

Electrical and Computer Engineering Department Bylaws

Department Faculty

Fall Term 2020

Contents

Article I	Abbreviations and Definitions	3
A	Abbreviations	3
B	Definitions	3
Article II	Purpose and Authority	4
A	Purpose	4
B	Authority	4
Article III	Faculty	4
A	Membership	4
B	Rights and Responsibilities	4
C	Authority	5
D	Voting	5
1	Eligibility	5
2	Procedures	5
Article IV	Faculty Meetings	6
Article V	Faculty Rights and Resources	6
A	Promotion and Tenure	6
B	Workload and Worklife Balance	6
1	Academic Professional	6
C	Merit Increases	7
D	Individual Professional Development Accounts (IPDA)	7
E	Sabbatical Requests	7
F	Adjunct Faculty	7
1	Adjunct Faculty Course Assignments	7
2	Evaluations	7
3	Professional Development	7
Article VI	Department Chair	8
A	Responsibilities	8
B	Appointment	8
1	Eligibility	8
2	Election Process	8
3	Term of Service	9
C	Interim and Acting Department Chairs	9
D	Performance Reviews	9
E	Removal	9
Article VII	Committees	9
A	Standing	9
1	Undergraduate Committee	10
2	Graduate Committee	10
3	Curriculum Committee	10
4	Awards Committee	10
5	Promotion and Tenure Committee	10
B	Special and Ad Hoc Committees	10
Article VIII	Adoption and Amendments	11
A	Adoption	11
B	Amendments	11
C	History	11
Appendices		11
A	Reference Documents	11

Preamble

These Bylaws of the Electrical and Computer Engineering Department at Portland State University specify the governance and organizational structure of the Department. The objectives of these Bylaws are:

- Efficient Faculty governance of the Department
- Orderly administration of the Department
- Full compliance with University and College policies and procedures
- Full compliance with the contractual obligations of pertinent Collective Bargaining Agreements

The Department recognizes the importance of academic freedom in an institution of higher education and is committed to the protection of the principles of academic freedom. A copy of the most recent version of these Bylaws will be available to the Faculty at all times¹.

Article I Abbreviations and Definitions

A Abbreviations

CBA	Collective Bargaining Agreement
ECE	Electrical & Computer Engineering
FTE	Full time equivalence. FTE is expressed on a scale of 0.00–1.00.
MCECS	Maseeh College of Engineering and Computer Science
OAA	Portland State University Office of Academic Affairs
PSU	Portland State University
P&T	Promotion and Tenure

B Definitions

AAUP CBA Requirements	PSU-AAUP CBA List of Requirements, last revised February 14, 2017
College	Maseeh College of Engineering and Computer Science at Portland State University
Dean	Dean of the Maseeh College of Engineering and Computer Science at Portland State University
Department	Department of Electrical and Computer Engineering at Portland State University
Faculty	Employees of the University who meet the criteria for Faculty Membership within the Department (Article III)
Faculty Constitution	Constitution of the Portland State University Faculty, most recent version
Fall, Winter, Spring, Summer	Terms of the academic year
PSUFA CBA Requirements	Portland State University Faculty Association, Local 3571, American Federation of Teachers, AFL-CIO Collective Bargaining Agreement requirement, for the period July 1, 2015 though June 30, 2020
P&T Guidelines	Portland State University Policies and Procedures for the Evaluation of Faculty for tenure, Promotion, and Merit Increases, most recent version
Robert’s Rules	Robert’s Rules of Order Newly Revised, most recent edition
University	Portland State University

¹AAUP CBA Requirements, Access to governance documents.

Article II Purpose and Authority

A Purpose

We prepare students for successful engineering careers and lifelong learning; and we conduct research that creates new technologies and engineering knowledge.

Our vision is to be a source of premier electrical and computer engineering talent and high-impact research. This means our graduates are successful, our research is recognized worldwide, and we are the intellectual center for our discipline in the Portland region.

We value:

- The success of our graduates
- Contributions to research and knowledge creation
- High intellectual and ethical standards
- High quality education for traditional and nontraditional students
- A diverse student population
- Our contribution to the Oregon economy
- Lifelong learning
- Technical and professional relationships with the engineering community

B Authority

Authority of University Policies, Collective Bargaining Agreements, and Faculty Senate supersedes that of the Department. The authority of these Bylaws supersede all other Department policies and procedures.

