

## Department of Judaic and Near Eastern Studies Bylaws

### 1. Department name & general provisions

In accordance with Article 12 of the MSP Collective Bargaining Agreement (CBA), these Bylaws have been adopted by a majority vote of the faculty of the Department of Judaic and Near Eastern Studies (the “Department”) in the College of Humanities and Fine Arts (the “College”) at the University of Massachusetts Amherst (the “University” or “UMass”). Federal and state laws, UMass Trustee policies (including, but not limited to, T76-081, the Academic Personnel Policy, aka the “Red Book”), the CBA, and other established university policies will prevail in instances of conflict with these bylaws. As required by Article 12, these bylaws are subject to review by the Administration and MSP to ensure that the bylaws do not conflict with prevailing laws, policies, and the CBA; such review must occur before the bylaws or their amendments take effect.

### 2. Faculty membership, rights, privileges, and responsibilities

The Department’s faculty (the “Faculty”) includes all tenured and tenure-track faculty in the Department, faculty with formal joint appointments, and full time non-tenure-system faculty on continuing appointments, as well as the Middle Eastern Studies Program Director, if the latter is not in the Department. All members of the Faculty have both the right and the duty to participate in governance of the Department, including voting on matters brought before the Faculty, except as specified otherwise below and elsewhere in these Bylaws.

2.1 *Non-Unit Faculty.* Non-unit faculty (department Chair, associate deans, deans, and other non-unit administrators) may not participate as voting members in personnel actions governed by the CBA. Such non-unit faculty members may not serve on DPCs and may not participate as members of the Faculty in promotion and tenure cases. Non-unit faculty may participate in other aspects of academic governance (such as curricular decision-making and faculty searches), provided those faculty do not have separate administrative purview over the same matters.

2.2 *Access & Voting Rights.* All tenured Faculty on the DPC may have access to relevant information and may deliberate and vote on all promotion and tenure cases. Untenured faculty do not vote on tenure or promotion for tenure-line cases. The latter provision may be revisited at a future date.

2.3 *Department Chair.* The department shall be headed by a chair who is responsible for ensuring proper procedures are followed at the departmental level. Other roles and responsibilities include: advocating for faculty resources, overseeing allocation of resources, coordinating administrative matters related to personnel actions, keeping faculty informed of their rights and responsibilities, appointment of administrative positions, ensuring compliance with University policies and collective bargaining agreements, evaluation of staff, and developing and maintaining long-range planning. (See also 3.5 and 6.4 of the Redbook). Chairs serve for a term of three years.

2.4 *Part-Time Faculty Appointments.* Part-time bargaining-unit non-Graduate Faculty with an FTE both under and greater than 50% may have access to relevant information and may deliberate on all non-graduate programmatic and curricular matters but may not vote on such matters.

2.5 *Affiliated Faculty.* Members of other departments whose research and teaching interests correspond to those of the Department may apply for a status of Affiliated Faculty Member by sending their CV and a letter of interest. Affiliate membership is approved by a vote of a Faculty meeting. Affiliated members may serve on departmental committees on an as-needed basis and may be appointed as Director of the Middle Eastern Studies Program.

2.6 *Duty to Participate in Governance.* All members of the Faculty have a responsibility to participate in governance of, and service to the Department. The Chair will consult with each faculty member every year to discuss service obligations and to ensure that service obligations have been met. The Department collectively will make efforts to monitor and ensure equity in service obligations over time, including to avoid over-burdening pre-tenure faculty members with service obligations. In the case of joint appointees or faculty whose home is in a different department/unit, the duties of governance will take into consideration those faculty members' duties in the other department(s)/units. The faculty member, Department Chair and Chair of the other department/unit will determine the faculty member's service obligations together. The Chair will make effort to reward or compensate faculty members who have carried unusually heavy service loads. A historical record of departmental, and, if relevant, university, service shall be kept on an annual basis.

2.7 Rights and Duties of Faculty on Leave. Faculty on approved leave (including parental leave and sabbatical leave) may, but need not, participate during their leave in the governance of the Department. Reasonable efforts will be made to include such faculty on leave in Departmental governance matters should they choose to participate and maintain familiarity with such matters.

