

Bylaws of the UMKC School of Law Faculty

Article I. FUNCTIONS

Section 1.01 The Faculty shall be responsible for the governance of the School of Law, subject to regulations and coordinating powers of the Board of Curators and the University Faculty Senate.

Article II. MEMBERSHIP

Section 2.01 The Faculty shall consist of the President of the University of Missouri, the Chancellor of the University of Missouri-Kansas City, and the Dean and all other persons with academic appointments who are assigned to the School of Law.

Article III. VOTING FACULTY

Section 3.01 The Voting Faculty shall consist of those who have full-time academic appointments at the School of Law and who are either

- (a) tenured or tenure-track Faculty members, or
- (b) Faculty members who have a long-term contract or who are on the long-term contract track.

Section 3.02 The Voting Faculty, by a vote equal to at least two-thirds of all the members thereof, may extend membership in the Voting Faculty to other individuals with academic appointment at the School of Law.

Section 3.03 Voting on tenure and the promotion of tenured and tenure track Faculty is reserved to the Promotion and Tenure Committee.

Article IV. CHAIR OF THE FACULTY

Section 4.01 The Dean of the School of Law is Chair of the Faculty ("Chair").

Section 4.02 The Chair may appoint associate deans as necessary to carry out the administration of the School of Law, including the Chair's obligations provided in these Bylaws; provided, however, that the Chair shall consult with the Policy & Planning Committee in a timely and meaningful manner before appointing any new associate dean or changing the number of associate deans.

Article V. COMMITTEES

Section 5.01 The committees described in §§5.07 through 5.21 shall be standing committees. Other committees may be established from time to time by the Chair or by the Faculty for any purpose.

Section 5.02 With the exception of the Policy & Planning Committee (§§5.07, 5.08) and the Promotion and Tenure Committee (§5.11), the Chair shall:

- (a) appoint the members and chairs of the standing committees, with the review and approval by the Policy & Planning Committee;
- (b) make standing committee appointments no later than September 1 of each year; and
- (c) fill vacancies as necessary on any standing committee, with the review and approval by the Policy & Planning Committee.

Section 5.03 Except as provided in §§5.07-5.08 (Policy & Planning Committee) and §5.11 (Promotion & Tenure Committee), any member of the law school community (including librarians, students, staff, part-time faculty, alumni) may serve on any committee. Only those who have full-time academic appointments at the School of Law (which includes librarians), whether part of the Voting Faculty or not, are entitled to vote on committee matters.

Section 5.04 No one shall serve as chair of any standing committee more than two consecutive one-year terms unless expressly reviewed and approved by the Policy & Planning Committee. No one shall serve as chair of more than one standing committee in a single academic year unless expressly reviewed and approved by the Policy & Planning Committee.

Section 5.05 Except for the members of the Policy & Planning Committee, members of standing committees shall hold office until their successors are appointed. The date of transition of the Policy & Planning Committee shall be June 1 of each calendar year. Members of the Policy & Planning Committee whose terms are expiring shall leave the Policy & Planning Committee on May 31 and newly elected members shall assume their positions on the Policy & Planning Committee on June 1.

Section 5.06 In addition to the responsibilities listed in §§ 5.07 to 5.21, each standing committee shall, within the area of their responsibility, (i) consider and recommend action to the Faculty to satisfy any mandates under the UMKC Faculty Bylaws and UM System Collected Rules & Regulations §300.020.D (Faculty of the Schools) and (ii) periodically review the implementation of policies adopted by the Faculty and report to the Faculty on such implementation. Additionally, each committee shall consider and make recommendations with regard to requests from the Chair.

Standing Committees

Section 5.07 Policy & Planning Committee. The Policy & Planning Committee shall consist of five elected members. The members shall be elected by the Voting Faculty for two-year terms, with staggered terms which allow the election of at least two committee members each year. No member of the Faculty shall serve more than two full two-year terms in succession. During the summer before each academic year, by a majority vote of the whole Committee, one member shall be selected as chair, and one or more members shall be selected as vice chair(s) for budget matters. The Chair has discretion to appoint student member(s) to the Committee, whose role will be non-voting. The chair of the Policy & Planning Committee shall ensure that student members of the Committee are not in attendance during Committee meetings at which confidential matters are expected to be discussed. The Policy & Planning Committee shall:

