RULES FOR GOVERNANCE

including

POLICIES AND PROCEDURES

for the

FACULTY AND STUDENTS

of

RUSH COLLEGE OF NURSING

RUSH COLLEGE OF HEALTH SCIENCES

RUSH GRADUATE COLLEGE

RUSH MEDICAL COLLEGE

of

RUSH UNIVERSITY

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FACULTY GOVERNANCE AND ORGANIZATION

RULES FOR GOVERNANCE OF RUSH UNIVERSITY

ARTICLE I

THE CORPORATION

Section 1. Purpose

The purposes of the Rush University Medical Center Corporation, as stated in its Articles of Incorporation, are:

> "To establish, maintain and manage one or more health care institutions such as hospitals, clinics, and other in- and out-patient facilities in order to provide for sick and disabled persons, including the needy poor, of every creed, nationality and color; one or more health research institutions; one or more educational institutions such as a school or schools for physicians, scientists, nurses and other allied health personnel; to fix the rates of tuition and the qualification for admission to the educational institutions; to provide and maintain courses of instruction either directly or in arrangement with other institutions of learning; to grant such academic honors and degrees as are usually granted by similar educational institutions; to create these institutions of health care, education and research under such name or names as the management of the Corporation may determine, in separate Divisions or Departments or combinations thereof as determined by the Corporation; to maintain and control the government and discipline within its health care, educational and research institutions; to receive, hold, invest and disburse all monies and property or income thereof which may be invested in or entrusted to the care of the Corporation or Division thereof whether by gift, grant, bequest or otherwise for any of the objectives of the Corporation; to establish and administer charities and to receive, hold, control, invest and disburse monies and property or the income thereof in support of such charitable uses, and generally to pursue and promote all or any of the objectives above named and to do all and every one of the things necessary or desirable for the accomplishment of the objectives or any of them."

The Corporation also has such powers as are now or may be granted by the General Not for Profit Corporation Act of the State of Illinois. The University cannot as an institutional policy take a position in electoral politics or on public issues except on institutional functions as set forth in Article I, Section 1, of these Rules for Governance.

Section 2. Mission and Vision Statements

MISSION
The mission of Rush University is to teach, study and provide the highest quality health care, using a unique and multidisciplinary practitioner-teacher model for health sciences education and research, while reflecting the diversity of our communities in its programs, faculty, students and service.

VISION
Rush is a unique academic health science center, which will become the preferred destination for outstanding and committed faculty and students dedicated to excellence, innovation, and leadership of health care.

Section 3. Definitions

(a) The term Medical Center refers to Rush University Medical Center Corporation including all patient care, educational and research institutions under the jurisdiction of the Corporation.

(b) The term President refers to the Chief Executive Officer of the Corporation and University.

(c) The term University refers to all offices, Colleges and other institutions involved with the academic programs of the corporation.

(d) The term Provost refers to the Chief Academic Officer of the University . The Provost is responsible for the Educational and Research programs of the University and reports to the President.

Section 4. Definition and Role of Board of Trustees

(a) The term Board of Trustees refers to the legally designated persons or group empowered to conduct the affairs of the Corporation as defined in the bylaws of the Corporation.

(b) The Board of Trustees of the Corporation rules in all matters, including those for which it has delegated authority to the President or other officers or bodies within the Corporation.

(c) The Rush University Board of Overseers is appointed and designated by the Board of Trustees to oversee the operation of the University and reports to the Board of Trustees on a regular basis.

(d) When acting on matters having to do with academic policy and organization

of a College(s), the Board of Trustees shall rely upon the advice of the Senior Representative Body(ies) of the Faculty(ies) as transmitted to it by the Dean(s), the Provost, the President and the Board of Overseers.

Section 5. Definitions and Role of Rules for Governance

(a) The term College refers to any existing or subsequently established College that is a separately organized Faculty and/or student body for implementation of academic programs at the University. The term Dean refers to the chief executive officer of such a unit.

(b) These Rules for Governance address certain matters concerning the administration, organization, powers and responsibilities of the officers, Faculty and students of the Colleges. They are adopted by the Board of Trustees, acting upon the advice of the faculties as transmitted by the Provost, the President and the Board of Overseers of the University.

Section 6. Approval of Policies and Procedures for each College

The Faculty of each College shall establish policies and procedures to implement these Rules. Once approved by a majority of the Faculty of the College voting by anonymous ballot, the policies and procedures shall become part of these Rules after approval by the : a) University Council (See Article II, Section11, c), b) Provost, c) President, and d) Board of Trustees.

