1 BYLAWS OF THE FACULTY
2 School of Music
3 College of the Arts
4 Georgia State University

**MISSION STATEMENT:** The mission of the Georgia State University School of Music is to preserve, promote, and advance humanity's rich and expanding tradition of artistic music-making through performance, composition, education, and research in accordance with the urban and global initiatives of the University.

### **ARTICLE I. PURPOSES**

#### Section 1.

These Bylaws constitute the rules for the shared governance and responsibility of the faculty of the School of Music of Georgia State University as provided in the Statutes of Georgia State University. They are intended to enable the faculty of the School of Music to implement the authority granted to it by Article X of the Statutes of Georgia State University. These Bylaws supplement and are subject to the Bylaws of the College of the Arts, the Statutes of Georgia State University and the Bylaws and Policies of the Regents of the University System of Georgia. Thus, these Bylaws must be read in light of these basic governing documents of the University.

## **ARTICLE II. MEMBERSHIP**

## Section 1.

The voting members of the faculty of the School of Music shall consist of all faculty in the School holding the rank of professor, associate professor, assistant professor, senior lecturer, lecturer, academic professional, or instructor. Emeriti, visiting, adjunct, and part-time faculty are not included in the voting membership.

#### ARTICLE III. AUTHORITY AND POWERS OF THE FACULTY

## Section 1.

Subject to the Bylaws and Policies of the Board of Regents and to the policies of the University Senate on all matters affecting general university policy, subject to minimum requirements as may be established for the University, and subject to minimum requirements and such policies as may be established for the College of the Arts, the College of Education and Human Development (as applicable), the voting faculty of the School of Music shall have the authority and duty to determine the entrance requirements for its own students; to prescribe and define courses of study for them; to set requirements for degrees, diplomas, and certificates; to enact and enforce rules for the guidance and government of its students; and in general, to exercise jurisdiction over all educational matters within the School.

 The faculty shall also have the power to set up rules governing its procedure and to adopt and amend its own Bylaws, which shall become effective upon the approval of the Dean of the College of the Arts.

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## **ARTICLE IV: ADMINISTRATIVE OFFICERS**

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## Section 1.

The School of Music shall be headed by the Director of the School.

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#### Section 2.

The Director shall appoint a Director of Recruitment, an Undergraduate Director and a Graduate Director for the School, subject to the approval of the Dean of the College of the Arts. Pursuant to the Guidelines for Administrative Stipends from the College of the Arts. Administrative positions serve at the pleasure of the Director. Administrative positions receive stipends that are normally paid retroactively following the year of administrative service and during the summer payroll. On initial appointment and then by May 1 in subsequent years, the Director will provide each administrator receiving a stipend with a memorandum in which a description of the duties associated with that position is provided, along with the dates of the service (usually July 1 to June 30) and the amount of the stipend. While it is understood that 10month faculty who are receiving administrative stipends are not required to be in the office every day, it is expected that they will respond to emails related to their administrative function on a regular basis. This includes the summer, when, ideally, these faculty will respond to emails within 48 business hours — time away for vacation or during other times that have been worked out with the Director notwithstanding. Faculty with administrative stipends who vacate their positions before serving a full year — by either their own decision or that of their Director — will have their administrative stipends pro-rated so that they are paid only for the period of

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### Section 3.

service.

Duties of Graduate Director are included in Appendix I of these bylaws. Duties of the Undergraduate Director are included in Appendix II of these bylaws. Duties of the Director of Recruitment are included in Appendix III of these bylaws.

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### **ARTICLE V. FACULTY MEETINGS**

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## Section 1.

The faculty of the School of Music shall hold at least one (1) meeting each long semester of the academic year. At least seven (7) days prior to any meeting of the faculty, except in emergencies, the Director shall notify the faculty of the time and place of such meetings and shall, at least two (2) days prior to any such meeting, supply a working agenda listing all matters that the Director expects to be presented or considered.

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## Section 2.

The presiding officer of faculty meetings shall be the Director or the Director's designated representative.

#### Section 3.

A majority of the voting members of the faculty shall constitute a quorum, which is a requirement for all action items requiring a vote. Only full-time faculty members are eligible to vote.

