MEMORANDUM

TO: The Voting Faculty

FROM: Nominations and Elections Committee

DATE: 19 January 1988

SUBJ: Approval of the Amendments to the Constitution

The faculty has approved the amendments to the Constitution of the Faculty. A total of 172 ballots were cast: 156 in favor of the amendment and 16 opposed. The amended document has been forwarded to Chancellor Wallace for transmission to the boards of trustees of Indiana University and Purdue University. You will be notified when the boards have approved the amendments.

bb

cc: Barbara Blauvelt
TO: Fort Wayne Senate

FROM: Rules Committee

DATE: November 14, 1987

SUBJECT: Amendments to the Constitution of the Faculty of Indiana University-Purdue University at Fort Wayne

DISPOSITION: To the Presiding Officer for implementation

Resolved, That the Senate request the Presiding Officer to carry out the constitutional-amendment procedure in Article IX of the Constitution of the Faculty of Indiana University-Purdue University at Fort Wayne to secure implementation of the constitutional amendments contained herein; and

Resolved, That these amendments become effective on the February 10 first following completion of the amendment procedure, for the purpose of forming the next and subsequent Senates.
I. Definitions

A. Positions of academic rank shall include professor, librarian, associate and assistant professor or librarian, instructor, affiliate librarian, and lecturer.

B. The Faculty shall be composed of those full-time employees of the University who hold academic rank, the Chancellor, and the Presidents of Indiana University and Purdue University.

C. The Voting Faculty shall be composed of those members of the Faculty who are not enrolled in a degree program at the university of their affiliation at Fort Wayne.

D. The Instructional Faculty shall consist of those members of the Faculty at least half of whose duties consist of teaching or scholarly work.

C. The Voting Faculty shall consist of those full-time members of the Faculty who are not enrolled in a degree program at IPPW and who:

1. Hold appointments in academic units subject to those powers of the Fort Wayne Faculty detailed in Section VI, below, and perform duties at least half of which consists of teaching or other creative/scholarly work; or

2. Who hold the rank of librarian or associate, assistant, or affiliate librarian.
E. Associate Members of the Faculty shall consist of emeritus members of the faculty and persons who have academic appointments but who are not Faculty. These individuals shall have the privilege of attending faculty meetings but shall not possess the right to vote.

II. Certification

Certification of the names, affiliations, and classifications of all members of the Faculty shall be made annually, as of February 1 and by February 20, by the Vice Chancellor and Dean of the Faculty to the Secretary of the Faculty. The list should be updated as personnel changes occur.

III. Officers

A. The Presiding Officer of the Faculty shall be the Chancellor, acting for the Presidents of Indiana University and Purdue University. In the absence of the Chancellor, the Presiding Officer shall be, in order of precedence:

1. The Vice Chancellor and Dean of the Faculty
2. The Speaker of the Indiana University Faculty in odd-numbered years and the Speaker of the Purdue University Faculty in even-numbered years
3. The other Speaker of the Faculty
4. Should all of the above be absent, the method prescribed by the rules of order adopted by the Senate shall prevail.

B. The Secretary of the Senate shall be the Secretary of the Faculty.

C. The Parliamentarian of the Senate shall be the Parliamentarian of the Faculty.

PROPOSED

D. Associate Members of the Faculty shall consist of emeritus and visiting members of the Faculty and persons who have academic appointments but who are not Faculty. These individuals shall have the privilege of attending Faculty assemblies and convocations, but shall not possess the right to vote.

II. Certification

Certification of the names, affiliations, and classifications of all members of the Faculty shall be made annually, as of February 1 and by February 20, by the chief academic officer of IPFW to the Secretary of the Faculty. Changes in the eligibility of individuals to vote, speak, or stand for elective office shall be effective immediately, but the February certification shall apply in defining the size and distribution of the Faculty for procedures such as establishing a quorum, establishing a given fraction of the Faculty, and apportionment.

III. Officers

A. The Presiding Officer of the Faculty shall be the Presiding Officer of the Senate. In the absence of the Presiding Officer at a Faculty convocation or Senate meeting at which that person would ordinarily preside, the following shall preside in order of precedence:

1. The Speaker of the Indiana University Faculty in odd-numbered years, and the Speaker of the Purdue University Faculty in even-numbered years
2. The other Speaker of the Faculty
3. Another person chosen by the method prescribed by the rules of order adopted by the Senate.

