members of the Department faculty, and one outside Department Head who shall serve with the power to vote.
2. All faculty members are eligible for nomination.
3. Each member of the faculty votes by secret ballot for three of the candidates. (One can vote for less than three candidates, but cannot cast more than one vote for a single candidate on a ballot).
4. The three candidates with the highest number of votes will form a slate to be voted up or down by majority vote of the faculty. If the slate is not accepted by majority vote, steps 3 and 4 are repeated until a slate receives majority approval.
5. The faculty shall select the Chair of the Search Committee from the three faculty members on the Committee.
6. An outside Department Head shall be nominated by the dean of the college to participate in the Department Head search committee as a voting member.

### **B. Duties of the Search Committee Chair**

1. The Chair shall be exempted from all other committee assignments during the year of the search. The Chair's duties shall include, but are not limited to, the following:
2. Chair meetings of the Search Committee.
3. Preside over Department Meetings when the topic of discussion is any aspect of the search.
4. Request from the administration, and distribute to faculty, written guidelines regarding applicable university regulations and legal considerations regarding the search, including confidentiality of materials submitted by candidates. Seek to ensure that the search is conducted in accordance with these guidelines.
5. Coordinate the advertisements and other search requirements with Human Resources and the Dean, and ensure that ads are placed in appropriate forums.

6. Coordinate appropriate documentation required by the search process.
7. Schedule all aspects of the search process.
8. Keep faculty informed of the progress/status of the search process.
9. Forward the Dean the name(s) of the candidate(s) selected by the Department together with the Department's ranking of the acceptable candidates.

**C. Tasks of the Search Committee:**

1. Draw up a job description, including academic credentials and other qualifications. Secure approval from the Department and appropriate administrative authorities for the job description prior to placing advertisements for the position.
2. Develop criteria for evaluating candidates and prepare any voting matrices or other decision-making/selection documents or processes to be used in screening candidates, and secure approval from the Department and appropriate administrative authorities for their use prior to the beginning of the screening process.
3. Do an initial screening of applicant files to ensure that each file is complete (application received on time, appropriate degree and academic field, letters of recommendation, etc.)
4. Using criteria approved by the Department (C.2. above), review the credentials of all the applicants who have a complete file, and make recommendation to the Department regarding which candidates the committee should interview, and subsequently on which should be invited for campus visits.
5. If possible, candidates will be interviewed in person by the Search Committee prior to being invited to campus for final interviews. The University and Department will cooperate to provide travel and related funding for committee members.
6. The committee may provide to the department recommendations on acceptability and rankings of finalists who have visited campus.

**D. The Selection Process:**

1. Internal candidates are excluded from this input process.
2. Throughout the search process, each member of the Department shall have the opportunity to review the credentials of any and all applicants. Such review shall be in accord with the legal requirements for confidentiality and privacy applicable to such a search.
3. As indicated above, the Department shall have input on selection of the Search Committee and its chair, job description, criteria, and voting matrices or related materials. The Committee's proposed slates of candidates for interviews and for campus visits may be amended by a majority vote of the faculty.
4. The final candidate(s) to be recommended to the Dean shall be selected by Department vote, following campus visits by all finalists. Voting on candidates will be as follows:
  - a) A vote on each candidate as acceptable or unacceptable by faculty members who have met with that candidate. Two thirds of those voting are required for a candidate to be acceptable.
  - b) Ranking of acceptable candidates by faculty members who have met with all acceptable candidates. Each voting faculty member will assign by secret written ballot an ordinal ranking (top = 1) to all candidates deemed acceptable by the Department. The ordinal rankings will be summed to determine an overall ranking. The Department then votes on this overall ranking with a majority of those faculty members voting required for its approval. Discussion and new ballots will be conducted, as needed, until a majority of those faculty voting approves an overall ranking. The final ranking will be submitted to the Dean.
  - c) A vote by all faculty members on granting of tenure, with two thirds of those voting required for tenure to be granted when a candidate accepts the Department Head position.

## **IX. FACULTY SEARCH PROCEDURES:**

### **A. Input for Faculty Hiring:**

Department Head shall seek input from the faculty on faculty hiring, number of hires, and fields of specialization of a potential hire prior to submitting a hiring request.

**B. The Search Committee:**

1. The Search Committee shall be composed of three tenured or tenure-track members of the Department faculty.
2. Each member of the faculty votes by secret ballot for three of the candidates.
3. The three candidates with the highest number of votes will be elected to the Search Committee.
4. The faculty shall select the Chair of the Search Committee from the three faculty members on the Committee.