- (a) Serve as the planning body for the Faculty, formulating and submitting coordinated plans for the future operation of the School of Law and for improving operations;
- (b) Consult with and advise the Chair and the Faculty on matters relating to the governance of the School of Law, including financial matters;
- (c) Sit as the Faculty Budget Committee. The Committee shall review the financial administration, including revenue and expenses, of the School of Law. The Committee shall survey the Faculty, not less than annually, to determine Faculty budget priorities and make a report to the Faculty regarding the same and recommendations to the Chair. In addition, the Faculty Budget Committee shall have the rights and responsibilities described in CRR 300.020.D.3.g and in Part III.10 of the UMKC Budget Rules, Roles and Responsibilities (dated June 21, 2018). The Committee shall not participate in determination of individual faculty salaries.
- (d) Serve as the responsible body to ensure completion of a self-study as required by the Rules of Procedure for the Approval of Law Schools of the American Bar Association;
- (e) Receive proposals from the Chair for assignment of Faculty members to the standing committees for its review and approval;
- (f) Provided the provisions of Section 5.08 are complied with and except as otherwise provided in Section 5.08, act on behalf of the Faculty and in substitution for the Faculty when a Faculty decision is required before a meeting of the Faculty can be held; additionally, the Policy & Planning Committee is authorized to act on behalf of the Faculty and in substitution for the Faculty during summer and winter intersessions if making a Faculty decision before the first Faculty meeting of the upcoming semester would be particularly beneficial.
- (g) Provided the provisions of Section 5.08(a) are complied with, during the summer and winter intersessions, act on behalf of the Faculty to hear and decide upon appeals made by students whose readmission petitions have been denied by the Student Affairs & Readmissions Committee.
- (h) Receive proposals from the Chair regarding any contemplated Faculty professional leave and offer advice to the Chair regarding such proposals;
- (i) Participate in decisions to determine the processes used to hire Other Teaching Faculty Members as described in §8.04;

- (j) Consider and report upon such matters as may be referred to it by any member of the Faculty or the Chair of the Faculty; and
- (k) Make recommendations to the Chair regarding dismissal of members of the Faculty on the basis of adequate cause, subject to the University of Missouri Academic Tenure Regulations.

Section 5.08 The following provisions restrict the Policy & Planning Committee's authority to act pursuant to §§5.07(f) and (g):

- (a) The Policy & Planning Committee may not act or make any decision pursuant to §§5.07(f) or (g) unless (1) prior to taking such action or making such decision, the chair of the Committee notifies the Faculty by email that the Committee intends to consider the matter in question and invites the Faculty to contribute their thoughts and concerns; and (2) there is a quorum of at least three elected members present. The Committee shall make a record of the discussion and any decision, and the Committee shall report any such decision to the Faculty by email immediately after making its decision and again at the next Faculty meeting.
- (b) With regard to making a recommendation during the summer or winter intercessions to hire an Other Teaching Faculty Member pursuant to §8.04(b), before the Policy & Planning Committee may act on behalf of the Faculty and in substitution of the Faculty, the Chair of the Faculty or the chair of the Policy & Planning Committee must attempt to convene a quorum of the Voting Faculty so the Voting Faculty members attending such a meeting may vote on making a recommendation to hire the Other Teaching Faculty Member. If such a meeting is successfully convened, an official Faculty recommendation to hire someone as an Other Teaching Faculty Member may be made provided a simple majority of the Voting Faculty present at the meeting votes in favor of such a recommendation. The Policy & Planning Committee may act to make such a recommendation on behalf of the Faculty and in substitution of the Faculty during the summer or winter intercessions only if a quorum of the Voting Faculty cannot be convened within five business days after notice to the faculty and there is a quorum of at least three elected Committee members, in which case, the Committee shall make a record of its discussion and its decision, and the Committee shall report its decision to the Faculty by email immediately after making its decision and again at the next Faculty meeting.
- (c) The Policy & Planning Committee shall not act on behalf of the Faculty and in substitution for the Faculty in regards to (i) voting to recommend hiring a new tenured or tenure track Faculty member (see §8.02); (ii) voting to recommend hiring a new LTC/LTC-Track Faculty Member (see §8.03(b)); (iii) voting outside the winter and summer intercessions to recommend hiring a new Other Teaching Faculty Member (see §8.04(b)); and (iv) amending these Bylaws (see §12.01).