B. The Secretary of the Faculty shall be the Secretary of the Senate.

C. The Parliamentarian of the Senate shall be the Parliamentarian of the Senate.
D. There shall be two Speakers of the Faculty.

1. The Speaker of the Indiana University Faculty shall be elected, by secret ballot of the Indiana University members of the Voting Faculty, from that Faculty for a two-year term beginning with the fall Senate following election. The election shall be completed prior to March 1 in even-numbered years.

2. The Speaker of the Purdue University Faculty shall be elected, by secret ballot of the Purdue University members of the Voting Faculty, from that Faculty for a two-year term beginning with the fall Senate following election. The election shall be completed prior to March 1 in odd-numbered years.

3. A Speaker may not serve more than two consecutive terms.

IV. Convocations

A. The Faculty shall be convened at least once during each semester for the conduct of business. The Agenda Committee of the Senate shall establish and announce the agenda, time, and place of all Faculty Convocations.

B. A Faculty Convocation must be called by the Agenda Committee when petitioned by at least twenty percent of the members of the Voting Faculty. The Secretary of the Senate shall publicize at the beginning of each semester a current list of the Voting Faculty as defined herein, and the minimum number required to convene the Faculty in such a manner.

D. There shall be two Speakers of the Faculty, each elected by secret ballot of the Voting Faculty of one university from among that Voting Faculty, and each serving a two-year term commencing with the fall Senate following election.

1. The Speaker of the Indiana University Faculty shall be elected prior to March 1 in even-numbered years.

2. The Speaker of the Purdue University Faculty shall be elected prior to March 1 in odd-numbered years.

3. A Speaker may not serve more than two consecutive terms.

E. The Sergeant-at-Arms of the Faculty shall be the Sergeant-at-Arms of the Senate.

IV. Convocations

The Agenda Committee shall establish and announce the agenda, time, and place of all Faculty Convocations.

A. On its own initiative, the Agenda Committee may convene the Faculty in formal Convocation for the conduct of business.

B. When petitioned by at least twenty percent of the members of the Voting Faculty, the Agenda Committee must convene the Faculty in formal Convocation. The Secretary of the Senate shall publicize at the beginning of each semester a current list of the Voting Faculty as defined herein, and the minimum number required to convene the Faculty in such a manner.
**CURRENT**

C. At any Faculty Convocation any item may be brought up for discussion, and the Senate, the Chancellor, the Presidents, and the Boards of Trustees of Indiana University and Purdue University can be petitioned for action by the convened Faculty.

D. Faculty Convocations shall be conducted according to the rules of order adopted by the Senate.

V. Assemblies

A. Faculty Assemblies may be called by the Chancellor at Fort Wayne for the purpose of transmitting communications from either President of the University, and/or the Chancellor.

B. Faculty Assemblies may be called by a Speaker of the Faculty for the purpose of providing a broad and open forum for the discussion of matters that do, will, or may affect the Faculty.

C. At Faculty Assemblies called by the Chancellor at Fort Wayne, the Chancellor or designee shall preside. At Faculty Assemblies called by a Speaker of the Faculty, that Speaker of the Faculty shall preside.

D. A Faculty Assembly is not for the conduct of business.

**PROPOSED**

C. At any Faculty Convocation any item may be brought up for discussion, and the Senate, the chief administrative officer of IPFW, the Presidents, and the Boards of Trustees of Indiana University and Purdue University may be petitioned for action by the convened Voting Faculty.

D. Faculty Convocations shall be conducted according to the rules of order adopted by the Senate.

V. Assemblies

Faculty Assemblies may be called by the chief administrative officer of IPFW or by either Speaker. No business may be conducted at an Assembly.

A. Faculty Assemblies may be called and presided over by the chief administrative officer of IPFW for the purpose of transmitting communications from either President of the University, and/or the chief administrative officer.

B. Faculty Assemblies may be called and presided over by a Speaker of the Faculty for the purpose of providing a broad and open forum for the discussion of matters that do, will, or may affect the Faculty.

