Faculty Bylaws

of the

Elson S. Floyd
College of Medicine
Preamble to the Bylaws

We, the faculty, believe that the mission of the Elson S. Floyd College of Medicine (ESFCOM) at Washington State University is to graduate exceptional physicians who will be leaders in providing care to the residents of Washington State, especially in rural and urban underserved areas, by providing a personalized medical education learning experience and a post graduate professional support network that lasts a lifetime.

Toward that end, the Elson S. Floyd College of Medicine strives to instill in every graduating ESFCOM medical student the incumbent medical and scientific knowledge, skills, attitudes and values that the field of medicine and society expect of a physician.

In addition to educating future physicians, the ESFCOM will partner with other colleges at WSU in becoming a world-class center of excellence in basic, applied and translational biomedical research and health care delivery. It will train a workforce of innovative and entrepreneurially minded biomedical scientists dedicated to promoting economic growth throughout the state.

GOALS

The Elson S. Floyd College of Medicine at Washington State University will:

Be informed by the communities we serve to enhance our education, research, and clinical missions.

Increase the supply of primary care physicians to serve in Washington State’s workforce.

Attract students interested in rural practice, and treating underserved and vulnerable populations.

Develop bridge and pathway/pipeline programs that increase access to medicine as a profession for residents of all communities in our state.

Advance and apply the practical knowledge and scholarship of our faculty and students through the conduct and dissemination of innovative basic, translational, clinical, and community-based research.

Develop a curriculum that is personalized to the student, aligned with future healthcare needs including the promotion of wellness and preventive healthcare, and taught in an interprofessional learning environment.

Foster interdisciplinary learning across the health science disciplines and clinical training sites in innovative and transformational ways.

Create and sustain a university community that is committed to, and values, diversity, inclusion and equity.
Be recognized for excellence, innovation, and efficiency in medical education.

Operate in a fiscally responsible manner, exhibiting exemplary stewardship of the resources provided by students, the university, state, and other external funding sources.

PURPOSE of BYLAWS

The purpose of the bylaws of the Elson S Floyd College of Medicine is to provide operating procedures within university policy, while recognizing the uniqueness of the College of Medicine. The operating procedures described below provide a process and ensure a forum for faculty participation in the leadership of the College of Medicine.
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ARTICLE I
THE PROFESSORIATE

Section A. The Faculty

1. The Faculty shall consist of all persons holding rank of Full, Associate, or Assistant Professor on any of the faculty tracks (tenure-track, clinical track, or research track, as defined in the WSU Faculty Manual, Sections III E and V C), or the rank of Instructor, within the ESFCOM, as well as those with the title of Emeritus.

Section B. Academic Titles with Faculty Status

1. The Faculty consists of all full-time and part-time Professors, Associate Professors, Assistant Professors, on all three faculty tracks, including those serving as preceptors, clerkship directors, clerkship faculty, and instructors, and other members of the academic and administrative staff as the faculty itself shall determine. Persons appointed to a faculty position must possess appropriate academic degrees, typically terminal degrees, or be otherwise appropriately credentialed, demonstrate achievements within their disciplines, demonstrate the capability and continued commitment to be effective teachers, and have a commitment to continuing scholarly activity.

Section C. Jurisdiction and Voting

1. The faculty constitutes the basic legislative body of the college, subject to the Faculty Manual of the University and the regulations of the Washington State University Board of Regents, state law, and accreditation requirements, and therefore has jurisdiction in all educational and academic matters within the purview of the College of Medicine, including oversight of its curriculum, and its admission and graduation standards. The voting members of the faculty includes those persons with primary, or joint (paid), academic appointments within the College of Medicine and who hold the rank of Professor, Associate Professor, Assistant Professor, or Instructor, on all three faculty tracks, in one of the departments and may be tenured, tenure-track, or non-tenure-track. Faculty members with affiliate appointments in the ESFCOM are not voting members of the ESFCOM faculty.