**C. Duties of the Search Committee Chair:**

The Chair shall be exempted from all other committee assignments during the year of the search. The Chair's duties shall include, but are not limited to, the following:

1. Chair meetings of the Search Committee,
2. Request from the administration, and distribute to faculty, written guidelines regarding applicable university regulations and legal considerations regarding the search, including confidentiality of materials submitted by candidates. Seek to ensure that the search is conducted in accordance with these guidelines.
3. Coordinate the advertisements and other search requirements with Human Resources and the Department Head, and ensure that ads are placed in appropriate forums.
4. Coordinate appropriate documentation required by the search process.
5. Coordinate with Department Head to schedule candidate interviews.
6. Keep faculty informed of the progress/status of the search process.
7. Forward the Department Head the name(s) of the candidate(s) selected by the Department together with the Department's ranking of the acceptable candidates.

#### **D. Tasks of the Search Committee:**

1. Draw up a job description, including academic credentials and other qualifications. Secure approval from the Department and appropriate administrative authorities for the job description prior to placing advertisements for the position.
2. Develop criteria for evaluating candidates and prepare any voting matrices or other decision-making/selection documents or processes to be used in screening candidates, and secure approval from the Department and appropriate administrative authorities for their use prior to the beginning of the screening process.
3. Do an initial screening of applicant files to ensure that each file is complete (application received on time, appropriate degree and academic field, letters of recommendation, etc.)
4. Using criteria approved by the Department (C.2. above), review the credentials of all of the applicants who have a complete file, and make recommendation to the Department regarding which candidates the committee should interview, and subsequently on which should be invited for campus visits.
5. If possible, candidates will be interviewed in person by the Search Committee prior to being invited to campus for final interviews. The University and Department will cooperate to provide travel and related funding for committee members.
6. The committee may provide to the department recommendations on acceptability and rankings of finalists who have visited campus.

#### **E. The Selection Process:**

7. Throughout the search process, each member of the Department shall have the opportunity to review the credentials of any and all applicants. Such review shall be in accord with the legal requirements for confidentiality and privacy applicable to such a search.

8. As indicated above, the Department shall have input on selection of the Search Committee and its chair, job description, criteria, and voting matrices or related materials. The Committee's proposed slates of candidates for interviews and for campus visits may be amended by a majority vote of the faculty.
9. The final candidate(s) to be recommended to the Department Head shall be selected by Department vote, following campus visits by all finalists. Voting on candidates will be as follows:
  - a. A vote on each candidate as acceptable or unacceptable by faculty members who have met with that candidate. Two thirds of those voting are required for a candidate to be acceptable.
  - b. Ranking of acceptable candidates by faculty members who have met with all acceptable candidates. Each voting faculty member will assign by secret written ballot an ordinal ranking (top = 1) to all candidates deemed acceptable by the Department. The ordinal rankings will be summed to determine an overall ranking. The Department then votes on this overall ranking with the two thirds of those faculty members voting required for its approval. Discussion and new ballots will be conducted, as needed, until the two thirds of those faculty voting approves an overall ranking. The final ranking will be submitted to the Department Head.
  - c. A vote by all faculty members on granting of tenure, with two thirds of those voting required for tenure to be granted when a candidate accepts a tenured faculty position.

## Appendix A

### Research/Creative Activity Release Program

Only the following equivalencies apply:

- **Double Sections (2x equivalency)**
  - A “double section” is created by purposely scheduling two identical sections of a course at the same time, with the same cap, and with the same instructor. If the two sections fill to 1.5x the single section cap, the double section is created and each section is counted towards workload.
  
- **Team Teaching (1:1 equivalency)**
  - Each faculty member team-teaching the course receives the established credit hours of the course, assuming each faculty member is actively involved in teaching the course over the entire semester.
  
- **Contact hours (1 contact hour = 1 credit hour towards load)**
  - If the scheduled hours that a face-to-face section meets are greater than the credit hours of the course, the contact hours are used to determine the teaching load, assuming the faculty member is actively involved in teaching the section over the entire meeting time. The typical case would be a clinical, studio or laboratory course.
  
- **Research/Creative Activity Release (3 credit hour release per semester from the contractual teaching load of 12 credit hours per semester/24 credit hours per academic year).**
  - Faculty can apply in any year using the Promotion evaluation calendar.
  - Faculty must:
    - Complete two major and one minor Research/Creative Activities per five-year evaluation period; and
    - Meet a Scholarly/Creative Activity rating of “Distinctly Above Average.”
  - Faculty meeting these standards are eligible to receive the release for a five (5) year time period.
  - Faculty must reapply to receive the Research/Creative Activity Release for another five-year period in the fifth year using the Promotional calendar.
  - Faculty electing the Research/Creative Activity Release may balance their teaching load over two (2) years as a result of a teaching load of more or less than 9 credit hours. Any additional credit hours needed to balance the load must be taught sooner if the five (5) year research release period is coming to an end.
  - Faculty electing not to participate will teach twelve (12) credit hours per semester or 24 credit hours per academic year. Faculty not participating may only receive equivalency credit for double sections, team teaching, and contact hours.