## Section 4.

Except as otherwise indicated in these Bylaws, all meetings and related activity shall be conducted according to the most recent edition of *Robert's Rules of Order*. Any voting member of any committee or of the full faculty may request a written ballot vote process at any time.

## Section 5.

The regular operations of the School of Music shall follow a committee review procedure. All matters of substance shall be submitted for committee study, recommendation, and/or action prior to definitive action by the School. Except where stated otherwise, proposals shall move from the standing committees to the Executive Committee, and if approved, to the full faculty for a vote. The voting faculty, by a simple majority, may vote to suspend committee review of a specific matter and act as a committee of the whole.

## **ARTICLE VI. STANDING COMMITTEES**

## **Section 1. General Considerations**

The School shall have the following standing committees: Executive Committee; Promotion and Tenure Committee; Graduate Committee; Academic Affairs Committee; Public Performances Committee; Public Relations and Recruitment Committee; Scholarship Committee; Facilities and Technology Committee; and the Diversity, Equity, and Inclusion (DEI) Committee. With the exceptions of the Executive Committee, Promotion and Tenure Committee, and Graduate Committee, all committees have memberships appointed by the Director. The Director of the School is an ex officio member of all Standing Committees except the Promotion and Tenure Committee.

With the exception of the Promotion and Tenure Committee, meetings of standing committees shall be open to all members of the faculty and staff, except when a committee deems it necessary to hold an executive session.

All standing committees must have at least one open session each long semester.

Pre-tenure faculty should be appointed to no more than two School of Music standing committees within an academic year and may be elected to serve as chair of a School of Music standing committee after their second year as tenure-track faculty.

### **Section 2. Executive Committee**

- (a) The School shall have an Executive Committee comprised of the Director, Undergraduate Director, Director of Recruitment, Graduate Director, and seven (7) additional members. Six (6) of these members will be area specific: two (2) from Performance Studies (Instrumental, Voice, Keyboard, and Jazz Areas), and one (1) each from Conducting and Ensembles; Music Education; Music Composition/Technology/Management; and Foundation Studies. The remaining member will be elected at-large. Members shall serve staggered two-year terms. Members of the Executive Committee must be full-time tenured or tenure-track faculty or full-time Senior Lecturers/Principal Senior Lecturers. The faculty representatives on the Executive Committee shall be nominated from the floor and elected by the faculty at a faculty meeting in the spring semester. Unexpected faculty vacancies on the Executive Committee shall be filled by election at the next faculty meeting following the occurrence of the vacancy. The representative elected to fill a vacancy shall serve until the end of the unexpired term.
- (b) The Executive Committee shall meet at least once each long semester (Fall and Spring) of the academic year at the call of the Director. The Director or the Director's designated representative shall preside over all meetings of the committee.
- 148 (c) The duties of the Executive Committee shall be to advise and consult with the Director in School governance including the following matters:
  - (1) goals in instruction, research, and service;
  - (2) policies and procedures;
- 153 (3) work loads;

- 154 (4) annual budget;
  - (5) merit raises for faculty;
  - (6) summer research funding for faculty;
  - (7) recruitment of faculty;
    - (8) allocation of space and equipment; and
    - (9) committee structure in the School and procedures for selecting members of committees.
    - (d) The Executive Committee shall act as the Bylaws Committee. In such capacity, it will receive from the faculty proposals for changes or amendments to the Bylaws, to consider such proposals, and to make its recommendations to the faculty.

# **Section 3. Promotion and Tenure Committee**

- (a) The Promotion and Tenure Committee will consist of the tenured members of the faculty, with the exception of the Director; representatives on the College of the Arts Promotion and Tenure Committees or the University Promotion and Tenure advisory Committee do not participate in evaluation of candidates at the School level. Reviews of lecturers applying for senior lecturer status will be conducted according to guidelines set by the College.
- (b) A committee member who has a conflict of interest must recuse her or himself from allcommittee deliberations and voting concerning that particular candidate. Recusal means

not being present at or participating in the discussion or the vote concerning a candidate. A conflict of interest includes but is not limited to having a close personal relationship (for example, spouse, domestic partner, or parent) with the candidate.