2. Adjunct faculty, faculty with visiting appointments, research associates, postdoctoral fellows, and instructional personnel working for graduate degrees at WSU are non-voting members of the college.
3. All faculty members have academic input through their department chair, regional medical school campus dean, and education director.

Section D. Appointment, Promotion, and Tenure of the Faculty

1. General requirements for all academic ranks are described in the ESFCOM Faculty Manual with any additional requirements, not to supersede college level requirements, being delineated by each department.


All appointments shall specify clearly the conditions and responsibilities of the faculty member, and shall be given in writing to the appointee in the form of an appointment letter. All promotions and new appointments shall become effective as specified in the ESFCOM Faculty Bylaws (Article III, Section A, Faculty Appointment, Promotion and Tenure Committee).

The appointment process must involve the faculty member, the department chair, and the Dean, and it must comply with university policies and procedures. Upon appointment, faculty members are informed by their department chair or immediate supervisor of college policies on assignment of responsibilities, evaluation, renewal of appointment, promotion and/or granting of tenure, and dismissal, as stated in the Faculty Manual.

Members of the ESFCOM Faculty shall have their primary appointment in only one academic department within the College. This does not preclude, however, a member of the Faculty having a secondary appointment in another ESFCOM department or in another college or department at WSU when such a dual appointment will serve to enhance the educational or research programs in the second department. When such an appointment is made, the academic rank conferred by each of the departments will be the same.

If a tenured member of the ESFCOM Faculty holds an administrative position for which an administrative stipend is a supplement to the faculty salary, tenure shall extend only to the portion of the salary provided as a member of the Faculty. Administrative positions are contracted for a fixed period of time and tenure does not apply to administrative portion.

3. Procedures

Appointment or promotion to the rank of Professor, Associate Professor, Assistant Professor or Instructor, in any faculty track, shall be initiated by the appropriate department chair by submission of a recommendation, with documentation, to the Dean.

The Dean may transmit all such materials to the Faculty Appointment,
Promotions, and Tenure Committee for its consideration and written report. An appointment or promotion supported by the Faculty Appointment, Promotions, and Tenure Committee, and concurred with by the College Executive Cabinet, will be submitted for approval per the process outlined in the WSU Faculty Manual and the Provost's Guidelines for Tenure and Promotion.
ARTICLE II
THE FACULTY COUNCIL

Section A. Purpose

1. The College of Medicine faculty comprise the Faculty Council. The Faculty Council meets in regular session at least twice each year in fall and spring, at the call of the Chair of the Faculty Council.

2. The Faculty Council shall serve the ESFCOM Faculty, Student Body, and Administration as a forum for discussion, a source of opinion, and a treasury of information in relation to academic and related affairs of ESFCOM.

3. The Faculty Council, through its standing committees (see Article III), serves the College of Medicine by:
   a. establishing admission criteria for ESFCOM students,
   b. establishing evaluation and promotion policy for ESFCOM students,
   c. approving appointment and promotion policies for ESFCOM faculty,
   d. establishing and evaluating the ESFCOM curricula,
   e. encouraging, stimulating, and assisting ESFCOM faculty research efforts,
   f. approving ESFCOM candidates for degrees,
   g. recommending compositions of ESFCOM committees,
   h. considering and advising the Dean on other matters for the good and welfare of ESFCOM, and
   i. establishing a culture of concern, diversity, inclusion, and excellence worthy to be emulated by the student body.

Section B. Membership

1. All faculty shall be members of the Faculty Council.

2. Voting members shall consist of faculty with primary academic appointments within the College of Medicine, and holding appointments outlined in Article I, Section C of the Bylaws.
Section C. Faculty Council Executive Committee

1. The Executive Committee of the Faculty Council consists of two voting faculty members from each academic department in the College, and one member at large.

2. Members: Members of the Faculty Council Executive Committee are elected by the voting members of the faculty in their respective departments and serve for two-year renewable terms beginning with the July meeting of the Faculty Council Executive Committee. The entire Faculty Council elects the member at large.

3. Election of the Faculty Council Executive Committee members is staggered so that members from the same department are elected on alternate years.

