

UNIVERSITY OF MEDICINE AND DENTISTRY OF NEW JERSEY
COUNCIL OF AAUP CHAPTERS
BYLAWS

Article I NAME AND STATEMENT OF PURPOSE

The name of this organization shall be the UNIVERSITY OF MEDICINE AND DENTISTRY OF NEW JERSEY COUNCIL OF AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS CHAPTERS.

The University of Medicine and Dentistry of New Jersey (UMDNJ) Council of American Association of University Professors (AAUP) Chapters represents the individual members of the several divisions of the University of Medicine and Dentistry of New Jersey in continual efforts to advance the cause of higher education and to improve conditions of faculty employment. The principal purpose of this Council is to work cooperatively to solve problems and take action with respect to matters of mutual concern, including:

- The maintenance and improvement of the quality of medical and dental education in New Jersey;
- The support of the principles and policies of the AAUP, including academic freedom and tenure;
- The pursuit of quality and equity in academic employment relationships;
- Furtherance of the economic welfare and well being of the members of the AAUP at UMDNJ and those represented by the AAUP through collective negotiations;
- Administration of the contracts negotiated between AAUP and UMDNJ in accordance with the laws of the State of New Jersey;
- Furtherance of policies with respect to fringe benefits and other such matters; and
- Communication on behalf of the AAUP at UMDNJ with the national AAUP.

Article II DEFINITIONS

1. UMDNJ Council - University of Medicine and Dentistry of New Jersey, Council of AAUP Chapters
2. AAUP - The American Association of University Professors
3. RWJMS/SOM Chapter - The Robert Wood Johnson Medical School/School of Osteopathic Medicine Chapter

Article III MEMBERSHIP OF AAUP AND COUNCIL

Section 1: AAUP Membership

- A. **Representation** - The Council is the exclusive negotiating agent for all full-time teaching and/or research faculty and all part-time teaching and/or research faculty who are employed at 50% or more of full-time by the university, but specifically excluding all faculty members who are employed by the university at less than 50% of full-time, all faculty members who in addition to their professorial titles hold any title which carries managerial, administrative, or supervisory responsibility as defined by the Agreement between the AAUP and the university, all interns and residents

including those residents holding the title of instructor, and all other employees not holding academic rank and title, both for the purpose of negotiations regarding the terms and conditions of employment and in the settlement of grievances.

- B. Membership - All faculty who are represented by the Council under Article III, Section 1.A. may become members of the AAUP upon authorization of payment of local and national AAUP dues. Faculty who, in addition to their professorial titles, hold a title which carries managerial, administrative, or supervisory responsibility may also become members upon authorization of payment of local and national AAUP dues.

Section 2:

- A. Charter Chapters - The charter chapters of the Council are:
1. The Newark Chapter of AAUP
 2. The RWJMS/SOM Chapter of AAUP
- B. Establishment of New Chapters - Each faculty, school or other appropriate division of UMDNJ may establish a chapter of the AAUP and apply for membership in the UMDNJ Council. Membership in the Council is open to any chapter which 1) is a bona fide chapter of AAUP, 2) shall have expressed a desire to join the Council, and 3) the current chapters of the Council shall have unanimously agreed to include.

Section 3: Council Membership

- A. Each chapter shall have seven (7) representatives to the Council of which four (4) shall be the chapter officers, one (1) shall be the immediate past president, and two (2) shall be at-large chapter representatives.
- B. The at-large representatives to the Council shall have been chosen according to Article VI, Section I.
- C. The Council, by a 3/4 vote of the representatives may increase or decrease the number of representatives per chapter to the Council.

Section 4: Voting

Each representative to the Council shall have one vote. Any representative may make a motion. All action shall be based upon the vote of a majority of those members of the Council present and voting.

Article IV OFFICERS OF THE COUNCIL

Section 1: The officers of the Council shall be: A president, a vice president, and a secretary-treasurer.

Section 2: The president and vice president shall have the duties usually associated with these offices. In the absence of the president, the vice-president shall preside at meeting of the Council. The president shall, with the advice and consent of the Council, appoint all committees of the Council and shall be an ex officio member of all committees. The vice president shall be an ex

officio member of all committees. The term of office of the president and vice-president shall be for one year.

Section 3: The secretary-treasurer shall be responsible for maintaining the records of the Council. The secretary-treasurer shall receive all monies owing to the Council and disburse all funds in accordance with the instructions of the Council. The financial records of the Association shall be audited annually, and the report of the audit shall be presented to the Council. The term of office shall be for one year.