(c) A committee member who has applied for promotion may not participate in committee deliberations and voting concerning his/her own application.

(d) A committee member who is serving on the college Promotion and Tenure committee may not participate in committee deliberations and voting at the School level.

(e) The Promotion and Tenure Committee will elect a chair in the Spring semester for the following academic year.

(f) The Promotion and Tenure Committee will meet at least once in the Fall Semester and will conduct its required duties as described in the Georgia State University Promotion and Tenure Guidelines, College of the Arts Promotion and Tenure Guidelines, and the School of Music Promotion and Tenure Guidelines.

(g) The Committee may create subcommittees to handle specific tasks, as desired.

# **Section 4. Graduate Faculty and Graduate Committee**

have a graduate faculty composed of the Director of the School and those members of the School who satisfy the criteria for graduate faculty membership and who have been appointed by the dean to the graduate faculty. Graduate faculty members will belong to either the Graduate Research Faculty or the Graduate Professional Faculty, as described in the College of the Arts Graduate Faculty Policy.

(a) In accordance with Article XI, Section 2 of the College of the Arts Bylaws, the School shall

(b) The Graduate Committee shall propose criteria for School graduate faculty membership; only members of the graduate faculty of the School may hold membership on the committee; The Graduate Director shall serve as ex officio member and Chair of the Committee, the Graduate Committee shall be comprised of two (2) members from Performance Studies and one (1) member each from the following: Conducting and Ensembles; Music Education; Music Technology and Management; and Foundation Studies. Faculty will be appointed to this committee by the Director in consultation with the Graduate Director.

(c) The powers and functions of the Graduate Committee shall be to advise the School of Music Graduate Director on all matters related to graduate enrollment and study, including curriculum revisions.

(d) The School Graduate Committee also shall propose a procedure for a periodic review of the criteria for School graduate faculty membership.

(e) the proposed criteria and review procedure must be approved by the Dean.

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(f) Each year in the spring semester the School Graduate Committee shall meet to review the credentials of all faculty members in the School eligible for graduate faculty membership in the School (except those requesting that they not be considered), and it shall make recommendations to the Director for graduate faculty appointments and renewals, in accordance with the College of the Arts Graduate Faculty Policy.

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## **Section 5. Academic Affairs Committee**

(a) The Academic Affairs Committee shall be composed of at least seven (7) faculty members. The Undergraduate Director shall be an ex-officio member and chair of the Committee; the Director may appoint staff members to the Committee as non-voting members.

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(b) The Committee shall meet at least once each long semester (Fall and Spring) of the academic year.

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(c) The powers and functions of the Committee shall be to receive, discuss, and refine proposals regarding changes, deletions, and/or additions to academic catalogs and curriculum (including course descriptions and programs of study); to receive student academic petitions and recommend action to the Director's Office; and to provide broad oversight of the academic programs of the School of Music.

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(d) The Academic Affairs Committee may create subcommittees to handle specific tasks, as desired.

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# **Section 6. Public Performances Committee**

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(a) The Public Performances Committee shall be composed of at least seven (7) faculty members appointed by the Director of the School. The Director may appoint staff members to the Committee as non-voting members. The Committee shall elect a chair at its first Fall Semester meeting.

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(b) The Committee shall meet at least once each long semester (Fall and Spring) of the academic year. The powers and functions of the Committee shall be to provide oversight and management, and to set policy regarding all School of Music performances that are open to the public. The committee may enact policies that enable the function of these performances. Policy changes that involve alterations to financial structures (fees, etc.), broad scheduling concerns (concert times, recital times), or longstanding traditions (i.e. recital receptions, printed programs, etc.) will require formal proposals to the Executive Committee which will proceed accordingly to the full faculty for a vote.

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(c) The Committee may create subcommittees to handle specific tasks, as desired.

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#### Section 7. Public Relations and Recruitment Committee

- (a) The Public Relations and Recruitment Committee shall be composed of at least five (5)
   faculty members appointed by the Director. The Director of Recruitment, shall be an ex officio member and serve as Chair of the Committee; the Director may appoint staff
   members to the Committee as non-voting members.
  - (b) The Committee shall meet at least once each long semester (Fall and Spring) of the academic year.
  - (c) The powers and functions of the Committee shall be to provide oversight and management, and to set policy regarding all School of Music public relations efforts; and to provide oversight and guidance regarding all School of Music recruitment efforts.
  - (d) The Committee may create subcommittees to handle specific tasks, as desired.