4. Chair: The Faculty Council Executive Committee elects a chair annually from among its members. The Chair of the Faculty Council Executive Committee also serves as the Chair of the Faculty Council.

5. Secretary: The Faculty Council Executive Committee elects a Secretary annually from among its members. The Secretary of the Faculty Council Executive Committee also serves as the Secretary of the Faculty Council.

6. The Chair of the Faculty Council Executive Committee acts as a liaison between the Council and the college administration.

7. To facilitate communication between the administration and the faculty, the Chair of the Council is a voting member of the College Executive Cabinet to which the Chair of the Council may present issues of concern to the faculty.

8. The Chair of the Faculty Council also reports on actions of the College Executive Cabinet to the Faculty Council.

9. Meetings of the Faculty Council Executive Committee: The Faculty Council Executive Committee meets at least monthly to discuss issues of concern to the faculty, and to develop recommendations to be forwarded to the college administration on behalf of the faculty. Decisions of the Faculty Council Executive Committee are made by majority vote.

10. Only members of the Faculty Council who have attained the rank of Assistant Professor or higher, on any faculty track, and have been a faculty member more than one year shall be eligible to be elected to or to hold office in the Faculty Council Executive Committee.

11. Election of officers shall be held during the May meeting of the Faculty Council Executive Committee; the term of office shall commence the following July first.
Section D. Meetings

1. The College of Medicine faculty meets in regular sessions at least twice each year in fall and spring, at the call of the Chair of the Faculty Council.

2. Special sessions are held at the call of the Dean, either on his/her own initiative or at the written request of faculty members, to the Faculty Council. After review of a written request, the Faculty Council makes a recommendation to the Dean for a meeting.

3. The Chair of the Faculty Council serves as the presiding officer. In the absence of the Chair of the Faculty Council, a member of the Faculty Council Executive Committee, designated by the Chair, presides.

4. The voting members of the faculty in attendance at any regular or specially called meeting, including faculty from all clinical campuses attending in person or via videoconference or other electronic means, shall constitute a quorum. Decisions of the Faculty Council are established by majority vote (50% + 1) of the members in attendance at the meeting.

5. Regular meetings of the Faculty Council are scheduled 3 months in advance to accommodate faculty schedules. Special session meetings of the Faculty council are scheduled a minimum of 2 weeks in advance. The agenda for any Faculty Council meeting is published 1 week in advance of the meeting.

6. Order of Business: The agenda for the meeting is developed by the Chair of the Faculty Council or designate, in consultation with the Dean, based on solicited input from the faculty. Items may be added to the agenda of any meeting under New Business by a majority vote of voting members present.

7. The minutes of meetings are recorded and distributed to all college faculty and staff.

Section E. Ad hoc Committees

1. The Chair of the Faculty Council may, with the consent of the Faculty Council, determined by a majority vote at a council meeting, or the written consent of the Faculty Executive Committee, appoint ad hoc committees to assist in his/her duties.
Section F. Faculty Representatives to the WSU Faculty Senate

1. Three faculty members from the College of Medicine will be elected by the Faculty Council to serve as representatives to the WSU Faculty Senate. Per Faculty Senate rules, two elected senators will be tenure/tenure-track faculty members and one will be a non-tenure-track faculty member.

2. Terms on the Faculty Senate are 3 years. Election of WSU Faculty Senate representatives is staggered so that 1/3 of the representatives are elected each year. A faculty member may be re-elected to a second 3 year term.
ARTICLE III
COMMITTEES

Section A. Standing Committees

Standing Committees: General Rules of Organization

1. All Standing Committees shall begin their annual activities once the newly elected members have taken their office, which shall begin the first day of July.

