

Amended ASAC Bylaws – ~~November 19, 2015~~February 19, 2016

Committee Bylaws
Academic Specialist Advisory Committee (ASAC)
Michigan State University
East Lansing, MI 48824

These bylaws amend Sections 2.1 and 9.0 of the "[Academic Specialist Handbook](#)". These amendments in no way change the language of or the intent of the following paragraph of Section 2.1. therein:

Finally, the University strongly recommends that the academic specialist be extended governance enfranchisement at the college and other administrative unit levels by the individual units pursuant to the Bylaws for Academic Governance.

1. Charge

The Academic Specialist Advisory Committee (ASAC) provides the governance structure for the academic specialist community. The Committee shall advise the Associate Provost and Associate Vice President for Academic Human Resources on matters relating to the Academic Specialist Appointment System and other relevant issues of mutual concern.

2. Membership

The Committee shall consist of ~~four sets of~~ individuals as described in Appendix 1. At least 6 independent dimensions (functional area, appointment status, unit, college, gender, and ethnic group) could be considered as the basis for the representational model. This particular scheme was chosen to provide reasonable representation of the wide spectrum of individuals, have a small enough committee size to be workable, and a large enough pool of individuals for each elected position.

Commented [u1]: Not specifying number removes confusion since a fixed term specialist has a functional area as well.

2.1 Academic Specialists Elected from the Functional Areas

The Academic Specialist Advisory Committee must include at least one representative from each of the five specialist functional categories. Any academic specialist may be nominated for, elected to, and serve in a position for the functional area which has been assigned as that individual's primary functional area by the Office of Academic Human Resources/Office of the Provost, based on the academic specialist position description. The remaining Committee members will be elected from any of the specialist functional categories, with no specialist category having more than 50% representation (7). The only restriction is that described in the section on terms. Fixed Term academic specialists are encouraged to run for and serve if elected to these positions.

2.2 Academic Specialists Elected from the Fixed Term Appointment Status Group

~~As described in Appendix 1,~~ At least one position on ASAC will be elected from the academic specialists with Fixed Term appointment status. Any Fixed Term academic specialist may be nominated for, elected to, and serve in ~~this any~~ position. The only restriction is that described in the section on terms.

Commented [u2]: I think we should try to have more than one. More explanation below.

2.23 Academic Specialists Appointed by the Associate Provost and Associate Vice President for Academic Human Resources

Up to three academic specialists will be appointed by the Associate Provost and Associate Vice President for Academic Human Resources in consultation with ASAC to provide diversity and balance. Any academic specialist not serving an elected term for the same year may be appointed to ASAC.

2.34 Ex-officio

The Associate Provost and Associate Vice President for Academic Human Resources and members of his or her staff shall be ex-officio members of the committee.

~~Columns two and three of the Appendix 1 table show the distribution of the academic specialists among the five functional areas. The fractions are calculated using the total number of academic specialists. The distribution of elected positions on ASAC among the various functional area categories shown in Appendix 1 approximates proportional representation. These distributions of elected positions should be reviewed every six years to accommodate any changes in the distribution of academic specialists among the various categories. These reviews shall be done in preparation for the elections for 2019 and every six years thereafter.~~

Commented [u3]: My proposed Appendix 1 and 2.6 does away with this, which is misplaced anyway under 2.34

2.45 Terms

Each elected position consists of a three-year term beginning on August 16 of the calendar year in which the individual is elected. ~~The committee's elected membership is divided into three sets, see Appendix 1, with staggered terms, i.e. a~~ Approximately one third of the positions will be filled by election each year. A given individual may only serve two consecutive three year elected terms regardless of from which category(s) that person was elected.

Each appointed position consists of a one-year term. A given individual may only serve six consecutive appointed terms.

If an individual is elected to the committee following a series of consecutive years as an appointed member, that individual may only serve a total of six (appointed and elected) consecutive years on the committee.

If a person is unable to complete the term due to term limits, the position will be filled according to section 2.8 on vacancies.

~~A person who leaves the academic specialist system may no longer serve on the committee, and the position will be filled according to section 2.8 on vacancies.~~

Once a person is elected to or appointed to a position on ASAC, that individual ~~will retain that position for~~ is expected to faithfully serve the duration of the term ~~unless they leave~~

~~the Academic Specialist Appointment System. A vacancy that occurs if a person is unable or unwilling to do so will be filled according to section 2.8 on vacancies.~~

Commented [u4]: Allowing a non-participating member to leave opens up a slot form someone else who hopefully will be a better committee member, and perhaps providing an opportunity to rebalance the makeup of the committee, if needed.