Section 5.09 The Chair of the Faculty may convene meetings of the Policy & Planning Committee at any time for any purpose, including for consultation, information sharing, and decision-making. The Chair of the Faculty may invite anyone to attend such meetings.

Section 5.10 **Faculty Appointments Committee.** The Faculty Appointments Committee shall make recommendations to the Faculty concerning teaching, research and service priorities for selection of additional full-time Faculty and desired qualifications of candidates and shall recommend to the Faculty candidates for consideration for full-time, benefits-eligible appointment to the Faculty.

Section 5.11 **Promotion & Tenure Committee.** The membership, voting rights, and responsibilities of the Promotion & Tenure Committee shall be in accordance with the Promotion & Tenure Committee Bylaws (attached as Appendix A).

Section 5.12 **Curriculum & Assessment Committee.** The Curriculum & Assessment Committee shall:

- (a) Study the curriculum in its entirety, including clinical components, and make recommendations to the Faculty regarding the curriculum;
- (b) Consider proposals for changes to the curriculum;
- (c) Consult with Faculty members affected by proposals for curricular change;
- (d) Review new course proposals to assure educational quality and compliance with accreditation standards and make recommendations to the full faculty, as appropriate;
- (e) Conduct regular evaluation of the degree and non-degree academic programs, including learning outcomes and assessment methods used;
- (f) Recommend to the Faculty proposals for the maintenance and improvement of the quality of education;
- (g) Initiate suggestions regarding the scheduling of courses and review proposed scheduling of courses prior to adoption to help ensure that the schedule is in conformity with the current curriculum policy and objectives; and
- (h) Review the scope of the subject matter of the various courses from time to time to ensure that the overall policies of the curriculum are met.

Section 5.13 **Admissions Committee.** The Admissions Committee shall:

- (a) Assist with recruiting, evaluating applications, and interviewing applicants;
- (b) Oversee the implementation of any admissions policies and standards approved by the Faculty;
- (c) Establish and implement admissions policies, standards, and practices, except to the extent restricted or required by the Faculty; and
- (d) In coordination with the Inclusion & Empowerment Committee, review the status of programs relating to the recruitment and admissions of applicants from underrepresented communities.

Section 5.14 The Director of the Office of Admissions shall serve as a non-voting, ex officio member of the Admissions Committee.

Section 5.15 **Student Affairs & Readmissions Committee.** The Student Affairs & Readmissions Committee shall:

- (a) Make recommendations to the Faculty with respect to policies and standards of academic performance or dismissal;
- (b) Consider all petitions for readmission within the readmission policies, standards and criteria approved by the Faculty;
- (c) Recommend to the Faculty policies related to law student employment;
- (d) Review status of programs relating to academic support and make recommendation to the Faculty with respect thereto;
- (e) Review the operation of the office providing career services to students and make recommendations to the Faculty with respect thereto; and
- (f) Initiate and encourage student activities and programs beneficial to the law school community.

Section 5.16 The Associate Dean of Students, the Director of Student Services, and the Director of the Professional and Career Development Center, when such roles have incumbents, shall be non-voting, ex officio members of the Student Affairs & Readmissions Committee. None of these members shall serve as chair of that committee.

Section 5.17 **Graduate Studies Committee.** The Graduate Studies Committee shall:

- (a) Study and recommend to the Faculty policies for admission and retention of students seeking the LL.M. degree or any other non-JD degree;
- (b) Oversee the implementation of the admissions policies and standards approved by the Faculty for candidates for those degrees;
- (c) Furnish program guidance to candidates for those degrees; and
- (d) Supervise the evaluation of student records for the purpose of recommending the awarding of those degrees.

Section 5.18 **Library & Technology Committee.** The Library & Technology Committee shall:

- (a) Review all phases of operation of the Law Library, including the annual review of the library's effectiveness in achieving its mission and established goals;
- (b) Review the School of Law's educational and student- and faculty-facing technology; and
- (c) Make recommendations to the Law Library Director and Faculty with respect to the same.

Section 5.19 The Director of the Library shall be an ex officio member of the Library & Technology Committee.