Section 7. Parliamentary Authority

The parliamentary authority for the Rules for Governance shall be the current edition of Roberts Rules of Order Newly Revised.

ARTICLE II

FACULTY ORGANIZATION

Section 1. Rush Faculty

(a) A Faculty is hereby constituted for Rush Medical College, Rush College of Nursing, Rush College of Health Sciences, Rush Graduate College and for any subsequently organized College of the University.

(b) Faculty members of all Colleges shall be members of the Faculty of Rush University.

Section 2. Faculty Conditions

(a) The Active Faculty of each College shall be made up of duly appointed members whose titles are given below in order of seniority: (i) Professors; (ii) Associate Professors; (iii) Assistant Professors; (iv) Instructors. Each College shall develop criteria for these titles, and for administrative purposes may append qualifying terms based on the criteria.

The Active Faculty shall have the right to cast votes in Faculty meetings and elections. All active Faculty may serve on College committees

(b) The Honorary Faculty shall include those former members of the active Faculty who have been named to either Emeritus and/or Distinguished Professor status. They may participate in College Faculty meetings without vote. The Honorary Faculty may serve on College Committees upon the request of the Dean and/or the appropriate College Committee. The respective Colleges shall establish the appointment process for Emeritus and Distinguished Professor Status.

(c) The Visiting Faculty shall include those individuals appointed for a limited term whose ranks shall be recommended by the Department Chairperson and receive the approval of the Dean and Provost. The Visiting Faculty shall have no formal Faculty Rights or Privileges. They may participate in College Faculty meetings and serve on College Committees upon the request of the Dean and/or the appropriate College Committee.

(d) The Adjunct Faculty shall be recommended by the appropriate Chairperson and receive the approval of the College Dean and Provost. An initial appointment as an Adjunct Faculty Member shall be for a term of up to one (1) year and may be renewed for terms of up to two (2) years. The Adjunct Faculty shall have no formal Faculty Rights or Privileges. They may participate in College Faculty meetings and serve on College Committees upon the request

of the Dean and/or the appropriate College Committee. The Adjunct Faculty shall include members appointed to the Faculty with the title of Lecturer or as Adjunct Faculty with rank. Each college must establish procedures for review of Adjunct Faculty in the event that academic rank is granted. If appointed with rank, the adjunct faculty member must currently or previously have attained at least that academic rank at another university or college.

(e) An appointment to the rank of Assistant may be for up to one (1) year and may be renewed. The Assistant shall have no formal Faculty Rights or Privileges. They may participate in College Faculty meetings and serve on College Committees upon the request of their Dean and/or Chair.

(f) All recommendations for Faculty appointments, reappointments and promotions for Assistant Professors or below shall originate with the Department Chairperson and shall be presented to the College Dean for transmission with a recommendation to the Senior Representative Body of the College.

(g) All recommendations for Faculty appointments, reappointments and promotions for Associate Professors or Professors shall originate with the Department Chairperson, and, after review and approval by the appropriate Faculty committee on senior faculty appointments and promotions of the College, shall be presented to the College Dean for transmission with a recommendation to the Senior Representative Body of the College.

(h) All new appointments, reappointments and promotions of members of a Faculty that have been approved by the Senior Representative Body and the Dean of that Faculty**,** shall be presented to the Provost for approval.

(i) Terms and Conditions of Appointment

(1) Whenever possible, all appointments to the Faculty shall be made in the Colleges and the Departments representing the primary professional-academic disciplines and/or activities of the Faculty member.

(2) There should be a letter from the University Provost confirming a Faculty member's appointment to the University. In addition to this letter, there should be a written understanding between the Department Chairperson and all Faculty, whether salaried or non-salaried, as to the contributions they intend to make to the University. When a Faculty member receives a salary, either full-time or part-time, the terms and conditions of the receipt of such salary, including the anticipated time to be spent in health care services, in teaching and/or in research, including administration in each category, will be stated and confirmed in writing signed by the Faculty member, the Department Chairperson, and the Dean. In the case of joint

appointments, the College of primary appointment and the time allocated to each College and Department shall be identified in the agreement. A copy of the document will be given to the Faculty member. Any modifications of the Agreement during its term must receive mutual agreement, must be put in writing and a signed copy must be given to the Faculty member.