2. Unless expressly provided otherwise for a particular committee, the following general rules apply to the standing subcommittees:

   a. the majority of membership shall be faculty members,

   b. all members of the committee shall have voting rights,

   c. the vote of a majority of the members present at a meeting in which there is a quorum shall be the recommendation of the committee to the Dean;

   d. a quorum shall exist when at least a majority of the members then serving are present,

   e. a member may be considered present when the member is participating through the use of communications equipment and all participants can communicate with each other contemporaneously, such as through the use of teleconferencing or video conferencing equipment,

   f. no member may act by proxy,

   g. guests, including representatives from University Administration, may be present, at the discretion of the Chair(s) of the committee, to provide information to the committee and other coordination purposes, however, those guests shall not be considered members of the committee and, accordingly, are not counted for purposes of quorum and have no voting rights.

Standing Committees

1. Faculty Appointment, Promotion & Tenure (FAP&T) Committee

   This committee shall consider appointments and promotions to faculty rank as well as recommendations for tenure, as described in the committee’s policies and procedures.

   Membership: It shall be composed of seven members of the faculty who, when
appointed and while serving on this committee, who have attained the rank of Professor or Associate Professor. At least one faculty member from each department will be represented on the committee. At least 3 of the members of the FAP&T committee shall be tenured faculty members. Department Chairs shall not be members of the FAP&T committee.

Terms: Committee members are elected by the voting members of the faculty for a term of three years. Members are elected on a rolling schedule to provide continuity to the committee. No member may serve on this committee for more than six consecutive years unless such member is serving and continues to serve as Chair of this committee, in which case that member may finish the term of his/her chair-ship. The minimum qualification for appointment to Chair of this committee is completion of at least one full year of service as a member of this committee. No member may serve as Chair of this committee for more than three consecutive years. The calculation of 'consecutive years' shall be reset when a former committee member passes one full, uninterrupted calendar year without serving as a member of the FAP&T committee.

The Chair shall submit all recommendations of the committee for appointment, promotion, and tenure directly and exclusively to the Dean, who, after receiving College Executive Cabinet concurrence, shall forward them to the Provost for final approval.

Upon approval by the University, appointments shall be made by letter, setting forth the terms and conditions of the appointment.

A negative decision on promotion and/or tenure at any point in the deliberation process may be appealed in accordance with the procedures outlined in the WSU Faculty Manual Provision for Appeal.

Chair: The Chair of the FAP&T Committee is elected annually by the members of the committee.

Departmental promotion committees may be established to make promotion and tenure recommendations to the department chair.

Members of the committee must recuse themselves from the deliberations if they have a conflict of interest (e.g., they are related to the candidate) or if they have already had input on the case.

2. Student Evaluation, Promotion & Awards Committee

The Student Evaluation, Promotion & Awards Committee makes recommendations regarding the standards and procedures for student evaluation, advancement, graduation, and disciplinary action. Upon approval by the Dean, the standards and procedures are included in the student handbook.
This committee verifies individuals in each class for promotion and graduation by review of each student’s academic performance.

Membership: The Associate and Assistant Deans for Student Affairs are ex officio non-voting members of the committee. The other members of the committee are appointed as described in Article III, Section C.2. of these Bylaws, and must include at least one representative from each department in the college and a faculty representative for the third and fourth year educational program, as well as a student representative. The Vice Dean for Student and Faculty Experience serves as an ex officio non-voting member of the committee.

Terms: Committee members are appointed to one year terms and may be renewed annually.

Chair: The Chair of the committee is appointed by the Dean.

3. Admissions Committee

This committee in concert with the Dean establishes the criteria and procedures for the admission of medical students based upon the mission of the College of Medicine. The committee considers and selects students for admission from the applicant pool.

Membership: The committee is made up of College of Medicine faculty members, students and community members. The committee shall include one member from another health professions college. The Associate Dean for Admissions and Recruitment solicits committee member nominations from department chairs and makes recommendations to the Dean regarding the committee’s membership. The members of the committee are appointed as described in Article III, Section C of these Bylaws. The Associate Dean for Admissions and Recruitment, the Associate Dean for Student Affairs, and the Vice Dean for Student and Faculty Experience shall be ex officio voting members of the committee.

Terms: Members are appointed annually for one year renewable terms.

Chair: The Chair is appointed by the Dean.