Section 5.20 **Inclusion & Empowerment Committee.** The Inclusion & Empowerment Committee shall:

- (a) Review all aspects of the School of Law to ensure that all members of the law school community, with special attention to students, faculty, and staff of underrepresented groups, are appropriately included and served;
- (b) Review all policies and procedures of the School of Law to ensure diversity and inclusion; and
- (c) Advise other committees and the administration regarding diversity, equity, and inclusion.

Section 5.21 The Associate Dean for Diversity, Empowerment & Inclusion, when such role has an incumbent, shall be an ex officio member of the Inclusion & Empowerment Committee.

Article VI. FACULTY MEETINGS

Section 6.01 The Chair shall call at least four regular meetings of the Faculty during the academic year. Meetings of the Faculty may also be called by the Chancellor or by the Chair or if requested by one-fourth of the Voting Faculty.

Section 6.02 **Standard procedures for Faculty meetings.** Except as provided in §6.03, the standard procedures for Faculty meetings are as follows:

- (a) Written notice of any meeting of the Faculty shall be distributed at least three days prior to the meeting to all members of the Voting Faculty;
- (b) The Chair shall prepare and distribute a written agenda for each meeting at least three days prior to a meeting;
- (c) Any Faculty member may offer to the Chair items for inclusion on the agenda, in writing and submitted at least four days prior to the meeting;
- (d) Committee motions placed on the agenda shall include appropriate materials supporting the committee recommendations and shall be distributed with the agenda;
- (e) No action may be taken on any matter that is not included on the agenda; provided, however, that nothing in these Bylaws shall prohibit discussion of any topic or the dissemination of information without prior notice.

Section 6.03 **Exceptions to standard procedures.** Exceptions to the standard procedures provided in §6.02 permit the following:

- (a) The Chair and others listed in §6.01 may call a meeting of the Faculty on less than three days' notice if there is good cause and the reason(s) is stated in the notice to the Faculty;
- (b) Items, including committee motions, may be included in any Faculty meeting agenda with fewer than three days' notice, provided a revised agenda is distributed and no more than three members of the Voting Faculty object to such inclusion; and
- (c) Action may be taken at any Faculty meeting on any matter not included on the agenda provided no member of the Voting Faculty in attendance objects.

Section 6.04 **Attendance.** Faculty members may, with the permission of the Chair, attend Faculty meetings by electronic means; provided, however, for purposes of determining quorum and voting rights, a Faculty member is deemed to be "in attendance" when physically present or electronically present, so long as the electronic means permits the Faculty member to hear, be heard, and participate in Faculty deliberations.

Section 6.05 **Quorum.** A majority of the Voting Faculty shall constitute a quorum for transaction of business at Faculty meetings. For purposes of determining whether a quorum has been attained, all Voting Faculty members in attendance count.

Section 6.06 **Voting.** Unless otherwise provided in these Bylaws, motions require majority vote of Voting Faculty in attendance to carry.

Section 6.07 **Absentee Voting; Proxy Voting.** Only those members of the Voting Faculty who are in attendance may vote at Faculty meetings, except

- (a) with respect to the hiring of tenure and tenure track Faculty members, as provided in §6.08;
- (b) with respect to the hiring of LTC/LTC-Track Faculty Members (as defined in §8.03), as provided in §6.08;
- (c) with respect to votes on promoting non-tenure track Faculty and votes on awarding long-term contracts to non-tenure track Faculty, as provided in §6.08; and
- (d) as provided in the Promotion & Tenure Bylaws;

Section 6.08 **Procedure for absentee and proxy voting.** If a member of the Voting Faculty cannot be in attendance at a Faculty meeting at which either (i) a tenured or tenure track Faculty hiring vote may take place, (ii) a LTC/LTC-Track Faculty Member (as defined in §8.03) hiring vote may take place, or (iii) a vote on hiring an Other Teaching Faculty Member (as defined in §8.04) may take place, the absent Faculty member may:

- (a) cast an absentee ballot (or, in the case of multiple candidates, ballots), in which case the absentee ballot(s) must be communicated in writing to the Chair, who will ensure that the ballot(s) is cast and counted with the votes of those in attendance;

- (b) give their proxy to a voting-eligible Faculty member in attendance, in which case they must communicate in writing to both the Chair and the Faculty member designated as the proxy that they have given their proxy; or
- (c) in the Chair's discretion, vote after the meeting.