Article III Faculty

A Membership

All employees of the University with a Faculty rank as specified in the University's P&T Guidelines and have an appointment in the Department or are Adjunct Faculty members as specified in the PSUFA CBA are members of the Faculty².

B Rights and Responsibilities³

All members of the Faculty are expected to participate in all Departmental duties for which they are eligible as aligned with their rank and membership. All activities should be considered in proportion to the FTE of their appointment within the Department. These duties include, but are not limited to:

- Attendance of Faculty and committee meetings
- Participation in student-centered events
- Participation in committees
- Participation in accreditation processes and procedures
- Participation in Faculty hiring
- Promotion of the Department and University
- Voting as required in these Bylaws
- Adhering to the University Code of Conduct
- Excellence in teaching
- Student advising
- Curriculum review and continuous improvement

The Department recognizes and encourages Adjunct Faculty member's voluntary participation and input in extra-instructional activities in the Department. These activities may include but are not limited to: attending

²PSUFA CBA Article 8, Section 1.

³PSUFA CBA Article 8, Section 1.

Departmental meetings, serving on Departmental committees, and/or developing courses. Such participation is not required. In the event that the University requests an Adjunct Faculty member to participate and the Chair approves, the Adjunct Faculty member will be compensated for such participation, as provided in PSUFA CBA Article 12, Sections 6–7. Such participation by Adjunct Instructional Faculty in addition to their existing appointment must not exceed a total FTE of .49 per year.

C Authority

The power and authority of the Faculty are derived from and are consistent with the Constitution of the Portland State University Faculty, Article III.

The Faculty have primary responsibility for such fundamental areas as curriculum, subject matter, and methods of instruction, research, Faculty status, and those aspects of student life that relate to the education process.

The Faculty shall exercise final authority with respect to all matters affecting the Department consistent with Portland State University policies and guidelines.

The Faculty may delegate its authority over various matters to the Department Chair, other Department officers, or committees using procedures described in these Bylaws.

D Voting

1 Eligibility

Members must meet all of the following criteria⁴ to be eligible to vote and attend Faculty meetings:

- Hold one of the following academic ranks as defined in the University Promotion & Tenure Guidelines:
 - Assistant Professor, Associate Professor, Professor
 - Instructor, Senior Instructor I, Senior Instructor II
 - Research Assistant Professor, Research Associate Professor, Research Professor
 - Assistant Professor of Practice, Associate Professor of Practice, Professor of Practice
- Have an appointment in the Department of 0.5 FTE or more

Voting eligibility on Faculty promotion, tenure, post-tenure review, and related matters differ from these criteria as specified in the Department’s P&T Guidelines.

Faculty who are unranked or hold a rank or title of Fellow, Associate, Adjunct, Academic Professional, Affiliate, Research Assistant, Teaching Assistant, or Research Associate are not eligible to vote. Academic Professionals and Department Staff are also not eligible to vote.

In special cases voting rights may be extended to a Faculty member who does not meet the eligibility criteria. Special cases involve Faculty who have shown earnest dedication and engagement in the Department through instruction, research, service, and curriculum/laboratory development. A grant of voting rights requires an affirmative vote of at least two-thirds by secret ballot. Voting right extensions expire at the end of each academic year and must be renewed annually.

As the presiding officer of Faculty Meetings, the Department Chair cannot vote except when the vote is by ballot or whenever the vote of the Department Chair will change the result⁵. The Department Chair cannot vote on matters where they will have a separate vote or recommendation on the same issue at another stage of the process.

2 Procedures

Absentee ballots are permitted for motions and elections that will be decided by a ballot and that can be fully stated at least one week prior to the end of the voting period. When voting is conducted by ballot with one-week voting periods Faculty on leave are permitted, but not required, to vote. Empty ballots are treated as abstentions.

In all other cases, only members who are present when the vote is conducted can vote. Eligible Faculty are counted as present if they attend a meeting by teleconference or equivalent means that enables them to participate in the discussion preceding the vote.

Faculty on leave are permitted, but not required, to attend Faculty meetings and participate in voting during the meetings. If they attend Faculty Meetings, they retain their eligibility to vote.

⁴AAUP CBA Requirements, Article 12, Section 4

⁵Robert’s Rules, Chapter XIII §44

A quorum is the number of voting members that must be present to conduct business. The requirement for a quorum is satisfied as long as a simple majority of Faculty who are eligible to vote and not on leave (Section 1) are present.