(3) Joint appointments in other Colleges or other Departments must be made through joint decision of the Department Chairpersons and the Faculty member involved and with the approval of the Dean for mutually agreed upon functions and proportions of time. Appointees to a College, whose primary appointment is with another College of Rush University, shall be subject to the same policies and procedures that are applicable to those Faculty members whose primary appointment is in the College.

(4) Disagreements over primary appointments and conjoint appointments should be considered by the Senior Representative Body and the Dean for Departments within a College. The specific mechanism for resolution of disagreements within Colleges should be developed by each College.

Disagreements between Colleges should be reviewed by the University Council with the advice of the Senior Representative Body and the Dean of the respective Colleges.

(5) The responsibility for the salary of a Faculty member falls to the primary or conjoint Department paying their portion of the salary. Faculty members may be offered tenure of salary, tenure of salary but for a specific term, a nontenured salary or no salary. This could be in a primary or conjoint Department.

(6) Terms of Appointment. In addition to a letter from the University Provost confirming a Faculty appointment to the University, a Faculty member's letter of appointment should include the following:

a. For Instructors , a statement defining the term of appointment which shall be no greater than two (2) years. At the end of each term of appointment the Department Chairperson may choose one of the following options: (1) termination of Faculty appointment, (2) reappointment for another term of up to two (2) years, or (3) recommendation for promotion to a higher Faculty rank.

b. For Assistant Professors a statement defining the term of appointment which shall be no greater than three (3) years. At the end of each term of appointment the Department Chairperson may choose one of the following options: (1) termination of Faculty appointment, (2)

reappointment for another term of up to three(3) years, or (3) recommendation for promotion to Associate Professor or Professor.

c. For Associate Professors and Professors, a statement whether the position is tenured or nontenured and whether any, all, or a specified portion of the salary is tenured or nontenured. If the position is nontenured, the term of the appointment must be stated

d. For Assistants, a statement defining the term of appointment which shall be no greater than one year. At the end of the term of appointment, the Department Chairperson may choose one of the following options: (1) termination of appointment, (2), reappointment for another one (1) year term, or (3) recommendation for advancement to another rank.

e. Appointments and reappointments to the visiting Faculty of a College shall be for terms of one (1) year or less.

f. Should the Department Chairperson elect termination, appropriate notice must be given to the Faculty member as required by Article II, Section 3 B.

(7) Promotions can be in any primary or conjoint Department(s) without prejudice to the Faculty member. It is unnecessary to receive the permission of the other conjoint Departments or the primary Department to recommend a Faculty member for advancement.

(8) Faculty from clinical disciplines, with an appointment on the Medical Staff at Rush University Medical Center, must retain their Faculty appointment to retain their medical staff appointment.

(9) With the exception of special appointments clearly limited to a brief or partial association with the institution, and reappointments of retired Faculty members, all appointments to the rank of Associate Professor or higher will be of two kinds: (i) nontenured appointments and (ii) tenured appointments. For Colleges with a tenure system, appointment as Professor or Associate Professor shall be made for a tenured term. For Colleges without tenure, appointment as Professor or Associate Professor is for a finite term. Each College shall establish its own policies for terms of appointment for its Faculty in conformity with these Rules.

(10) Rush University recognizes the time-honored practice of tenure for university faculty members as an important protection of free inquiry, open intellectual and scientific debate, and unfettered criticism of the

accepted body of knowledge. Tenure is the commitment of a College to a faculty member and denotes a status of continuing faculty appointment, providing protection against involuntary suspension, discharge, or termination except for financial exigency or cause as outlined in the Rules for Governance. Tenure may be awarded to faculty members appointed at the ranks of Associate Professor and above; tenure may or may not apply to faculty salary. Tenure ceases upon the faculty member's termination, resignation, retirement, or death.

(11) Upon retirement from Rush University a Faculty member may be recommended by their College for emeritus status under the procedure established by the respective College.

In the case of a retiring President, Provost, Dean or Department Chairperson, the word Emeritus may be used along with their former academic administrative title. In order to use that title in the case of a retiring Dean or Department Chairperson, it must receive the approval of the Provost and approval of the Senior Representative Body of the College. In the case of a retiring Provost, the President may grant that the word Emeritus be used with their former administrative title subject to the approval of the University Council. In the case of the President, the decision shall be made by the Board of Trustees. A President, Provost, Dean or Department Chairman may continue to remain as an active Faculty member or be appointed to emeritus status as it relates to their Faculty position.