Section 6.09 **Secret ballots.** A secret ballot vote shall be taken whenever requested by any Voting Faculty member. Additionally, all votes concerning tenured and tenure track Faculty hiring and all votes concerning LTC/LTC-Track Faculty Member (as defined in §8.03) hiring shall be by secret ballot. During a secret ballot vote, the votes of any Faculty members attending by electronic means shall be cast in any reasonable manner that best preserves anonymity.

Section 6.10 **Guests.** Other individuals, including members of the academic staff (e.g., Adjunct Faculty), student representatives, and administrative staff, may be invited to attend Faculty meetings either by invitation from the Chair or resolution of the Faculty and receive the courtesy of the floor; provided, however, the Chair shall request the invitees to absent themselves whenever matters of a confidential nature are under discussion.

Section 6.11 During the course of discussion at Faculty meetings, the Chair may relinquish the chair to an associate dean or any other member of the Faculty present.

Section 6.12 The Chair shall distribute a copy of the minutes of each Faculty meeting to the Voting Faculty for approval. Upon final approval, the Chair shall enter the minutes in the official records of the School of Law. Copies of the approved minutes of each meeting shall be made readily available to each Voting Faculty member and to the Chancellor.

Article VII. FACULTY GOVERNANCE

Section 7.01 Except as provided in the UM System Collected Rules & Regulations or other campus-wide rules, decisions regarding items in §§7.02 and 7.03 shall only be made by majority vote of the Voting Faculty in attendance.

Section 7.02 Non-ministerial changes to written academic policies, such as, without limitation:

- (a) Graduation requirements, including items related to licensure;
- (b) Attendance policy;
- (c) Examination policies;
- (d) Grading policies; and
- (e) Policies and standards of academic dismissal or readmission.

Section 7.03 Specific action items:

- (a) Approval of students for their degrees;
- (b) Approval of new degrees;

- (c) Approval of new courses;
- (d) Approval of new emphases and fundamental changes to emphasis requirements;
- (e) Approval of directors of emphasis areas;
- (f) Appointment of School of Law representatives to the UMKC Faculty Senate; and
- (g) Appointment of School of Law representatives to campus-wide or UM System committees.

Article VIII. FACULTY HIRING

Section 8.01 **Notice.** The Chair shall give such notice of meetings dealing with Faculty hiring as is appropriate in light of the exigencies of the situation.

Section 8.02 **Tenured and Tenure Track Faculty Hiring.** An official Faculty recommendation to hire a new tenured or tenure track Faculty member may be made provided at least two-thirds of the Voting Faculty vote in favor of such a recommendation. In calculating the two-thirds majority, Faculty members on leave shall be counted only if they vote.

Section 8.03 **Full-time Long-Term Contract and Full-Time Long-Term Contract-Track Faculty.** The hiring of new full-time, non-tenure track Faculty members (including full-time librarians) who are being considered for a long-term contract position or a long-term contract track position ("LTC/LTC-Track Faculty Members") shall be in accordance with the following provisions:

- (a) The search, interview, and consideration processes used to hire LTC/LTC-Track Faculty Members shall be substantially similar to those procedures customarily used to search for, interview, and consider tenured and tenure track Faculty candidates (e.g., national search, on-campus interviews, job talk, managed through the Faculty Appointments Committee).
- (b) An official Faculty recommendation to hire a new LTC/LTC-Track Faculty Member may be made provided at least two-thirds of the Voting Faculty vote in favor of such a recommendation. In calculating the two-thirds majority, Faculty members on leave shall be counted only if they vote.
- (c) The procedures provided in § 8.03(a) must be followed before the status of a current Faculty member may be converted to a long-term contract or long-term contract track position.

Section 8.04 **Other Faculty.** The hiring of an academic Faculty member who is expected to teach law students in credit-bearing coursework and who is being hired into a position that is not within the scope of Sections 8.02, 8.03 or 8.05 ("Other Teaching Faculty Member," e.g., teaching fellows, visitors, certain non-long-term contract track librarians) shall be in accordance with the following provisions:

- (a) The search, interview, and consideration processes used to hire someone as an Other Teaching Faculty Member shall in each instance be determined by the Dean with the approval of both the Faculty Appointments Committee and the Policy & Planning Committee.
- (b) An official Faculty recommendation to hire someone as an Other Teaching Faculty Member may be made provided a simple majority of the Voting Faculty votes in favor of such a recommendation, or as provided in Section 5.08(b).