## **Section 8. Facilities and Technology Committee**

- (a) Facilities and Technology Committee shall be composed of at least five (5) faculty members appointed by the Director of the School. The Director may appoint staff members to the Committee as non-voting members. The Committee shall elect a chair at its first Fall Semester meeting.
- (b) The Committee shall meet at least once each long semester (Fall and Spring) of the academic year.
- (c) The powers and functions of the Committee shall be: to provide oversight and management, and to recommend policy regarding all School of Music facilities and the technology therein; to gather, oversee processes, and manage the submission of proposals related to internal and external funding opportunities that address School of Music facilities, the technology therein, and contemplated related expenditures. Recommendations for policy must be submitted to the Director for determination of how to proceed toward implementation.
- (d) The Committee may create subcommittees to handle specific tasks, as desired.

### Section 9. The Scholarship Committee

- (a) The Scholarship Committee shall be composed of at least (5) faculty members broadly representative of the school's areas. A Scholarship Coordinator appointed by the Director shall serve as an ex officio member and Chair of the Committee; the Director may appoint staff members, particularly those involved with finance, to the Committee as non-voting members.
- (b) The Committee shall meet at least once each long semester (Fall and Spring) of the academic year.

- (c) The powers and functions of the Committee shall be to oversee the management of the School of Music's endowed and non-endowed scholarship funds, in consultation with the Director and business manager; to oversee the awarding of all scholarships and undergraduate assistantships designated for School of Music oversight; and to oversee the awarding and management of University Assistantships in collaboration with the Honors College.
- (d) The Committee may create subcommittees to handle specific tasks, as desired.

# Section 10. The Diversity, Equity, and Inclusion (DEI) Committee

- (a) The purpose of the committee is to foster and maintain educational, professional, and social interaction between faculty, staff, alumni, and students that is respectful of differing opinions for the purpose of seeking understanding and resolution in the areas of diversity, equity, and inclusion.
- (b) The committee shall consist of a cross-section of faculty and staff representation, two (2) student representatives, and two (2) alumni representatives. Faculty and staff will be appointed by the Director who will select members based on volunteers interested in these initiatives and/or based on the need of a representative cross-section of faculty and staff. The committee will be a minimum of 12 members with no maximum limit.
- (c) The duties and functions of the committee shall be to review, advise and advance more equitable representation among underrepresented groups based on ethnicity/race, gender, culture, nationality, and identity orientation among other attributes. The committee will establish S.M.A.R.T. Goals (Specific, Measurable, Attainable, Relevant, Time-based) for implementation throughout the School of Music as recommended by subcommittees established to address needs including, but not limited to: Curriculum Inclusivity, Diverse Repertoire, Ethnic Ensembles, Breaking the Racial Silence (through readings; speakers; films; workshops, performances, etc.), and Student/Alumni.

## **ARTICLE VII: AD HOC COMMITTEES**

## Section 1. The Director may create ad hoc committees as needed.

## **Section 2. Faculty Search Committees**

- (a) Faculty Search Committees (for full-time positions) will be comprised of at least five (5) full-time (non-visiting) faculty members, appointed by the Director. A non-voting student appointed by the Director will also be included on the Committee. A committee may have more than five members, should other faculty members (full or part-time) or staff be interested in serving; the Director will make the final determination. Where possible, search committees should have an odd number of members.
- (b) The Search Committee Chair will be appointed by the Director. The Search Committee Chair will develop and distribute interview schedules that permit ample opportunity for faculty to

- hear candidates and offer feedback. Campus interview schedules will be distributed to the full faculty by the search committee chair no later than two days prior to the arrival of candidates on campus.
- 352 (c) All members of the committee will familiarize themselves with the University's Recruiting and Hiring Manual for Faculty (https://faculty.gsu.edu/for-staff/hiring/)
  - (d) At the conclusion of the search process, the Search Committee will hold an open meeting at which the faculty can ask questions and offer comments about the search and/or candidates.
  - (e) Following the open meeting and taking all perspectives into consideration, the Search Committee will make its formal recommendation to the Director. The written recommendation shall state the decision, summarize its rationale, and account for any dissenting votes on the Search Committee.