### **3. Standing Committees**

The Department maintains the following standing committees:

#### **3.1 Department Personnel Committee (DPC)**

3.1.1 DPC Purview: All of the Department's Faculty will annually elect a DPC to perform the functions assigned to it by the CBA, including but not limited to reviewing the Annual Faculty Report and Evaluation of every member of the Department's Faculty; reviewing and making recommendations on all promotion and tenure applications within the Department; reviewing and making recommendations on all reappointments of tenure-track Faculty within the Department; reviewing and making recommendations on all promotions of non-tenure-system faculty; participating in Periodic Multi-Year Review of Faculty as prescribed by the CBA; reviewing and determining Pool A allocations and making recommendations for Pool B allocations of merit pay among the Department's eligible Faculty as provided for by the CBA; reviewing and making recommendations for anomaly adjustments to salaries as provided for by the CBA; leading the review process for potential reappointment of the Chair.

3.1.2 Composition and Eligibility: The DPC is a "committee of a whole," including all tenured and tenure-track Faculty, as well as faculty with joint appointments. The Chair may exempt joint appointment faculty from service on the DPC in a given year if doing so would constitute an unduly heavy service load, taking into account that faculty member's service obligations in their other unit.

3.1.3 Leadership of the DPC: The members of the DPC will select their own committee chair. By the last faculty meeting of each year, the DPC Chair will solicit nominations for service as a DPC Chair from September through August of the ensuing academic year and will confirm the nominees' eligibility and willingness to serve and will announce the nominees to the Faculty. The election should occur within two weeks after announcement of the nominees. Eligible Faculty who cannot attend the meeting may vote by e-mail to the DPC Chair.

3.1.4 Independence of the DPC: On personnel actions for which the CBA identifies independent roles for the DPC and the Chair—such as AFR reviews, reappointment, promotion, tenure, PMYRs, merit-pay allocations, and anomaly recommendations—the DPC will operate independently, and

the Chair must not convene or deliberate with the DPC, nor may the Chair attempt by any means to influence the deliberations or judgment of the members of the DPC.

3.1.5 DPC Meetings and Operations: The DPC should organize and schedule its meetings as necessary to perform its duties and meet the deadlines established by the campus master calendar or by College or Department Policies. The DPC meeting requires a quorum of more than half of its serving members in order to conduct official business; in voting and in drafting written materials, the DPC may conduct its business electronically. When addressing confidential personnel matters, DPC meetings will not be open to non-DPC members. The Departmental Office Manager should take notes for the record of DPC meetings and transactions, which the Department should retain, and which should be available to subsequent DPC members; the DPC should keep meeting minutes, as long as those are not confidential matters.

3.1.6 DPC Responses to the Dean's Queries in RPT Cases: Under the CBA and the Red Book, a dean must consult in writing with the DPC if they are considering making a recommendation that differs from the recommendation of the DPC or the department chair in reappointment, promotion, and tenure cases for tenure- system Faculty. The DPC must respond in writing.

3.1.7 DPC Consideration of Merit Pay: When the CBA authorizes the award of merit pay and authorizes the DPC to recommend or determine the amounts of merit pay to be allocated to individual members of the Faculty, the DPC must adhere to the CBA's terms for eligibility and the basis of evaluation for such allocations. The DPC may not exclude from consideration any merit-eligible member of the Faculty based on tenure status, rank, full-time equivalency, or the specific obligations of their contract.

### 3.2 *Curriculum Committee*

3.2.1 DCC Purview: The DCC purview includes: curriculum reviews, review and approval of new courses, review and approval of changes to majors and minors, review and approval of new programs, and changes to existing programs.

3.2.2 Composition and Eligibility: The DCC will consist of all full-time tenured and tenure-track Faculty, including Faculty with joint appointments, full time non-tenure faculty on continuing appointments, and the Director of Middle Eastern Studies Program. All Faculty who are members of the DCC may vote on curriculum actions. Eligible Faculty who cannot attend meetings may vote by e-mail to the DCC Chair.