VI. Powers

A. The Faculty shall possess and exercise, collectively, all powers and responsibilities common to the separate faculties of Indiana University-Purdue University at Fort Wayne at the time this Constitution enters into force. These include the power:

1. To recommend policies concerning
   
a. the admission and academic placement of students
CURRENT

b. student conduct and discipline
c. student participation in group extracurricular activities
d. the administration of the library and other educational support facilities
e. the conduct, welfare, privileges, tenure, appointment, retention, and promotion of the faculty

PROPOSED

b. student conduct and discipline
c. student participation in group extracurricular activities
d. the administration of the library and other educational support facilities
e. the conduct, welfare, privileges, tenure, appointment, retention, and promotion of the faculty

2. To make recommendations concerning

a. changes in academic organization
b. the planning of physical facilities
c. increases and decreases in staff
d. the screening and selecting of academic and administrative officers

3. To determine

a. the academic calendar
b. the policies for class scheduling
c. the policies for student participation in athletic affairs

4. To review and approve

a. the academic degree titles conferred by the Fort Wayne Campus
b. the general requirements for the various curricula leading toward academic degrees or certificates
c. the nomination of all candidates for degrees and certificates
5. To present its views concerning any matter pertaining to the conduct and welfare of Indiana University-Purdue University at Fort Wayne to the Presidents and Boards of Trustees of Indiana University and Purdue University.

B. Subject to the right of review by the Faculty through its governing body and the limitations which have been established to protect the interests of Indiana University or Purdue University, the power to review and approve academic degrees, to develop curriculum, instructional and examination procedures and undergraduate degree requirements, and to nominate candidates for these degrees is delegated to the various faculties such as Arts and Letters, Professional Studies, Science and Humanities, and Engineering, Technology and Nursing, and the power to develop course content and new courses is delegated to the various academic departments.

VII. Governing Body: The Senate

The Faculty shall govern itself through the Senate, which shall exercise the powers and responsibilities of the Faculty. Its decisions in exercising these powers and responsibilities shall be final except under the circumstances specifically described below.

A. Membership

1. Composition. The Senate shall be composed of
   a. The Presidents of Indiana University and Purdue University
   b. The Chancellor
   c. The Vice Chancellor and Dean of the Faculty
   d. The Vice Chancellor for Financial Affairs
   e. The Speakers of the Faculty
   f. The Deans of: Students; Arts and Letters; Engineering, Technology, and Nursing; Science and Humanities

PROPOSED

5. To present its views concerning any matter pertaining to the conduct and welfare of IPFW to the Presidents and Boards of Trustees of Indiana University and Purdue University.

B. Subject to the right of review by the Faculty through its governing body and the limitations which have been established to protect the interests of Indiana University or Purdue University, the power to review and approve academic degrees, to develop curriculum, instructional and examination procedures and undergraduate degree requirements, and to nominate candidates for these degrees is delegated to the school and division faculties, and the power to develop course content and new courses is delegated to the academic departments.

VII. Governing Body: The Senate

The Faculty shall govern itself through the Senate, which shall exercise the powers and responsibilities of the Voting Faculty. Its decisions in exercising these powers and responsibilities shall be final except under the circumstances specifically described below.

A. Membership

1. Composition. The Senate shall be composed of
   a. The Presidents of Indiana University and Purdue University
   b. The chief administrative officer of IPFW
   c. The chief academic officer of IPFW
   d. The chief financial officer of IPFW
   e. The Speakers of the Faculty
   f. The chief officer in charge of student affairs at IPFW
g. The Coordinator of Professional Studies

h. Elected members of the Faculty as described herein

2. Eligibility. Any member of the Instructional Faculty who is also a member of the Voting Faculty is eligible for election to the Senate.

3. Term of Office. The term of office for an elected Senator shall be three years, beginning one week before the beginning of regular fall classes following election. Each major academic/administrative unit shall establish a method for promptly filling vacated seats.

4. Apportionment. Senate membership shall be apportioned among the major academic/administrative units according to the number of Instructional Faculty comprising those units. These units shall include, but not be limited to: Arts and Letters; Engineering, Technology and Nursing; Professional Studies; and Science and Humanities. One elected member shall be allocated to each unit for every six Instructional Faculty in that unit.

5. Nomination and Election. Apportionment for the following academic year shall be made known to the major academic/administrative units by March 1. Methods of nomination and election and of filling seats vacated before the end of a term shall be proposed and implemented by the Instructional Faculty of those units, according to generally accepted principles of democratic representation. Such methods must have been approved by the Senate. The names of the incoming Senators shall be made known to the Secretary of the Senate by March 15.