## **ARTICLE IX. REVISIONS AND AMENDMENTS 308**

Section 1.

 These Bylaws may be revised or amended in the following manner:

- (a) A faculty member may propose revisions or amendments at any faculty meeting, but the proposed revisions or amendments shall be referred without debate to the Executive Committee for its consideration and recommendation. A faculty member may also send revisions or amendments in writing with a letter of transmittal to the Director for the Executive Committee's consideration and recommendation;
- (b) after holding open hearings, the Executive Committee shall submit its recommendations, along with the proposed revisions or amendments, to the faculty at its next regular meeting;
- (c) all proposals for revision/amendment and all recommendations on proposed revisions or amendments received from other sources shall be submitted by the Executive Committee, through the Director, to the faculty at least ten (10) days prior to the regular faculty meeting; and
- (d) all proposed revisions or amendments submitted to the voting faculty shall become a part of the bylaws upon being approved by three-fourths (3/4) of the voting faculty present in a meeting where consideration of revisions or amendments is a part of the order of business.

Approved: August 21, 2020

Approved with Revisions: May 4, 2021

### APPENDIX I: GRADUATE DIRECTOR DUTIES

Manage, apply for and direct curriculum updates and changes and direct catalog changes.

392 393 Oversee the graduate programs, work with faculty and graduate committee to develop new 394 courses, potential programs, and strengthen School of Music graduate curriculum in current 395 programs and annually oversee advisement of all graduate students on registration and 396 graduation requirements. 397 398 Manage course listings/scheduling of all graduate courses with the Administrative Coordinator 399 to the Director to facilitate program requirements and graduation of students. 400 401 Approve and manage all course substitutions, Directed Readings (6999s), Internships, and 402 Thesis projects. 403 404 Update and revise Graduate Student Handbook, website content (Department, College, 405 University), and audition requirements in consultation with faculty. 406 407 Audits of all graduating students (October, November, March, April). In consultation with the 408 College, review all Incompletes, insufficient grades, course substitutions, completion of thesis, 409 and comprehensive exams. 410 411 Correspondence with and recruitment of all prospective students. Provide information on 412 application requirements, TOEFL/IELTS and the international office, transcripts, audition 413 process, and funding availability. 414 415 Delegation and official awarding of all Graduate Assistantship Awards and Out of State Tuition 416 Waivers (OOSTW) in consultation with the Director. 417 418 Oversee the fulfillment of duties by Graduate Assistants. Work in conjunction with 419 Administrative graduate staff, business manager, and College of the Arts regarding all Graduate 420 Assistant stipend payments and tuition waivers. 421 422 Work in conjunction with School of Music administrative graduate staff and College of the Arts 423 (COTA) regarding HR Paperwork, Tuition Waivers, compliance issues (credit hours) for OOSTW 424 and Graduate Assistants (GA). 425 426 Work with PR to create graduate assistantship flyer and advertisement of programs. 427 428 Coordinate the review of all graduate applications, transcripts, audition results, and compile 429 data for the Graduate Committee to assess in application review. Enter all acceptance/denial 430 decisions with the college via Slate. [or the application portal in use at the time] 431 432 Manage and process all transfer credits from other institutions. 433 434 Manage all CPTS and OPTS (international students working off campus) with the International 435 Office and coordinate coinciding Directed Readings Course.