3.2.3 Leadership of the DCC. The members of the DCC will select their own committee chair by the last faculty meeting of each year.

3.2.4 DCC Meetings and Operations. The DCC should organize and schedule its meetings as necessary to perform its duties and meet the deadlines necessitated by University, College or Department Policies. The DCC requires a quorum of two-thirds of its eligible members in order to conduct official business; in voting and in drafting written materials, the DCC may conduct its business electronically. The DCC should keep a record of its meetings and transactions, which the Department should retain, and which should be available to subsequent DCC members; the DCC need not keep meeting minutes.

3.3 Ad-hoc Committees: In addition to the standing committees, the Department may form ad-hoc committees (e.g., AQAD review or new initiatives committee). In consultation with the Faculty the Chair may invite Affiliated members of the Department to serve on these committees on an as-needed basis.

#### 4. Tenure-System Faculty Search Committees & Procedures

The Department will conduct individual tenure-system faculty searches as follows:

- 4.1 *Appointment of Search Committees for Tenure-System Faculty.* When the Provost and the College's Dean have authorized a search for a tenure-system faculty member, the Chair will solicit from among the faculty interest in serving on the search committee. The Chair will appoint members of the committee from among those expressing interest and from other members of the Faculty whose service on the committee would benefit the search process. In selecting members, the Chair will attempt to compose a committee that is representative of the Department that ensures well qualified consideration of applicants' credentials, that promotes the achievement of the University's diversity goals, and that will achieve efficient execution of the search. For senior and open-rank searches, the composition of the committee should be weighted toward senior members of the Faculty. The Chair may invite Affiliate members of the Department to serve on search committee on an as-needed basis. The Chair will designate the committee chair from among its members.
- 4.2 *Purview of Search Committees in Tenure-System Searches.* Committees charged with conducting searches for tenure-system faculty will collaborate with the Chair in developing the position description, advertising/recruitment plan, facilities plan, and other elements of the hiring requisition; will work with the Department's hiring manager to fulfill the advertising/recruitment plan; will work with current university procedures with regard to promoting the recruitment of a diverse applicant pool; will receive and screen applications; will conduct initial interviews by phone, by Internet video connection, or at professional meetings (as applicable); will propose a campus-interview list; will make confidentially available to the Faculty the application materials of approved campus interviewees; will organize campus visits, including public sessions open to all Faculty and students, for approved interviewees; will determine its hiring recommendation; will then organize a meeting of all of the Department's Faculty after the last campus interview in order to deliberate and vote on the proposed recommendation of the search committee after the committee presents it; and will write a memo that reflects its recommendation and the Faculty's vote. If the hiring authority for the search has asked for an unranked list of acceptable finalists, the Faculty will limit its vote to distinguish between acceptable and unacceptable candidates, and the search committee will use its recommendation to report that information and to describe the strengths and weaknesses of the acceptable finalists. In the event of a split vote or something similar, the search committee's memo will reflect this situation, and the Chair's memo will also address it.
- 4.3 *Role of Faculty in Tenure-System Searches & Selection.* All tenure-system members of the Department's Faculty have a duty to engage in the search and selection process from the beginning of the campus-interview phase through the meeting at which the Faculty vote on the acceptable finalists. In order to fulfill that duty, the Faculty should inform themselves by reviewing candidates' application materials and attending candidates' public sessions. The Department's non-tenure-system faculty are welcome to similarly engage in the search and selection process but they do not have a duty to do so; they are also welcome to join with the tenure-system Faculty in deliberating the ranking of the finalists, if ranking is required. But non-tenure-system faculty may not vote on finalists or ranking.
- 4.4 *Search Committee Members' Relationship to Candidates and Recusal*
  - 4.4.1 Search committee members with a **personal** relationship to an applicant must disclose the relationship to others involved in the evaluation of the candidate and must recuse themselves from any deliberations involving that particular applicant. In most cases, a search committee member with a personal relationship with an applicant who has reached the campus-interview list should recuse themselves from the committee's work, including deliberations over other applicants.