Section 8.05 **Adjunct Faculty.** The appointment and evaluation of Adjunct Faculty members shall be in accordance with the following provisions:

- (a) The Chair shall make recommendations with respect to the initial appointment of Adjunct Faculty to teach a specific course, after consultation with any full-time Faculty member whose scholarship or teaching is in the same subject matter prior to recommending a candidate for appointment.
- (b) The appointment or re-appointment of an Adjunct Faculty member shall be made by majority vote of the Voting Faculty in attendance.
- (c) Recommendation for re-appointment to teach an additional or alternative course shall follow the same procedure as the initial appointment as provided in § 8.05(a) and (b).
- (d) The Chair shall evaluate the teaching of the Adjunct Faculty by methods that may include visiting classes; discussing teaching methods, goals, and objectives; and/or review of teaching evaluations. Other full-time Faculty will assist in this evaluative process as requested.

Section 8.06 **Additional Provisions.** The Voting Faculty may recommend or attach conditions on any offer for hiring Faculty members, such as preference order of candidates, offer expiration dates, and other aspects of faculty status. Any such condition(s) requires a simple majority vote of the Voting Faculty.

Article IX. FACULTY LEAVE

Section 9.01 The Chair shall consult with the Policy & Planning Committee before authorizing or rejecting any request for professional leave (as defined in CRR 340.070(A)) by any Faculty member.

Section 9.02 The Chair has no obligation to consult with the Policy & Planning Committee or the Faculty as a whole before accepting or rejecting any request for personal leave or military leave (as those terms are defined in CRR 340.070(B) and 340.070(B)).

Article X. FACULTY HANDBOOK

Section 10.01 The Chair shall prepare and maintain a Faculty handbook. The Chair shall ensure that the Faculty handbook is made readily available to all members of the Faculty.

Section 10.02 The Faculty handbook shall include, at minimum, the following (or links to the following):

- (a) These Faculty Bylaws;
- (b) The Promotion & Tenure Committee Bylaws;
- (c) The policies for non-tenure and tenure track Faculty promotion and long-term contracts;
- (d) Teaching policies, including class cancellation and rescheduling policies;
- (e) Grading policies;
- (f) Examination policies;

- (g) Academic dismissal and readmission standards and procedures;
- (h) Information regarding research and travel funding, summer and mini-term teaching, hiring research assistants, Faculty advising expectations, scholarship and teaching awards, and the law school administration and structure (or information regarding the availability of such information);
- (i) Other information particular to Adjunct Faculty; and
- (j) Any substantive policies developed and approved by the Faculty subsequent to the date of these Bylaws.

Section 10.03 The Chair may amend, at the Chair's discretion, any information contained in the Faculty handbook except those policies and items that require Faculty approval under these Bylaws or the Bylaws of the Promotion & Tenure Committee (attached as Appendix A). No amendment to the Faculty handbook may be made if such amendment would create a conflict with the UM System Collected Rules & Regulations, other campus-wide rules, the UMKC catalog, or provisions of these Bylaws.

The rules and provisions contained in the UM System Collected Rules & Regulations, other campus-wide rules, the UMKC catalog, or these Bylaws take precedence over any conflicting rules or provisions contained the Faculty handbook. The Chair shall ensure that any amendment to the UM System Collected Rules & Regulations, other campus-wide rules, the UMKC catalog, or these Bylaws is reflected in appropriate changes to the handbook.

Article XI. NON-DISCRIMINATION

Section 11.01 All hiring and admission decisions and all other activities carried out at the School of Law shall conform with Federal and State anti-discrimination laws and with the non-discrimination rules and policies of the University of Missouri System and UMKC, including Chapter 600 of the UM System Collected Rules and Regulations.

Article XII. AMENDMENTS

Section 12.01 These Bylaws may be amended or repealed at any Faculty meeting by a vote equal to at least two-thirds of the Voting Faculty, provided however, that:

- (a) Notice, agenda, documentation, and action requirements of §6.02(a)-(e) are expressly satisfied. The exceptions in §6.03 are not applicable for meetings or action when considering repeal or amendment of these Bylaws.
- (b) The Bylaws of the Promotion & Tenure Committee may be amended only in compliance with the amendment procedures contained therein.

Appendix A

Bylaws of the Promotion & Tenure Committee of the UMKC School of Law