Section 4: The immediate past president of each chapter shall serve as a member of the council.

Article V THE COUNCIL

Section 1: Duties

The Council shall a) determine the annual dues and regulations governing their payment and collection, b) manage its property and financial affairs with power to accept gifts; c) construe the provisions of these bylaws; d) provide for publications; e) appoint and determine salaries of an executive director, and such other employees as shall be necessary to administer its affairs; f) appoint and contract for the services of legal and financial advisors; g) authorize the establishment of committees of the council; and h) carry out collective bargaining negotiations on behalf of its members and oversee administration of the resulting contract.

Section 2: Meetings

The Council shall meet at regular intervals. Additional meetings may be called at the request of the president or at the request of any chapter. The meetings shall conform to *Robert's Rules of Order* except as otherwise specified in these Bylaws. Representatives shall be given at least two days notice of a meeting. A quorum of the Council shall consist of at least six (6) representatives provided that there are at least three (3) representatives from each chapter. Council meetings shall be open to all members of the bargaining unit. The president may also invite observers to attend Council meetings. The Council, upon majority vote of its representative present, may enter into executive session.

Section 3: Committees

A. Standing committees

1. Negotiating Committee - The Council shall establish a Negotiating Committee. The Negotiating Committee shall act as a standing committee and shall report to the Council. The Negotiating Committee shall represent the Council at contract negotiations with the Administration of UMDNJ. The Negotiating Committee shall have the authority to make proposals and counter proposals in the course of negotiations. The Council shall oversee the progress of the Negotiating Committee and shall have final authority to approve the negotiated proposals for presentation to the dues paying members of the bargaining unit for ratification.

- a) Members of the Negotiating Committee shall be chosen by the Council.

- b) Chief Negotiator - The Council shall elect a Chief Negotiator as chairman of the Negotiating Committee. The Chief Negotiator shall be an ex officio member of the Council.
2. Other Standing Committees - The Council may establish and terminate standing committees. Membership on the committees need not be drawn from representatives to the Council. A standing committee shall be established by a majority vote of the representatives to the Council. Each standing committee must receive an explicit charge concerning its functions and responsibilities. Termination of standing committees likewise requires a majority vote.
- B. Ad Hoc Committees - From time to time, the Council may establish ad hoc committees. An ad hoc committee may exist for a period of time no longer than six months without specific Council renewal of its charge. All ad hoc committees report to the Council.

Article VI ELECTIONS

Section 1: At-Large Representatives

Each chapter shall select two at-large representatives to the Council. Each chapter shall be responsible for the method of selection of its representatives to the Council. Only those chapter members who have paid full member dues are eligible to be at-large representatives to the Council.

Section 2: Election of council Officers

At the first meeting of the Council in September, an election of the officers shall be conducted. A majority vote of the representatives is sufficient for election. The office of president shall ordinarily rotate from chapter to chapter each year (subject to changes due to vacancies - see Section 3). The vice president cannot be from the same chapter as the president. The secretary-treasurer may be from any of the chapters. Each officer shall take office at the first Council meeting in September after the election, and continue until the following September meeting. Only those chapter members who have paid full member dues are eligible to be officers.

Section 3: Vacancies

In the event that the president resigns or otherwise becomes unable to serve, the vice president shall assume the office of president. If the remainder of the term of office is less than 6 months, and the vice-president's (now president) chapter is next in line for rotation, that chapter shall remain eligible for providing the next president. If the remainder of the term of office is greater than 6 months, and the vice-president's (now president) chapter is next in line for rotation, that chapter's rotation shall begin upon assumption of the vacancy. If the vice president resigns or becomes unable to serve, or assumes the office of president, a vice president shall be elected by the representatives to serve the remainder of the term. If the secretary-treasurer resigns or otherwise becomes unable to serve, a secretary-treasurer shall be elected by the representatives. If a representative resigns or otherwise becomes unable to serve, that the chapter shall select a new representative for the remainder of the term.

Section 4: Absences

In the event that a representative will be absent from a Council meeting, the chapter, through its president, may designate an individual to represent the chapter for that meeting.

Article VII AMENDMENTS

An amendment may be initiated by the Council acting as a committee of the whole or proposed to it by any chapter. Each amendment must be accepted by a majority of the Council, and amendments will be adopted upon ratification by each chapter. The Council shall review these bylaws every three years.

Article VIII RATIFICATION

These bylaws and any subsequent amendments shall become effective when each chapter has approved them by a simple majority of those members present at a chapter meeting.

6/15/00