(12) Nonrenewal of an appointment made according to these Rules for Governance in paragraph (i) (6) of this section are not grievable except for Faculty whose Medical Staff appointment depends upon their Faculty appointment. In all cases, Faculty with the rank of Assistant may not file a grievance concerning nonrenewal of a Faculty appointment.

(13) Appointees to a College, whose primary appointment is with another College of Rush University, shall be subject to the same policies and procedures that are applicable to those Faculty members whose primary appointment is in the College.

(14) "Appointment" shall denote the conferral upon the Faculty member of a rank and certain privileges accompanying such rank as defined herein except in the case of Adjunct Faculty. An appointment may or may not be accompanied by a salary payable to the Faculty member by Rush University. Faculty members may be offered tenure of salary, tenure of salary but for a specific term, a nontenured salary or no salary. A Faculty member's salary may be reduced during the period of their appointment so long as it does not violate the Rules for Governance of Rush University.

(15) When a Faculty member of any rank is to receive a salary from the Medical Center for their Faculty activities, the total compensation, and their allocation of effort as defined in paragraph (i) (2) of this Section, shall be stated in an annual written contract or letter of understanding. The contract or letter of understanding shall be in effect for a period of one (1) year unless a term of other duration is specifically stated. The terms of the contract or letter of understanding shall be recommended annually during the period of their appointment to the Dean by the Department Chairperson after review with the Faculty member. The salary identified in the contract or letter of understanding shall be at least at the level of that in the most recent preceding contract, providing the quality, quantity or kind of the individual's functions are unchanged, or unless another level is mutually agreed upon by the Faculty member, the Department Chairperson(s) and the Dean. Each College will devise in conformity with these Rules its own process for awarding of academic rank and the process for removal of appointments and salary. All such processes would require the review and approval of the University Council.

(16) In the case of institutional economic difficulty, as determined by the Board of Trustees, a reduction of salaries of Faculty members may be made as an institutional policy.

(17) The Faculty of each College shall also determine procedures governing leaves of absence of its members with or without salary in accordance with Medical Center policies. Leaves of absence are of two types: (a) nonscholarly leaves of absence and (b) scholarly leaves of absence.

a. Nonscholarly leaves of absence include any leave of absence that does not have a scholarly basis. Such a leave of absence may be for reasons covered by Family Medical Leave Act and shall not exceed one (1) year, unless approved by the Department Chairperson and the Dean. A nonsalaried Faculty member may take a leave of absence with the approval of the Department Chairperson and the Dean. Extensions require reapproval by the Department Chairperson and the Dean at least once a year. A salaried member of the Faculty may take a personal leave of absence, which is not covered by Family Medical Leave Act and typically is without compensation from the University. A personal leave requires written approval of their Department Chairperson and the Dean. The terms of the personal leave of absence, including the terms for the resumption of duties and maintenance of Faculty appointment, shall be negotiated between the Department Chairperson and the Faculty member and shall be stated in writing,

b. Scholarly leaves of absence are for the purpose of improving a Faculty member’s professional and academic development. No one to whom a

leave of absence with pay has been granted shall be permitted while on such leave to accept remunerative employment or engage in remunerative professional practice or work which shall exceed their compensation prior to the date of the leave of absence at the Rush University. Exceptions may be made only with the express permission of the Dean. Scholarly leaves of absence may be granted with the approval of the Department Chairperson and the Dean. A salaried Faculty member with six (6) or more years of service is eligible for a scholarly leave of absence of six (6) months at full salary or a twelve (12) month leave of absence at half salary**,** at least at the proportion of salary paid by the sabbatical-granting college. The leave may be granted to a Faculty member who has an appointment that would continue after the leave was completed and who intended to return to the College. Each person who has been on a scholarly leave of absence shall, on the termination of their leave submit a written report to their Department Chairperson concerning the nature of their studies, research or other scholarly work undertaken by him/her during their leave of absence. The Department Chairperson shall transmit such a report to the Dean.