Meetings: Following each interview session, the committee meets as scheduled by the Admissions Office. All committee members must participate in the annual admission committee workshop or an alternate orientation session with the Associate Dean for Admissions and Recruitment.
4. Scholarship Committee

This committee establishes criteria and procedures for the awarding of ESFCOM-directed scholarships to undergraduate, graduate, bridge, and medical students. The Committee also makes nominations to the Dean for students nominated from the college to outside entities requesting one or a limited number of applicants per school.

Membership: The committee members are appointed as described in Article III, Section C.2. of these Bylaws and includes the following ex-officio voting members: Associate Dean for Student Affairs, Associate Dean for Admissions and Recruitment, Vice Dean for Student and Faculty Experience, and Associate Deans of the Clinical Campuses.

Terms: Committee members are appointed annually to one year renewable terms.

Chair: The Assistant Director for Student Services serves as chair of the committee.

Meetings: The committee meets at the beginning of the academic year to award available scholarship funds to students for the fall and spring semesters. It may meet at other times upon the call of the Dean.

5. Curriculum Committee

The Curriculum Committee shall have full, and centralized, responsibility and authority in the design, management and oversight of the curriculum, as required for accreditation. It shall define and formulate competencies and objectives, and ensure that they guide all aspects of the curriculum. It shall establish policies governing medical education and ensure that these are implemented. It shall advise the Dean and the Faculty Council on matters of accreditation and shall work for curricular design and development, implementation, and evaluation consistent with the mission of the college. To ensure a coherent, coordinated, and integrated professional medical curriculum, the committee reviews all components of the curriculum in the college on an ongoing basis and makes appropriate revisions and changes as necessary.

Membership: The voting membership of the Curriculum Committee consists of 6 faculty members representing the 6 core clinical domains (Family Medicine, Internal Medicine, Pediatrics, Ob/Gyn, General Surgery, Psychiatry), an expert in Clinical Skills education, and a representative of the Longitudinal Clinical Experience. There will be 3 members from the foundational sciences (e.g. human structure and function, and cell and molecular biology). There shall be at least one faculty member from each campus. The committee shall also include one member from another health professions college. There shall also be four student representatives elected by the medical student body, one each from year
(1, 2, 3, & 4). Nominees for faculty membership shall be made by the Vice Dean for Student and Faculty Experience, in consultation with the Dean and suggestions from the faculty. The list of nominees shall be submitted for confirmation to the Faculty Council Executive Committee (per Article III, Section C.2.). The Vice Dean for Student and Faculty Experience shall be an ex-officio non-voting member of the Curriculum Committee. Other COM faculty and/or administrators may be appointed as members of the curriculum committee, as deemed necessary, by the Vice Dean for Student and Faculty Experience.

Terms: Members of the Curriculum Committee are appointed to a three year term, which may be renewed once.

Chair: The Chair of the Curriculum Committee is appointed by the Vice Dean for Student and Faculty Experience. The Chair prepares the agenda for each meeting.

Meetings: The Curriculum Committee meets monthly, or more frequently if needed.

Subcommittees, reporting to the Curriculum Committee, will be formed as needed to continuously review components of the curriculum, address implementation issues, and recommend changes to the Curriculum Committee for improvement of content, integration, and evaluation as necessary. The chairs of these subcommittees shall be appointed by the Vice Dean for Student and Faculty Experience and shall report to the Associate Dean for Curriculum.

6. Equity Committee

The Equity Committee advises the Dean on policies and practices that promote diversity and inclusion in the ESFCOM, including identifying underrepresented and underserved populations and developing initiatives to facilitate an environment conducive to diversity and inclusion in its education, research, clinical care and service. Upon approval by the Dean, these policies and practices will be communicated widely within the college to students, faculty and staff through references on the medical school website, medical student handbook, faculty handbook, recruitment materials, orientation sessions and other venues as needed. The committee reviews implementation of the ESFCOM Diversity Policy, activities that promote diversity and inclusion, and evaluates the quality and success of diversity initiatives.