Ballots and motions require a majority of the votes cast, excluding abstentions, to pass.

Robert's Rules of Order Newly Revised⁶ shall govern Faculty meetings pertaining to motions, discussion, agenda approval, and voting except in cases in which they are inconsistent with special provisions stated elsewhere in these Bylaws.

Article IV Faculty Meetings

Only the Department Chair can call a meeting of the Faculty. The Department Chair is responsible for calling at least two Faculty Meetings during each academic term except Summer. The Department Chair is responsible for announcing these meetings to the Faculty with at least one week of notice. All Faculty (Section A) are welcome to attend. All Faculty eligible to vote are expected to attend, except those on approved leave including sabbatical. Faculty may participate remotely.

The Department Chair is responsible for calling Faculty meetings at a time of week that minimizes conflicts with scheduled courses during normal business hours. Faculty are expected to attend Faculty Meetings or obtain permission to be absent from the Department Chair. The Department Chair shall always excuse absences for attendance at professional meetings and for meetings with research grant sponsors.

The Department manager, an appointed faculty member, or a member of the staff will take minutes. Minutes from the prior meeting will be circulated with the agenda for the forthcoming meeting and will be placed on the consent agenda. Revisions to the minutes should be proposed, either in writing or in person, prior to end of announcements on the meeting agenda.

The Department Chair will prepare a proposed agenda for each Faculty Meeting. Any member of the Faculty may propose an agenda item for consideration. The Department Chair will solicit new business and discussion items from the Faculty prior to each Faculty meeting, after the review of minutes during each Faculty meeting, or both. If a quorum is present, the agenda may be modified prior to or at the start of each meeting. The proposed changes to the agenda must be approved by the Faculty.

Article V Faculty Rights and Resources

A Promotion and Tenure

Department policies, procedures, and guidelines for Promotion and Tenure are contained in a separate document.

B Workload and Worklife Balance⁷

The Faculty believe that supporting flexibility enables our Faculty to meet the increasing demands of the workplace and to meet their personal and family responsibilities.

1 Academic Professional⁸

Academic professionals that are overtime-exempt are expected to work approximately 2080 hours (which is approximately 40 hours per week) per year. Overtime exempt academic professionals have no expectation of receiving additional salary for hours that exceed this number. The amount of work may cycle with time of year, specific assignments, and/or other situational demands. In the event an overtime-exempt academic professional's workload is unusually high for some period of time the academic professional will be provided sufficient flexibility in order to balance out the academic professional's work commitment. The Department Chair and academic professional shall work together to determine when and how such adjustments will be made. This is not intended as an hour-for-hour adjustment, but rather as a mechanism to provide flexibility in an overtime-exempt Academic Professional's work schedule in keeping with work-life balance ideals. It is not necessary for exempt employees to maintain complex records of hours worked.

⁶Most recent edition.

⁷AAUP CBA Requirements, LOA #4.

⁸AAUP CBA Requirements, Article 17, Section 9(c).

C Merit Increases⁹

The Department will follow the policies and procedures in the P&T Guidelines and pertinent collective bargaining agreements in determining merit increases, when available.

D Individual Professional Development Accounts (IPDA)¹⁰

Eligible Faculty members and academic professionals may utilize funds in their IPDA for activities that support the job-related professional development of the member. The use of IPDA funds is subject to the pre-approval of the Department Chair and to all applicable University policies and procedures regarding the appropriate use and documentation of University expenditures. Examples of such use from the AAUP CBA include, but are not limited to, travel for the presentation of scholarly work, conference fees and travel, professional organization fees, professional licensure or certification requirements, acquisition of specialized equipment (such as laboratory or art supplies), tuition and/or fees, subscriptions and books, submission fees, and relevant training and continuing education opportunities.

Full-time Faculty members on sabbatical shall have their IPDA accounts funded at 1.0 FTE.

E Sabbatical Requests¹¹

Requests for sabbatical must be submitted to the Department Chair by January 15 during the academic year preceding the requested sabbatical. The request must comply with University procedures and policies and will be reviewed in accord with the pertinent CBAs.