(18) Creation or Elimination of a College, Department, or Division

a. A College, a Department, or a Division within a College can only be created by the Rush University Board of Overseers. A College or Department or Division within a College can only be eliminated by a vote of the Rush University Board of Trustees upon the recommendation of the Board of Overseers. When a College or Department or Division is eliminated, the University shall be responsible for continuing Faculty members' appointments and for continuing salaried Faculty members' academic salaries, at their current level until another compensated position is taken or according to the following:

   i. Appointment and salary until acceptance of another position or three (3) years, whichever comes first for Professors and Associate Professors with 20 or more years service

   ii. Appointment and salary up to, but not to exceed, two (2) years for Professors and Associate Professors with at least 10 but less than 20 years service

   iii. Appointment and salary up to but not to exceed 18 months for Professors and Associate Professors with less than 10 years service

   iv. Appointment and salary, up to but not to exceed, one (1) year for Assistant Professors regardless of length of service.

b. During the period of appointment and salary continuation, the University shall make good faith efforts to:

   i. Reassign Faculty members to appropriate academic and/or professional duties in other Colleges or Departments or Divisions.

   ii. Support retraining of Faculty members for appropriate academic and/or professional positions in other Colleges, Departments or Divisions.

   iii. Assist Faculty members in out-placement to other appropriate academic and/or professional positions.

c. During the period of appointment and salary continuation, Faculty members shall:

   i. Accept reassignment to appropriate academic and/or professional duties in other Colleges, Departments or Divisions

   ii. Retrain for other appropriate academic and/or professional positions in other Colleges, Departments or Divisions

   iii. Seek appropriate academic and/or professional positions elsewhere.

d. A College, Department or Division will not be construed as being eliminated, if the functions are shifted to another entity in the University. Therefore, the tenure rights, if any, of the Faculty members shall be continued.

Section 3. Termination, Suspension and Appeals

(a) Appointments to a Faculty may be terminated by (i) non-renewal of the specified term of appointment; (ii) retirement; (iii) acceptance of resignation; or (iv) discharge for cause.

(b) When a Faculty member with an appointment for a nontenured term is not to be recommended for reappointment, the member must be notified in writing by the Department Chairperson. For Instructors this notice must be at least three (3) months prior to the expiration of the appointment. For the rank of Assistant Professor or above, the notice should be at least six (6) months prior to expiration if the appointment has been held for three (3) years or less and one (1) year for appointments as an Assistant Professor or above that have been held more than three (3) years. If this deadline is missed, the appointment shall be extended for an additional three (3) months beyond the termination date for the rank of Instructor and an additional six (6) months beyond the termination date for the rank of Assistant Professor or above. For

Assistant Professors who have served more than three (3) years and for those Associate Professors or above who may be nontenured the combined time period for notice and extension must be not less than one (1) full year.

(c) The Department Chairperson with the approval of the Dean may suspend or discharge a Faculty member for cause. Suspension is temporary withdrawal of specified Faculty responsibilities and/or privileges with or without salary, as deemed appropriate by the respective Department Chairperson or Dean. Discharge is termination of employment and tenure. Cause for discharge or suspension from the Faculty shall consist of any or all of the following:

(1) material failure to discharge teaching, research, administrative or service responsibilities and duties

(2) serious and/or repeated violation of Medical Center, University or Departmental bylaws, rules, policies and/or standards of conduct

(3) violation of generally accepted standards of professional ethics

(4) material breach of contract

(5) conviction of a crime deemed to render the Faculty member unfit to discharge their professional responsibilities and duties, or that places at risk the safety, security or reputation of the Medical Center or University

(6) temporary or permanent loss of professional licensure or certification necessary to discharge the Faculty member's responsibilities and duties

(7) professional incompetence

(8) conduct that is seriously and clearly prejudicial to the best interest of the Medical Center or University.

(d) Each College shall establish policies and procedures for actions against and appeals by a Faculty member under this Article.

Section 4. Academic Functions of a Faculty

(a) The Faculty of each College shall establish requirements for admissions, policies for recommendations of individuals to receive degrees and for appointments and promotions to senior Faculty ranks. The Faculty shall also be responsible for the quality of teachers, teaching and research, and shall be responsible for other matters of academic policy of the College and for their implementation. The actions of the Senior Representative Bodies of the Faculty of each College shall be subject to the approval of the University Council regarding their consistency with respect to the University Rules for Governance. Such review and approval will be on the initiation of the University Council, or following petition by six Faculty of the University, or as a result of a grievance procedure filed as described in this Article, Section 11, University Council, Item 9.

(b) Academic activities of Faculty not related to Medical Center programs shall not be in conflict with the interests of the Medical Center/University and are subject to the restraints imposed by Article IV of these Rules.

Section 5. THE COLLEGE DEAN

(a) The College Dean shall exercise the chief executive function of the College.