Membership: The committee will include a minimum of one faculty member from each department in the ESFCOM and a faculty member from each of the 4 clinical campuses. It will also include at least one medical student, staff member, and community member. The committee shall include one member from another health professions college. The members of the committee are appointed as described in Article III, Section C of these Bylaws. The Associate Dean for Diversity, Inclusion and Leadership, the Associate Dean for Student Affairs, and
the Associate Dean for Admissions and Recruitment are ex officio non-voting members.

Term: Committee members are appointed to two-year terms, which can be renewed on a schedule that will stagger terms to promote continuity in the work of the Committee.

Chair: The Chair is appointed by the Dean.

Meetings: The Committee will meet at least quarterly.

Section B. Special Committees

1. The Dean and Executive Committee of the Faculty Council, acting in concert, may establish any Special Committee deemed necessary or prudent. The members of such committee shall be appointed as described in Article III, Section C of these Bylaws.

2. Final action stemming from recommendation of Special Committees shall be communicated by the Dean to the Chair of the Faculty Council. No decision of a special committee shall be construed to override the responsibility of a standing committee.

Section C. Appointment of Standing Committees

1. The Dean, in consultation with the Executive Committee of the Faculty Council, shall annually develop a list of nominees to be appointed as members and chair (or co-Chairs) for each of the standing committees.

2. The list of nominees shall be forwarded to the Executive Committee of the Faculty Council. The Faculty council may either accept or reject the list of nominees, as developed by the Dean, without amendment. An act by the Executive Committee of the Faculty Council of accepting the list of nominees will result in the appointment, as members and chair (or co-chairs) of each of the standing committees, as nominated.

3. Terms of appointment and composition vary on each committee and are as described in these Bylaws and shall be in accordance with the WSU Committee Procedures Manual.

4. A person may serve as chair or co-chair of only one Standing Committee at a given time.

5. All appointees shall receive written notice of their appointment and of the standing committee’s charge.
6. If a committee seat becomes vacant during the course of a term, the Dean should appoint a replacement who will serve out the remainder of the term.

Section D. Reports

1. Except as otherwise stated in this Article, committees will report activity to the Chair of the Faculty Council by submitting approved minutes of their meetings. Each committee will prepare a report of their activity at least quarterly. The Chair will then post these reports, along with minutes of convened Faculty Council meetings, to the appropriate location on the WSU website.
ARTICLE IV
THE COLLEGE EXECUTIVE CABINET

Section A. Purpose

1. The College Executive Cabinet shall be the executive advisory body to the Dean in all matters pertaining to ESFCOM affairs. The Cabinet shall act on recommendations brought before it and present its recommendations to the Dean for the good and welfare of ESFCOM. This committee advises the Dean on major operational and management issues and also approves all major policies and procedures relating to the operation of the college. The committee assists with dissemination of information to the faculty, administration, and staff on medical school policies and practices, and provides reports to the semi-annual meetings of the faculty on all policy and procedural changes, and on all issues that require a vote of the full faculty (e.g. the certified graduation list).

Section B. Composition

1. The College Executive Cabinet shall be composed of the Dean, the Vice, Associate, and Assistant Deans (when appropriate), the Chair or Acting Chair of each Academic Department, others in designated administrative and committee positions, the Chair of the Faculty Council, and an ESFCOM student representative. Other members may be appointed by the Dean to serve as ex officio non-voting members.

Section C. Meetings

1. The Cabinet shall meet as scheduled by the Dean. However, on written request stating the purpose, any five members can cause the Dean to call a special meeting of the Cabinet. All meetings shall be preceded by at least a one-week notice.

2. The Dean, or his/her designee, shall preside at meetings of the College Executive Cabinet.

3. College Executive Cabinet members may request that items be added to the agenda for regular meetings by placing a request with the Dean’s administrative assistant no less than one day prior to the meeting at which the agenda item is to be discussed.
ARTICLE V
AMENDMENTS

Section A. Who May Submit Proposed Amendments

1. Proposed amendments to these Bylaws may be submitted to the Chair of the Faculty Council by any of the following:
   a. Dean of the College,
   b. a faculty committee authorized to propose such amendments (Article III, Section B),
   c. twenty (20) members of the Faculty Council.