F Adjunct Faculty

1 Adjunct Faculty Course Assignments¹²

All one and two year Adjunct Faculty appointments will be based on the academic judgment of the Department Chair, taking into account enrollment issues, budget, shift in full-time teaching loads, whether the Adjunct Faculty member has been disciplined in accordance with PSUFA CBA Article 16 (Progressive Sanctions), and pedagogical or curricular changes. If, due to such changes, an Adjunct Faculty member is not offered re-appointment, the Department Chair and the Adjunct Faculty member shall discuss, at the member's request, whether other teaching opportunities exist in the Department for them based on what they are qualified to teach.

A Department's intent to re-appoint or not to re-appoint Adjunct faculty for the following academic year should be communicated at least one term prior to the end of the faculty member's appointment or as soon as reasonably possible¹³.

2 Evaluations¹⁴

An Adjunct faculty member who has been employed as an Adjunct by PSU for 3 years or 20 credits, whichever occurs first, will be offered a professional evaluation by the Department Chair. Evaluations should be offered and completed during the term immediately following the one in which the faculty member has completed the requirements. Once offered, the faculty member may choose whether or not to have an evaluation at that time. If an Adjunct faculty member elects not to have an evaluation at that time, they will be offered another opportunity for an evaluation after they have been employed for an additional 2 years or 12 credits, whichever comes first. Once an Adjunct faculty member has received a successful evaluation, future appointments will be offered for a term of two academic years, subject to the provisions of Article 8, Section 2. Further evaluations may be conducted every four years if initiated by the Chair. These evaluations and the subsequent opportunities will be done in compliance with the PSU CBA Article 7, Section 7.

3 Professional Development¹⁵

The PSUFA Collective Bargaining Agreement provides a fund for Adjunct Faculty education. Requests will be completed by adjunct Faculty members, approved by the PSUFA as to eligibility and amount, and forwarded to the

⁹P&T Guidelines, Article VI.

¹⁰AAUP CBA Requirements, Article 19, Section 3.

¹¹AAUP CBA Requirements, Article 30, Section 8.

¹²PSUFA CBA Article 8, Section 3.

¹³PSUFA CBA Article 8.

¹⁴PSUFA CBA Requirements, Article 7, Section 7.

¹⁵PSUFA CBA Requirements, Article 13, Sections 1–2.

Office of Academic Affairs for processing. Bargaining unit members shall submit one application for all courses in that academic term for which a grant is sought.

Adjunct Faculty members of the bargaining unit are also eligible for professional development funds as provided by the PSUFA CBA. Adjunct Faculty members are responsible for completion of the requests which must be approved by the Department Chair and by the Union, and forwarded to the office of Academic Affairs for review.

Adjunct Faculty members should refer to the PSUFA CBA and appropriate PSUFA and University web sites for information about eligibility and how to apply for these funds.

Article VI Department Chair

A Responsibilities

The Department Chair is responsible for the following:

- Calling and presiding at Faculty meetings
- Developing the course schedule
- Assigning instructors to courses
- Assigning Faculty to Department committees
- Allocating resources to support instruction such as graduate teaching assistant positions
- Allocating sufficient budget to support our teaching and research missions
- Allocating resources necessary to complete the work of the Department
- Leading efforts to maintain our accreditation
- Maintaining our industry advisory board
- Determining annual admissions limits for our bachelors and masters programs
- Supporting good relations with community partners such as the local IEEE Chapters
- Executing all responsibilities required by University policies and procedures
- Approving curricula changes that have been approved by the Faculty
- Maintaining and revising the governance procedures, policies, and rules including these Bylaws
- Representing the Department at the ECEDHA annual conference
- Providing Department publicity and outreach
- Implementing student recruiting strategy
- Conducting performance evaluations of staff supervised by the Department Chair

Further information about the responsibilities and expectations of the Department Chair can be found in the University's Department Chair Handbook.

B Appointment

1 Eligibility

The eligibility criteria for serving as Department Chair are the same as the eligibility criteria for voting (Section 1). Additionally, candidates for Department Chair must have an FTE of 0.50¹⁶ or higher during the period of their appointment.

2 Election Process

During years in which an election will be held, the Faculty will elect a special Department Chair Election Committee to run the election process. The election must be completed by April 15 during the third academic year that the Department Chair is in office¹⁷ or whenever the position becomes vacant. However, normally the election should be completed by the end of fall term.

Suitable candidates for Department Chair can be solicited by either conducting a national search or nominations from Faculty. Faculty members may nominate themselves.