B. Organization

1. Officers. The Officers of the Senate shall be the Presiding Officer, the two Speakers of the Faculty, the Parliamentarian, and the Secretary.

PROPOSED

g. Additional members of the Faculty selected according to procedures in this Article.

2. Eligibility. Any member of the Voting Faculty is eligible for election to the Senate.

3. Term of Office. The term of office for an elected Senator shall be three years, beginning one week before the beginning of regular fall classes following election. Each major academic/administrative unit shall establish a method for promptly filling vacated seats.

4. Apportionment. Senate membership shall be apportioned among the major academic units according to the number of Voting Faculty comprising those units. One member shall be allocated to each unit for every six Voting Faculty in that unit. In each academic unit containing ten per cent or more of the Voting Faculty, the chief academic officer of the unit shall be allocated one of the unit's Senate seats.

5. Nomination and Election. Apportionment for the following academic year, according to Part 4 above, shall be made known to the major academic units by March 1. Methods of nomination and election, and of filling seats vacated before the end of a term, shall be proposed and implemented by the Voting Faculty of those units according to methods consistent with generally accepted principles of democratic representation. These methods must be defined in the documents which define the protocols of faculty governance within each unit; and the protocols must be approved by the Senate by simple majority vote, and shall be periodically published, simultaneously with the Bylaws of the Senate, as and when the Bylaws are distributed.

B. Organization

1. Officers. The Officers of the Senate shall be the Presiding Officer, the two Speakers of the Faculty, the Parliamentarian, the Secretary, and the Sergeant-at-Arms.
CURRENT

a. Presiding Officer. The Presiding Officer of the Senate shall be the Presiding Officer of the Faculty.

b. The Speakers of the Faculty.

c. Parliamentarian. The Parliamentarian shall be selected by the Agenda Committee of the Senate for a one-year term beginning with the fall Senate. The Parliamentarian shall give to the Senate and its officers procedural advice concerning the conduct of business according to the rules of order and bylaws adopted by the Senate.

d. Secretary. The Secretary shall be a non-Faculty professional selected by the Agenda Committee whose duties include, but are not limited to:

(i) Circulating notice of meetings and agendas

(ii) Informing the Presiding Officer of the presence of a quorum

(iii) Recording the attendance of Senators, guests and visitors

(iv) Keeping, producing and circulating minutes of all Faculty Convocations and Senate meetings

(v) Maintaining Senate Committee records and reports

2. Meetings of the Senate

PROPOSED

a. Presiding Officer. The Presiding Officer of the Senate shall be a member of the Voting Faculty elected by the Senate. The election shall be conducted annually prior to March 1, with the term of office to commence with the fall Senate.

b. The Speakers of the Faculty.

c. Parliamentarian. The Parliamentarian shall be selected by the Agenda Committee of the Senate for a one-year term beginning with the fall Senate. The Parliamentarian shall give to the Senate and its officers procedural advice concerning the conduct of business according to the rules of order and bylaws adopted by the Senate.

d. Secretary. The Secretary shall be a non-Faculty professional selected by the Agenda Committee. The Secretary's duties shall include, but not be limited to:

(i) Circulating notice of meetings and agendas

(ii) Informing the Presiding Officer of the presence of a quorum

(iii) Recording the attendance of Senators, guests and visitors

(iv) Keeping, producing and circulating minutes of all Faculty Convocations and Senate meetings

(v) Maintaining Senate Committee records and reports

d. Sergeant-at-Arms. The Sergeant-at-Arms shall be appointed annually by the Presiding Officer. The Sergeant-at-Arms shall assist the Presiding Officer in maintaining order, and assist the Secretary in seating guests.

2. Meetings of the Senate
a. Regular Meetings. The Senate shall meet to conduct its business at least once a month during the academic year.

b. Special Meetings. Upon petition by twenty percent of the Faculty, a special meeting of the Senate shall be called within a time limit determined by the bylaws adopted by the Senate. The Agenda Committee may also call a special meeting. In either case, written notice must be given at least forty-eight hours in advance of the meeting, and only those items listed on the agenda distributed with the meeting notice may be considered.