Changing primary functional area, appointment status, or unit does not require the individual to vacate his or her position.

2.6 Election of Committee Members

~~Annual elections should strive to result in the membership balance as indicated in Appendix 1. Elections will be conducted in a manner that results in a membership that proportionately represents the overall makeup of the academic specialist system as closely as possible as shown in Appendix 1, which will be updated prior to each election cycle.~~

Commented [u5]: The key to this is the proposed insertion in 2.6.1

2.6.1 Election Schedule

Nominations for Elected Positions: During the Spring Semester of each Academic Year.

~~When there are two vacancies in a particular functional area, the ballot will be slotted so that there is at least one vacancy restricted to fixed-term specialists, if the pool of nominees for that particular functional area is such that this is possible.~~

Commented [u6]: Now that we know we can get the data, this is an easy sort and count. Also, if will give us a current number that we can cite, as well as being able to look back upon to see how the makeup is changing year-by-year.

Commented [u7]: This approach would hopefully assure that fixed term specialists are represented more closely as they should be as reflected in Appendix 1.

Election: During the Spring Semester of each Academic Year but concluded by April 1st.

Report of election results: Immediately following election

Suggestions for Appointed Positions: Collection of names to be considered for appointment to ASAC will continue for one week after the completion of elections.

Appointments: Within one month after the end of elections

Report of appointment results: Immediately following appointments

Election of Officers: All members old and new will participate in electing the officers for the upcoming year

Beginning of Terms: August 16 of the year elected or appointed

2.6.2 Administration

The election process will be administered by the Office of the Secretary for Academic Governance. The appointment process will be administered by the Associate Provost and Associate Vice President for Academic Human Resources.

2.6.3 Nomination Procedure

Nominations for elected positions may be made by the individual being nominated or by any academic specialist. Suggestions of individuals to be appointed to ASAC may be made by the individual being considered or by any academic specialist.

An academic specialist is eligible to be nominated for a particular elected functional area position on the ballot as long as the following criteria are met.

The Functional Area of the position is the same as the Primary Functional Area of the person being nominated as of January 1 of the year of the election. The Primary Functional Area is the functional area in which the individual spends the most of his or her effort. The Office of Academic Personnel Records/Office of the Provost assigns a Primary Functional Area for each academic specialist at the time of appointment. The assignment is based on the job description for the position.

Successful election to the position will not result in the seventh consecutive year (regardless of category, appointed or elected) on ASAC for that individual.

The individual agrees to serve if elected.

An academic specialist is eligible to be nominated for the Fixed Term academic specialist position on the ballot as long as the following criteria are met.

The person is appointed as a Fixed Term academic specialist as of January 1 of the year of the election.

An individual may only be nominated for a single position on a ballot. For example a Fixed Term specialist cannot run for both the Fixed Term position and his or her functional area position.

Each academic specialist will receive a set of nomination materials including an indication of eligibility and a nomination form that identifies the individual being nominated and the position to which that individual is being nominated. An individual is nominated by the nominator filling in the nomination form and returning it to the Office of the Secretary for Academic Governance. Each nominee will agree to serve if elected before being placed on the ballot. In case of lost nomination materials, an individual may obtain duplicates from the Office of the Secretary for Academic Governance. Questions of accuracy of the nomination materials may be resolved by contacting the Office of the Associate Provost and Associate Vice President for Academic Human Resources (353-4851).

2.6.4 Voting Procedures

Each academic specialist will receive a ballot containing all positions being elected that year and will vote for one nominee for each position on the ballot.

The individual receiving the most votes for each position will be certified as elected to that position.

A run-off election will be held in case of ties.

2.6.5 Reporting Election Results

Each academic specialist will receive a report of the elections as soon as possible after the election process is complete.

2.7 Appointment of Committee Members

Anyone interested in being appointed to an appointed position on ASAC will so indicate by communicating in writing to the Office of Associate Provost and Associate Vice President for Academic Human Resources. ASAC will review the list of applicants and provide advice in the form of a slate of at least two individuals per position to the Associate Provost and Associate Vice President for Academic Human Resources for the final decisions.