(b) Each College Dean shall be appointed by the Board of Trustees, on the nomination of the President, from a candidate or candidates recommended by a Deans Search Committee, appointed by the President and the Senior Representative Body of the College. The appointment shall be for an unspecified term at the pleasure of the Board of Trustees. The Search Committee shall consist of the following:

Members Appointed by the President:

Member of the Board of Trustees	1
Faculty from each of the other Colleges not seeking a Dean, one of whom may be a Dean	3
Department Chairpersons from the College seeking a Dean	2
Student from the College seeking a Dean	1
Members Appointed by the Senior Representative Body of the College seeking a Dean:	
Two Faculty from Senior rank, and two from Junior rank	4
	Total = 11

The President shall appoint the Chair of the Search Committee from among its members. The Chair of the Search Committee shall present the final recommendation(s) of the Search Committee to the President.

(c) On the recommendation of a College Dean and on the nomination of the President, the Board of Trustees may appoint Associate and Assistant Deans for unspecified terms who shall serve at the pleasure of the Dean.

(d) College Deans: (i) shall call meetings of the Faculty at such times as they or the Senior Representative Body may deem necessary, at least one such meeting must be held each year; (ii) shall formulate and present policies to the College Faculty for its consideration; (iii) shall serve as the agent of communication for all official business of the College with other University authorities, students, and Faculty; (iv) shall prepare the budget of the College; (v) shall provide consultation and recommendations concerning Faculty

appointments and promotions and student admissions, evaluation, and promotions; and (vi) perform other duties as required.

Section 6. A College Department/Division

(a) Each College shall establish procedures for creating and abolishing Departments/Divisions, with definition of the objectives and mechanisms for decision making and activities within each.

(b) Each active Faculty member in each Department/Division shall be eligible to vote in Departmental/Divisional academic matters.

(c) Each Department/Division shall have a head designated as Department Chairperson/Division Director. The Faculty of a College shall define the responsibilities for the professional and academic work of the Department/Division as well as the qualifications, the mechanism for appointment and removal, and the term of office of the Department Chairperson/Division Director. Responsibilities and related authority of Acting Chairpersons/Division Directors in the University shall be specified by the appropriate Dean.

(d) Each College shall establish policies and procedures for regular Department/Division review at least every five (5) years including the evaluation of the quality of the activities of its Departments/Divisions and of the Department Chairpersons/Division Directors. The periodic review should consist of three components: (1) a review of the Department/Division's objectives, (2) a review of the Department/Division and its activities in fulfillment of these objectives, and (3) a review of the Department Chairperson/Division Director in their performance in fulfillment of these objectives. The Senior Representative Body is to be notified that a review is to be carried out and shall receive a report on the review.

Section 7. Institutes, Centers or other Administrative Entities

Institutes, Centers or other Administrative Entities may be organized with approval of the Board of Trustees for specific functions in areas of health care, education, or research that may best be carried out by collaborative efforts of Faculty members from two or more Departments of one or more College(s). The granting of degrees, offering of courses for academic credit, and Faculty appointments, reappointments or promotions shall reside within the Colleges.

Section 8. Meetings

The Faculty of each College shall hold at least one regular meeting during the academic year on a date it shall determine. Special meetings of the Faculty of any College at which only the specific items on the agenda shall be discussed, may be called by the President, the Dean of the College, or upon receipt by the Dean of an appropriate petition of the Faculty. Each Faculty shall establish the number and dates of its meetings, the number of members constituting a quorum, and regulations governing the calling and conduct of special meetings.

Section 9. Committees

(a) Each College shall organize a Senior Representative Body to be elected by the active Faculty members from among all of the active Faculty members of the College in such manner that all categories of rank and major Divisions, if existent, of the Faculty are represented.

(b) As appropriate, each College may organize standing committees and establish procedures for election and/or appointment of members and for their functions.

Section 10. University Provost

There shall be a Provost of the University who shall be appointed by the Board of Trustees for an unspecified term at the pleasure of the Board of Trustees, on recommendation of the President following discussions with the Deans of the Colleges. The Provost shall be responsible for certain academic affairs and shall function in a staff relationship to the President. On the recommendation of the Provost and on the nomination of the President, the Board of Trustees may appoint Vice and Associate/Assistant Provosts for unspecified terms who serve at the pleasure of the Provost. The Vice and Associate/Assistant Provosts shall perform university-related responsibilities as determined by the Provost and shall function in a staff relationship to the Provost.