¹⁶Faculty Constitution, Article III, Section 4

¹⁷Faculty Constitution, Article III, Section 4

The election of the Department Chair is conducted by secret ballot of Faculty who are eligible to vote. To be elected, a candidate must receive a simple majority of votes cast. Blank ballots are treated as abstentions and are not counted as a vote cast. In the event that no candidate receives a clear majority on the first ballot a second ballot will be conducted among the candidates having received the most votes in the first ballot.

At the conclusion of the election, the Department Chair Election Committee will write a memorandum to the Dean that states the outcome of the election. The memorandum will also be distributed to the Faculty and current Department Chair.

3 Term of Service

The Department Chair must be approved by the Dean and then appointed by the President, on the recommendation of the Department vote, for a term of three years and may be appointed to subsequent three-year terms subject to the Department's vote of approval¹⁸. A three-year Department Chair term is defined as completing three academic years, with the new terms commencing on July 1.

C Interim and Acting Department Chairs

If the Department Chair is away from the Department for a period of less than three months, the Department Chair may designate an Acting Department Chair for the period of the absence.

In the event that the Department must operate for an extended period of time (3 months or more) without the services of a Department Chair an "Interim Department Chair" will be elected using the same process used to elect the Department Chair. The interim chair will serve until the Department Chair returns, but not longer than the Chair's original term of service.

D Performance Reviews

Annual performance evaluations of the Department Chair are conducted by the Dean. The Dean is encouraged to solicit feedback from Faculty and Department staff.

E Removal

Upon written request of **three** or more Faculty who are eligible to vote (Section 1), the Dean will appoint a special Leadership Committee comprised of Faculty who will evaluate and attempt to resolve concerns. If the resolution is unsatisfactory to three or more Faculty who are eligible to vote, the Leadership Committee will conduct a vote of no confidence by secret ballot to recommend the removal of the Department Chair. The voting period will be at least one week so that Faculty on leave may easily choose to participate. This vote may only be conducted once per academic year. If a simple majority supports the vote of removal, the Leadership Committee will write a memorandum to the Dean that states the outcome of the vote. The memorandum will also be distributed to the Faculty and Department Chair.

In order for issues of concern to be expressed, the Dean shall meet privately with the Department Chair and arrange at least one meeting with the Faculty (without the presence of the Department Chair). The Dean shall then submit a decision to the ECE Faculty, with an accompanying explanation, within 30 days of the initial request. The decision should take one of three forms: (1) retention of the Department Chair, (2) removal of the Department Chair, or (3) a one-time request for an additional 30 days of consideration before deciding either option (1) or (2). If the Department Chair is removed, the Dean will appoint an Acting Chair until an election can be completed.

Article VII Committees

A Standing

Faculty are appointed by the Department Chair to all standing committees at the beginning of each academic year except for the P&T Committee, which is appointed by the Faculty as specified by the Department's P&T Guidelines.

The standing committee appointments are for the duration of the academic year (fall, winter, and spring). The Department Chair will appoint an odd number of no less than three members to each committee and will specify the Chair of each committee. The Department Chair is responsible for making committee assignments that are sufficient

¹⁸Faculty Constitution, Article III, Section 4

for Faculty to meet their service expectations. Faculty with fixed-term and continuous appointments are eligible for committee appointments. Adjunct Faculty are not eligible for committee appointments.

The committee chairs are responsible for calling meetings and ensuring the responsibilities of each committee are met. Committee decisions are made by a simple majority. Faculty are not normally permitted to resign from a committee except under exceptional circumstances, such as an unexpected leave from the University. In the event of an absence, the Department Chair may appoint an additional Faculty member to the committee to maintain consistent membership size.

1 Undergraduate Committee

The Undergraduate Committee is responsible for:

- Annual review of our undergraduate program in accordance with our undergraduate accreditation procedures and policies
- Deciding whether to admit applicants to our undergraduate programs
- Staying within the admission limits specified by the Department Chair
- Considering improvements to the undergraduate program and making recommendations to the Faculty

The Department Chair and Undergraduate Program Director are ex officio members of the Undergraduate Committee.

2 Graduate Committee

The Graduate Committee is responsible for:

- Considering improvements to the graduate program and making recommendations to the Faculty

The Department Chair and Graduate Program Director are ex officio members of the Graduate Committee.