3. Committees of the Senate. In order to exercise more effectively its rights and responsibilities, the Senate shall create appropriate committees. It may delegate specific Senate powers to these groups, but the Senate retains the right to amend any actions of its committees. The committees of the Senate shall include, but not be limited to, the following:

a. Committees on Institutional Affairs

(i) Indiana University Committee on Institutional Affairs. This Committee shall consider those matters that are clearly relevant only to Faculty members of Indiana University affiliation. The Speaker of the Indiana Faculty shall serve as chairperson, and the four other members shall be elected by the Senators of Indiana University affiliation from among continuing and

PROPOSED

a. Regular Meetings. The Senate shall meet to conduct its business at least once a month during the academic year.

b. Special Meetings. Upon petition by twenty percent of the Faculty, a special meeting of the Senate shall be called within a time limit determined by the bylaws adopted by the Senate. The Agenda Committee may also call a special meeting. In either case, written notice must be given at least forty-eight hours in advance of the meeting, and only those items listed on the agenda distributed with the meeting notice may be considered.

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a. Committees on Institutional Affairs

Each of these two Committees shall consider those matters that are clearly relevant only to Faculty members of one university affiliation. The Speaker of that university's Faculty shall serve as chairperson, and the four other members shall be elected by the Senators of that university's affiliation from among continuing and newly elected Senators. The elected members shall include no more than two from any of the major academic units; their terms shall commence with the fall Senate and shall expire with their Senate terms.

(i) Indiana University Committee on Institutional Affairs
newly-elected Senators. The elected members shall include no more than two from any of the major academic/administrative units; their terms shall commence with the fall Senate and shall expire with their Senate terms.

(ii) Purdue University Committee on Institutional Affairs. This Committee shall consider those matters that are clearly relevant only to Faculty members of Purdue University affiliation. The Speaker of the Purdue Faculty shall serve as chairperson and the four other members shall be elected by the Senators of Purdue University affiliation from among continuing and newly-elected Senators. The elected members shall include no more than two from any of the major academic/administrative units; their terms shall commence with the fall Senate and shall expire with their Senate terms.

b. Agenda Committee. The Agenda Committee shall consist of the Chancellor and four Senators elected by the Senate. The elected members shall include two of each University affiliation, and no more than one from any major unit; their terms shall commence with the fall Senate and expire with their Senate terms. The Committee shall select its own chairperson. The duties of the Agenda Committee shall include, but not be limited to, the following:

(i) The Committee shall formulate the agenda for each Senate meeting and shall be responsible for the circulation of the meeting agenda at least one week prior to a regular Senate meeting.

(ii) The Committee shall, at the beginning of the academic year, establish and publicize twenty dates during that academic year to be reserved for the conduct of Senate business.

(iii) The Committee may, with the approval of the Senate, recommend a procedure for the efficient conduct of items of business on the agenda.

b. Agenda Committee. The Agenda Committee shall consist of the Presiding Officer and four Senators elected by the Senate. The elected members shall include two of each University affiliation, and no more than one from any major unit; their terms shall commence with the fall Senate and expire with their Senate terms. The Committee shall select its own chairperson. The duties of the Agenda Committee shall include, but not be limited to, the following:

(i) The Committee shall formulate the agenda for each Senate meeting and shall be responsible for the circulation of the meeting agenda at least one week prior to a regular Senate meeting.

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(iii) The Committee may, with the approval of the Senate, recommend a procedure for the efficient conduct of items of business on the agenda.
CURRENT

(iv) The Committee shall, at least twice each semester, circulate a list of Senate documents that are currently under deliberation in the various Senate Committees, along with document status and name of committee and committee chairperson.

c. Rules Committee. The Rules Committee shall consist of four Senators elected by the Senate and shall include two of each University affiliation; their terms shall commence with the fall Senate and shall expire with their Senate terms. The Committee shall select its own chairperson. The duties of the Rules Committee shall include, but not be limited to, the following:

(i) The Committee shall formulate and submit for Senate approval bylaws for the Fort Wayne Senate. Amendments to the bylaws may be proposed by this Committee and must be promptly reported to the Senate if proposed by a Senator.

(ii) The Committee shall periodically review the committee structure of the Faculty to encourage efficient Faculty participation.

VIII. Review Power

A. Review of Administrative Actions

1. The Faculty shall express its judgment on administrative actions by presenting its findings and giving its recommendation on each case presented to it which raises an issue of academic freedom, tenure, promotion, or the nature or conditions of work.