Section 11. University Council

A University Council shall be constituted to make recommendations to the Provost concerning University standards or other matters that involve the relationships among the academic components of the University.

(a) The voting members shall be four Faculty members, elected every three (3) years from among the members of the Senior Representative Body of each College, or as otherwise determined by each College, and one student selected annually by the students of each College, from among the student enrolled in a degree program. Members can only serve two consecutive terms.

The following should be observed in the selection of the Faculty:

(1) At least one Faculty member from each College shall hold the rank of Professor or Associate Professor.

(2) At least one Faculty member from each College shall hold the rank of Assistant Professor or Instructor.

(3) Student members shall be enrolled in a degree program.

(4) Deans of the Colleges and the Provost shall be members ex-officio without vote.

(5) Each College shall determine how to fill vacancies if they occur.

The University Council shall elect a Chair at the first meeting held after the beginning of the academic year in September. The first meeting will be called by the previous Chair, or in the absence of the Chair, the previous Secretary, who shall preside until a Chair is elected. The University Council shall meet quarterly during the third week of each academic quarter.

The Chair and Secretary office shall rotate among the University's Colleges with new officers elected annually. The Chair and Secretary shall not be from the same College. Officers may not be reelected until at least one (1) year has intervened. The Chair may call special meetings whenever requested to do so in writing by five (5) members of the Council, or by the President, or the Provost.

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(b) Voting Requirements:

(1) The agenda for any regularly scheduled meeting or any special meeting must be provided to all members at least two (2) weeks in advance of the meeting

(2) A quorum shall be considered eleven (11) voting members. For actions to pass, at least one Faculty member from each College must be in the quorum. A simple majority is required to pass motions.

(3) An affirmative vote for new items not shown on an agenda previously circulated at least two (2) weeks in advance will be a two-thirds vote of the voting membership.

(c) The functions of the University Council as noted in these Rules shall include:

(1) Review and approval of amendments to the Rules For Governance.

(2) Review and approval of College Policies and Procedures.

(3) Review and approval for creation or dissolution of Colleges.

(4) The University Council will resolve disagreements concerning conjoint appointments between Colleges with the advice of the Senior

Representative Body of each College, the Dean of each College involved, and the Provost.

(5) The University Council will make recommendations on diversity policy to the Provost.

(6) The University Council will make recommendations to the Provost regarding the organization, function, and coordination of educational and research resources among the various components of the University and concerning the use of facilities and resources for the educational programs of the various Colleges The University Council shall make recommendations to the Provost about student affairs, including housing, financial aid, facilities and other matters of student concern.

(7) The University Council may establish and eliminate University standing committees as needed.

(8) The University Council shall approve the process and review the recommendations developed by each College, for awarding and removal of academic rank before it is referred to the President's office for approval by the Board of Trustees ;

(9) The University Council shall provide a final non-appealable review mechanism for active Faculty, with the exception of Faculty who are Housestaff, assistants, or adjunct over any grievable matter. The appeal is made to the University Council which is the University's mechanism for hearing appeals. A request for review must be submitted in writing to the Chairperson of the University Council no later than fourteen (14) calendar days following the final decision of the appropriate College. The University Council shall initiate a review of the decision of the Senior Representative Body of the relevant College within thirty (30) days. Such review will be limited only to a determination of whether the relevant College followed its own procedures in reviewing the grievance. The University Council shall not under any circumstances reconsider the merits of the grievance. The University Council's action is limited to (1) overturning the decision of the College when there has been substantial failure to follow applicable procedures specifying grounds, (2) affirming the decision of the College specifying grounds or (3) remanding the grievance for further consideration specifying grounds. The decision of the University Council will be conveyed to the Senior Representative Body of the appropriate College and the Faculty member involved by the Provost. If the grievance is remanded, the Senior Representative Body shall initiate a review within thirty (30) days.

(10) The University Council shall have the authority to disapprove actions of the Senior Representative Body of the Faculty of each College when they are inconsistent with the University Rules for Governance as described in Article II, Section 4(a) and Article VI, Section 2.

ARTICLE III

STUDENT AFFAIRS

Section 1. Students

(a) This Article and Article IV and their Sections apply to all Rush University students of all Colleges

(b) There shall be two categories of students in Rush University: those enrolled and registered for Rush degrees (Regular Students) and those enrolled for studies which do not lead to a degree (Students at large).