3 Curriculum Committee

The Curriculum Committee is responsible for

- Review and approval of changes to the curricula of our academic programs

The chair of the committee is also responsible for interacting with other entities at PSU involved in the curriculum change process.

4 Awards Committee

The Awards Committee is responsible for

- Recommending student, Faculty, staff, and alumni awards to the Faculty.
- Maintaining a list of applicable awards and will keep Faculty and students informed of the application procedures and deadlines.

All of the recommendations are normally made to the Faculty in a single motion that can be approved by the Faculty during a regular Faculty meeting. If the Faculty do not approve the recommendations, the Awards Committee is responsible for making a different recommendation to the Faculty no later than by the time of the following Faculty Meeting.

5 Promotion and Tenure Committee

The Promotion and Tenure Committee is comprised of Faculty who are elected by the Faculty during the last Faculty meeting of the previous academic year. The membership and responsibilities of this committee are specified in the Department's P&T Guidelines.

B Special and Ad Hoc Committees

Ad hoc and special committees may be formed when a condition arises as specified in these Bylaws, by a vote of the Faculty, or by appointment of the Department Chair. Ad hoc and special committees typically have a prescribed task and the committee is dissolved once these tasks are completed and the committee has discharged its duties.

Article VIII Adoption and Amendments

A Adoption

This document can only be adopted by an affirmative vote by at least two-thirds of the Faculty eligible to vote at the time of adoption. Upon adoption this terminates and supersedes all other Faculty governance documents including the Department Charter. The approved Bylaws shall be continuously available to all Faculty and posted on the department's web site.

B Amendments

The Department Chair, any voting eligible Faculty member, or any standing committee may propose an amendment to this document. Amendments must be distributed to the Faculty and Department Chair no later than seven days prior to a scheduled Faculty Meeting in which they will first be considered. The Department Chair is responsible for adding proposed amendments to the Faculty meeting agenda. Amendments require an affirmative vote of at least two-thirds of the votes cast.

The Department Chair is responsible for notifying OAA of the intent to modify these Bylaws while in draft stage, prior to adoption by the Faculty¹⁹. PSU is responsible for complying with the notice and collective bargaining requirements of ORS 243.698²⁰. Changes to these Bylaws do not become effective until the date approved by OAA. The approval date is listed on the signature page.

The Faculty endeavor to review these Bylaws every three years.

C History

January 31, 2020 Bylaws adopted by the Faculty in accordance with the Department Charter (previous governance document). Ratification is indicated by the last date on the signature page.

September XX, 2020 ECE Proposed Bylaws approved by OAA. Representative Signature is indicated by the last date on the signature page.

Appendices

A Reference Documents

The following documents were reviewed and used to develop and amend these Bylaws:

- OAA Bylaws Outline, June 2016
- PSU Policies and Procedures for the Evaluation of Faculty for tenure, Promotion, and Merit Increases, last revised June 25, 2018
- Collective Bargaining Agreement with Portland State University Chapter, American Association of University Professors and Portland State University Portland, Oregon For the Period December 1, 2015 through November 30, 2019 Effective April 5, 2016
- Collective Bargaining Agreement between Portland State University Faculty Association, Local 3571 American Federation of Teachers, AFL-CIO and Portland State University Portland, Oregon For the Period July 1, 2015 through June 30, 2020
- Portland State University Faculty Governance Guide 2018–19, last revised October 1, 2018
- Constitution of the Portland State University Faculty, Adopted May 6, 1964; Last Amended, January 6, 2020
- PSU-AAUP CBA List of Requirements, last revised February 14, 2017
- PSUFA 2015–20 CBA List of Requirements, last revised October 25, 2016

¹⁹AAUP CBA Requirements, Article 8, Section 1

²⁰AAUP CBA Requirements

Signature Page

Electrical and Computer Engineering Department Bylaws
Portland State University
October 05, 2020

DocuSigned by:
Thomas Martin Siderius 10/5/2020
28E8B38C023040B...
Martin Siderius, Department Chair Date

DocuSigned by:
Richard Corsi, Dean MCELS 10/8/2020
2686F466FECB4E6...
Richard Corsi, Dean, Maseeh College of Engineering and Computer Science Date

DocuSigned by:
Shelly Chabon 10/8/2020
D263A663BB294E6...
Shelly Chabon, Vice Provost,
Academic Personnel and Dean of Interdisciplinary General Education Date