2. The review power of the Faculty shall be exercised by a Faculty Board of Review, elected by the Faculty. The Senate shall establish the composition and procedures of this body and the term of office, qualification and disqualification, and replacement of its members.

PROPOSED

(iv) The Committee shall, at least twice each semester, circulate a list of Senate documents that are currently under deliberation in the various Senate Committees, along with document status and name of committee and committee chairperson.

c. Rules Committee. The Rules Committee shall consist of four Senators elected by the Senate and shall include two of each University affiliation; their terms shall commence with the fall Senate and shall expire with their Senate terms. The Committee shall select its own chairperson. The duties of the Rules Committee shall include, but not be limited to, the following:

(i) The Committee shall formulate and submit for Senate approval bylaws for the Fort Wayne Senate. Amendments to the bylaws may be proposed by this Committee and must be promptly reported to the Senate if proposed by a Senator.

(ii) The Committee shall periodically review the committee structure of the Faculty to encourage efficient Faculty participation.

VIII. Review Power

A. Review of Administrative Actions

1. The Faculty shall express its judgment on administrative actions by presenting its findings and giving its recommendation on each case presented to it which raises an issue of academic freedom, tenure, promotion, or the nature or conditions of work.

2. The review power of the Faculty of Indiana University affiliation shall be exercised by a Faculty Board of Review, elected by that Faculty; the review power of the Faculty of Purdue University affiliation shall be exercised by a Faculty Grievance Board, elected by that Faculty. The Senate shall establish the composition and procedures of these bodies and the term of office, qualification and disqualification, and replacement of their members.
3. Any member of the Faculty may petition the Faculty Board of Review for review of administrative action regarding academic freedom, tenure, promotion, or the nature or conditions of work.

B. Review of Senate Actions

1. Senate actions shall be subject to review and check by the Faculty through the following two procedures:

   a. At any Convocation of the Faculty, past actions of its Senate may be brought to the floor for discussion. If a majority of those present so direct, the Senate must reconsider its action at its next regular meeting.

   b. Any action taken by the Senate shall be forced back to that body for mandatory reconsideration if within two weeks after the circulation of the Senate minutes covering the action, a petition by at least twenty percent of the Voting Faculty stating the objections of the petitioners is received by the Presiding Officer of the Senate.

2. In either of the above procedures, if the Senate reaffirms its original action, the issue must be submitted by mail ballot to the Voting Faculty. The ballots shall be returned and counted, and the decision announced, before the next regularly scheduled meeting of the Senate. The decision of a simple majority in such a ballot shall be final.

IX. Amendments

Amendment of the Constitution shall require the following:

A. Publication of the proposed amendment to all members of the Faculty

PROPOSED

Senate may, through its Bylaws, permit joint meetings of these bodies when appropriate and when permitted by university regulations.

3. Any member of the Faculty may petition the appropriate review body for review of administrative action regarding academic freedom, tenure, promotion, or the nature or conditions of work.

B. Review of Senate Actions

1. Senate actions shall be subject to review and check by the Faculty through the following two procedures:

   a. At any Convocation of the Faculty, past actions of its Senate may be brought to the floor for discussion. If a majority of those present so direct, the Senate must reconsider its action at its next regular meeting.

   b. Any action taken by the Senate shall be forced back to that body for mandatory reconsideration if within two weeks after the circulation of the Senate minutes covering the action, a petition by at least twenty percent of the Voting Faculty stating the objections of the petitioners is received by the Presiding Officer of the Senate.

2. In either of the above procedures, if the Senate reaffirms its original action, the issue must be submitted by mail ballot to the Voting Faculty. The ballots shall be returned and counted, and the decision announced, before the next regularly scheduled meeting of the Senate. The decision of a simple majority in such a ballot shall be final.

IX. Amendments

Amendment of the Constitution shall require the following:

A. Publication of the proposed amendment to all members of the Faculty
B. Approval of the proposed amendment via secret mail ballot by a two-thirds majority of those voting or by a simple majority of the Faculty, whichever shall be the lesser.

C. Acceptance of the proposed amendment by the Boards of Trustees of Indiana University and Purdue University.

D. Transmission of the written amendment and the dates of the Boards' acceptance to all members of the Faculty.

The amendment shall become effective as provided for in the amendment or on the first day of the calendar month following the completion of the four steps above.