2.7.1 Reporting Appointment Results

Each academic specialist will receive a report of the appointments and final ASAC composition within two weeks after the appointment process is complete.

2.8 Vacancies

When an elected member vacates a position before the end of the three year term or the election process fails to fill a position, a temporary replacement will be appointed by the Associate Provost and Associate Vice President for Academic Human Resources in consultation with ASAC. A replacement for the remainder of the term will be elected at the next regular ASAC election. The nomination and election process will be that for full term elections.

2.9 Responsibilities

1. Represent the community of Academic Specialists
2. Disseminate information to and collect feedback from the academic specialist community, especially those in the functional area and appointment status of the position of the member.

3. Meetings

3.1 Scheduled Meetings

The Committee shall meet at least once a semester. The Chair in consultation with the Associate Provost and Associate Vice President for Academic Human Resources will schedule the meetings.

3.2 Unscheduled Meetings

Meetings above and beyond the scheduled number may be requested by the following:

1. Chair, ASAC
2. Associate Provost and Associate Vice President for Academic Human Resources

3. A simple majority of the committee

3.3 Quorum

A quorum for meetings is a simple majority of the elected and appointed membership. Once established, a quorum will hold for the remainder of the meeting.

3.4 Committee Votes

Any action will be carried by a simple majority of those committee members (elected and appointed) present. Ties are counted as a defeat of the action.

4. Officers

There shall be a chairperson, vice chairperson and secretary. The chairperson, vice chairperson and secretary will be an appointed or elected member of ASAC.

4.1 Election

Officers for the upcoming academic year will be elected in the last meeting of the academic year. This meeting shall occur after the election/appointment process and no later than May 15th. This meeting will be a transition meeting for both old members and newly elected and appointed members. All members present, old and new, will vote.

4.2 Terms of Office

From August 16 of the year elected until August 15 of the following year.

4.3 Responsibilities

4.3.1 Chair

1. Set Agenda for meetings in consultation with the Associate Provost and Associate Vice President for Academic Human Resources

2. Convene meetings

3. Communication with the general community of Academic Specialists

4. Appoint Sub-committees

4.3.2 Vice Chairperson

1. Serve in absence of the chairperson

2. Assist the chairperson with the above listed duties

4.3.3 Secretary

1. Take minutes during committee meetings to be reviewed by the chairperson and posted to the ASAC website

4.4 Vacancies

When an officer resigns from office before the end of his/her term, the Committee will elect a new officer at the next meeting following the resignation.

5. Procedures for Amending the Definition of the Academic Specialist

The document, "[Academic Specialist Handbook](#)," is maintained by the Associate Provost and Associate Vice President for Academic Human Resources. ASAC may consider revisions and amendments to this document. Such ASAC review may be initiated by the Associate Provost and Associate Vice President for Academic Human Resources, ASAC, or by written requests to the ASAC or the Associate Provost and Associate Vice President for Academic Human Resources. Upon acceptance by ASAC, any proposal for amendment will be forwarded to the Associate Provost and Associate Vice President for Academic Human Resources for final action.

6. Procedures for Amending the Bylaws

Propose

Any member of ASAC can present a proposed bylaw change to its chair.

Notice of Vote

The chair will forward the proposed changes to committee members at least 14 days prior to the meeting during which a vote will be taken. At the meeting a final version of the change will be agreed upon by those members present.

Approve

A majority vote of the total number of committee members present at the meeting will result in approval or rejection of the bylaw change. If resolution is not reached at the meeting during which the vote was taken, then the chairperson will poll those members who were not present in order to reach a majority consensus on the above action.

These bylaws are addenda to the document, "[Academic Specialist Handbook](#)" and will be amended with the same process.

Revised 11/2005 by L. Zelenski

Amended 1/11/08 (Section 2.1)

Revised 5/15/2015

Revised 11/19/2015

Appendix 1

Academic Specialist Distribution and Desired Makeup of ASAC and ASAC Election/Appointment Schedule

Appointment Type	Distribution*		
	Number	Fraction	ASAC Positions
Research	58	0.076	1
Outreach	284	0.37	3
Teaching	140	0.184	2
Advising	235	0.308	3
Curriculum Development	45	0.059	1
Fixed Term**	493	0.64	1
Total Elected (3 year terms)			11
Total Appointed (1 year terms)			3
Total			14

* As of November 2014

** The goal is to get more than 1 fixed term appointment within the other functional areas.

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