(c) Only Regular Students have the right to vote in student affairs. Only students in good standing are eligible to hold office, serve on committees, or otherwise vote in plenary affairs of the students or faculties.

(d) The process for determining academic status and grounds for dismissal shall be made known in writing to the students. Each College shall establish an appeal mechanism for student-related grievances. The determination of the status of a student in a College shall be made by the Dean of the College with the advice of the appropriate committee within each College.

(e) A degree candidate who holds a Faculty appointment shall participate in academic matters as a Faculty member and not as a student. Without a Faculty appointment, the student is either a Regular or Student at large, depending upon the student's registration.

Section 2. Student Representation

(a) Student representative government may be organized for the student body of each College. Such a representative body shall be organized in a manner so as to provide appropriate representation for all students in that student body.

(b) The members of such a student representative body shall serve as the designated representatives for the students in matters between the student bodies, faculties and administrative officers of the College and University.

(c) A Rush University Student Representative Council may be organized and, if so, should be constituted equally from among the students of each College. If a College has an established student representative body, its delegates to such a council shall be the Chairperson and members of the body. If no such student representative body exists, delegates to such a council shall be selected by a student body in such a manner as to provide appropriate representation for all students in that student body. A council shall elect its own Chairperson annually.

(d) The members of a Rush University Student Representative Council shall serve as the designated representatives for all students in matters among student bodies, faculties and administrative officers of the University.

ARTICLE IV

PRIVILEGES AND RESPONSIBILITIES OF THE FACULTY AND STUDENTS

Section 1. Privileges and Responsibilities

(a) It is the policy of the University to maintain and encourage full freedom within the law for inquiry, discourse, teaching, research and publication, and to protect the Faculty and students against influences that would restrict the exercise of these freedoms.

(b) Faculty and students of the University who express public opinions on public issues must clearly represent themselves and not the University in whole or in part, unless that opinion has been authorized by the President or the Provost.

(c) Although the administrative processes and activities of the University cannot be regarded as ends in themselves, such functions are vital to the orderly pursuit of the work of all members of the University community. Willful and persistent interference with members of the University community in the performance of their normal duties and activities must be regarded as unacceptable obstruction of the essential processes of the University.

ARTICLE V

CREATION OR DISSOLUTION OF COLLEGES

Section 1. Proposal and Approvals Needed for Creation or Dissolution

The creation or dissolution of a College may be proposed by a Senior Representative Body of Faculty, by the University Council, by the President, by the Provost, or by the Rush University Board of Overseers and the Board of Trustees. The proposal to create or dissolve a College shall be submitted for discussion and recommendation to the Senior Representative Body, if existent, of that Faculty at a regular or specially called meeting, the conclusions of which shall be transmitted to the University Council for discussion and recommendation. The recommendations shall be submitted to the Provost who shall submit the proposal to the President. The President shall then submit the proposal, together with recommendations, to the Rush University Board of Overseers and the Board of Trustees for action. See also Article II, Section 2(i)(17).

ARTICLE VI

AMENDMENTS

Section 1. Amendment Procedures

(a) A proposal for amendment of these Rules for Governance may be initiated by any of the following: a petition signed by at least twenty (20) members of any Faculty and/or students, by the President, by the Provost, by any College Dean, or by a majority of the members of the Senior Representative Body of a College Faculty. All such proposals shall include a written, reasoned argument for the proposed change. The proposal for amendment shall be submitted by the initiating parties to the University Council, which shall approve, disapprove stating the reason for disapproval, or return the proposal to the initiators with recommendations for further review and resubmission. Those who initiate the proposal shall be informed of the action of the University Council.

(b) Amendments approved by the University Council shall be submitted to a vote of the Faculty by a secret ballot at any regularly or specially called Faculty meeting or anonymous ballot using available, current technology. Each amendment must be approved by a simple majority of one Rush Faculty voting in such an election.

(c) The University Council shall transmit the Faculty-approved amendment to the President, the Board of Overseers and the Board of Trustees for final approval.

Section 2. College Policies and Procedures

(a) Each College should develop mechanisms for amending its own policies and procedures.

(b) Proposed policies and procedures, and amendments (‘proposals”) approved by the Senior Representative Body of the College which shall submit the proposals to a vote of the Faculty of the College by anonymous ballot. Each proposal must be approved by a majority of those voting. Thereafter the proposal shall be transmitted with recommendations to the University Council, the Provost, the President, the Board of Overseers and the Board of Trustees for final approval.