Section B. Proposals

1. All proposals shall be written, shall contain the specific change(s) with reason(s) for the change(s), and shall be submitted to the Chair of the Faculty Council.

Section C. Processing

1. The Chair of the Faculty Council shall either, at his/her discretion:
   a. forward the proposal to a committee formed to review and recommend amendments to these Bylaws (Article III, Section B), upon which that committee shall review and provide a written recommendation to the Chair, upon which the Chair shall comply with the provisions below in subparagraph b,
   b. place the written proposal on the agenda of the full Faculty Council, in accordance with the existing protocol for notice, for action as it deems appropriate.

2. The Chair of the Faculty Council shall deliver the decision of the Faculty Council on the proposed amendment to the Dean of the College, who may add comments and forward to the Chair of the Faculty Senate or Chair of the appropriate Faculty Senate subcommittee.

3. Amendments to these Bylaws become effective upon approval by the University Faculty Senate.
Section D. Revision of Bylaws

1. These bylaws will be reviewed annually, normally in the month of July, by the Executive Committee of the Faculty Council in an effort to determine whether amendments should be recommended, including those intended to maintain conformity with the WSU Faculty Manual.
ARTICLE VI
PRIMACY OF UNIVERSITY BYLAWS

In the event of any conflict at any time between these Bylaws and the University Bylaws, Regulations, and Faculty Benefits, the latter document shall be controlling; and in the event of any conflict at the time between these Bylaws and the Faculty Manual of the University, the latter document shall be controlling.

ARTICLE VII
SUPERSEDEAS

These Bylaws shall become effective upon approval by the full Faculty Council, and from and after such date shall supersede all prior Faculty Bylaws of the School; provided that these changes do not nullify any prior action taken pursuant to such superseded Bylaws.
ARTICLE VIII
EXCEPTIONS TO BYLAWS DURING THE START UP PHASE

Certain provisions of these Bylaws cannot, or should not, be implemented in the first year of the ESFCOM operations. For instance, rolling elections to committees, and other logistics of governance, may need to be accommodated with exceptions in the first year of operation. These exceptions are listed below.

1. Article II, Section C3.: In the first year of the Faculty Council Executive Committee, one member from each department shall be elected to a one year term.

2. Article II, Section C.10.: In the first year of ESFCOM operation, faculty will be eligible for service on the Faculty Council Executive Committee with less than 1 year of experience in the ESFCOM.

3. Article II, Section C.11.: Election of officers on the Faculty Council Executive Committee will occur as soon as possible after the approval of these Bylaws by the Faculty Council and terms of office shall commence immediately, not on July 1st.

4. Article II, Section F.: At the first election of WSU Faculty Senate representatives, one representative will be elected to a 2 year term and one to a 1 year term.

5. Article III, Section A.1.: In the first year of operation, all Standing Committees will begin their activities as soon as members are appointed. They will not wait until July 1st to begin.

6. A subset of the initial members of the FAP&T, Curriculum, and Equity Committees, to be determined by the Dean, shall be appointed to abbreviated terms so as to facilitate ongoing rolling appointments that replaces only a third to half of the committee members in any one appointment cycle.

7. The Curriculum Committee will not have its full compliment of students until the 4th year of enrollment. Prior to this, a student from each enrolled year will be selected to serve on the committee.

8. The Dean may appoint committee members or Chairs to committees on an interim basis for positions identified in these bylaws by title, but are not yet filled.

9. In advance of official committees being formed under the guidance of these Bylaws, the College of Medicine has created ad hoc committees for curriculum, diversity, and admissions. An ad hoc promotion and tenure process has also been operational in the college. These ad hoc committees will continue their work in support of accreditation preparation until the official committees are formed.
after ratification of these Bylaws by the faculty of the ESFCOM, after which point they will be disbanded.