436 437 Track Compliance with Title IX and FERPA regulations – training for our piano GAs and general 438 info to our regular Gas 439 440 Manage all petitions – deviations from catalog, graduation petitions. 441 Create and enter SLOAP reports for the mandatory university assessment reporting and work 442 with the Academic Affairs committee in collecting and assessing data regarding graduate 443 programs. 444 445 Attend COTA Commencement Ceremony (December and May). 446 447 Assist with Orientation and Audition Days. 448 449 General communication with all current and prospective graduate students regarding our 450 programs and requirements. Serve as a liaison between graduate students and faculty as well 451 as graduate students and the College regarding all academic issues, petitions, concerns. 452 453 Committee work: Ex Officio member and Chair, SoM Graduate Studies Committee; member, 454 SoM and COTA Academic Affairs Committees; member, College Graduate Council Committee; 455 Ex Officio member, SoM Executive Committee. 456 457 Other duties and student needs as they arise or as assigned by the Director. 458 459 **APPENDIX II: UNDERGRADUATE DIRECTOR DUTIES** 460 Correct and update the course schedule prior to publication. Work with the Administrative 461 Coordinator to the Director and the Office of Academic Assistance (OAA) to ensure that: 462 new classes are added; courses are scheduled with enough seats to address unmet demand or 463 lack of demand in close consultation with the Associate Dean of the College of the Arts; courses 464 are scheduled at times that best correspond with the majority of SoM student schedules; 465 prerequisites and other associated requirements for all courses are correct. 466 467 Serve as a liaison with the University Advisement Center (UAC) and the OAA. Respond to 468 questions concerning degree requirements and exceptions or deviations on a student-by-469 student basis. Also ensure that placement tests and auditions administered at the beginning of 470 a semester are scheduled and details communicated to students via advisors. 471

Facilitate review of transfer credits and AP credits as provided by SoM Area Coordinators for new transfer students.

Assist individual students in resolving registration issues and navigating degree requirements

particular to their respective situations. Also help students through the approval process for

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exceptions and deviations.

Assist students with concerns or appeals regarding the behavior and interactions of faculty or other students. Assist faculty with concerns or appeals regarding students and/or other faculty that impact students and with proposals for changes to degree requirements and proposals for new courses.

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Ex Officio member of the SoM Academic Affairs committee. Communicate all decisions made by that committee to appropriate advising offices, especially regarding individual students' appeals for degree requirements deviations and exceptions, and changes to degree requirements or department policies. Ex Officio member of the COTA Academic Affairs committee. Ex Officio member of the SoM executive Committee.

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Complete required analysis and reporting for annual assessment and accreditation compliance.

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Other duties and student needs as they arise or as assigned by the Director.

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### **APPENDIX III: DIRECTOR OF RECRUITMENT DUTIES**

Implement School of Music Recruitment Plan in consultation with Director, Large Ensemble Directors, and Applied Area Coordinators.

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Plan and Oversee Audition Days (working closely with the Administrative Specialist-Academic). Lead Up: Run weekly Audition Day Committee meetings beginning in October. Membership on this committee will be determined by the Director of recruitment in consultation with the Director of the School of Music. Day of Event: Run student volunteer meeting and run opening auditionee/parent meeting, Follow Up: Approve results.

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Plan and Implement School of Music Recruitment "Open House" and School of Music New Student Orientation Program.

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- Serve as Metropolitan Youth Symphony Orchestras of Atlanta (MYSO) Liaison
- Negotiate terms of each year's Special Use Agreement.
- Number of and rate of pay for sectional opportunities for SOM faculty and students
- 510 Number of recruitment opportunities for SOM faculty
- Number of guest artist appearances (guest conductor, soloist, etc..) for SOM faculty
- 512 Terms and conditions of MYSO Graduate Assistant
- 513 Long-term planning of MYSO as it relates to creating stronger bonds between MYSO and GSU
- Oversee faculty involvement as encouraged to relevant faculty by the Director
- 515 Oversee and monitor MYSO Graduate Assistant
- 516 Book special MYSO parking arrangement and maintain relationship with parking services
- 517 Oversee booking of ALC for rehearsals
- 518 Responsible for day-of emergencies 458

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520 Program Director for Dual Degree Master of Music Program with National Chiayi University.

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Approve audition results and track acceptance trends.

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524	Ex Officio member and Chair: SoM Public Relations and Recruitment Committee; Ex Officio
525	member, SoM Executive Committee.
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527	Coordinator for Special Talent Waivers, Undergraduate Out-of-State Waivers, and School of
528	Music FERPA Representative.
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530	Other duties and student needs as they arise or as assigned by the Director.