4.4.2 Search committee members engaged in a **close professional** relationship with an applicant must disclose the relationship to others involved in the evaluation of the candidate and must recuse themselves from any deliberations involving the applicant but may vote along with other department faculty on all applicants.

4.4.3 A search committee member with a **distant** professional relationship (few collaborations or collaborations older than five years) with an applicant who has reached the shortlist need not recuse themselves from the committee's work but should disclose the relationship to others involved in evaluation of the candidate. The Faculty member may participate in all discussions of that applicant and need not abstain from voting on any applicant.

## 5. **Representation by Faculty on College- and University-Level Committees**

Faculty may volunteer for or may agree to be appointed by the Chair to serve on college- and university- level committees. Under MSP rules, members of the university administration, including the Department Chair, do not appoint members of the college personnel committee.

## 6. **Department Meetings**

6.1 *Frequency.* At least three times per semester and with at least one week's notice, the Chair will schedule and convene general meetings of the Faculty. The Chair may call and convene additional special meetings as necessary to address urgent business of the Department. By petition of at least 20% of the Faculty, the Chair will convene additional special meetings to address matters raised by the petitioners.

6.2 *Faculty Duty of Participation.* All Faculty of the Department are expected to attend all general faculty meetings and to attend all special meetings unless university-related duties or event conflicts with the special meeting.

6.3 *Meeting Agendas.* The Chair will publish the agenda for each regular Department meeting before the meeting. The Chair will publish the agenda for any special meeting at the time of the meeting's announcement.

6.4 *Quorum.* The Department may meet and act on the business of the Department with a Quorum consisting of at least half of the Faculty. In cases when an in-person quorum is not possible, online participation can count towards the quorum.

6.5 *Voting.* On matters requiring a vote of the Faculty, votes may be made by written proxy or electronically in a method to be determined by the Chair. Personnel matters will be voted on by secret ballot. Voice votes on any other matter are acceptable unless any individual member of the Faculty requests otherwise, in which case the vote should occur by secret ballot. Except as otherwise specified in these bylaws, a simple majority vote will suffice to carry a motion.

6.6 *Minutes and Recordkeeping.* Unless the Faculty request otherwise and a member of the Faculty volunteers for this duty, the Department's administrative assistant will attend all meetings of the Faculty to take minutes, which will be circulated to the Faculty no later than two weeks after the meeting. The Department will maintain records of all meetings, including minutes and votes.

## 7. **Department Specifications for Reappointment, Promotion, and Tenure (RPT)**

All standards and most procedures related to reappointment, promotion, and tenure of Faculty are governed by the CBA and the Red Book. The following additional terms do not alter or interpret those standards and procedures but instead set department-level specifications where the CBA and Red Book permit local control.

## 7.1 *External Reviews of RPT Cases.*

- 7.1.1 Personnel Actions Requiring External Reviews: All promotion and all tenure cases for tenure-system faculty require external reviews (as specified in the Red Book and CBA). Reappointments of tenure-system faculty during their probationary periods do not require external reviews. Neither reappointments nor promotions for non-tenure-system faculty require external reviews; however, as permitted by the CBA's Article 21, Lecturers may request external reviews.
- 7.1.2 Number of External Reviews: The Department Chair will make a good-faith effort to secure at least six "arm's length" external reviews for every tenure case that requires external reviews and at least five "arm's length" external reviews for promotion. The Chair may solicit and add to the file any number of reviews from reviewers "close" to the candidate. Such close reviews are especially helpful in cases where the reviewer can describe the candidate's particular contributions to collaborative work.
- 7.1.3 Identification and Solicitation of External Reviewers: *Identification and Solicitation of External Reviewers*. The CBA charges the Chair with soliciting external reviewers and permits the candidate to suggest external reviewers, some or all of whom must be solicited by the Chair. The Chair may consult with the DPC or other members of the Faculty in identifying appropriate external reviewers but may not delegate the solicitation process to others. Similarly, the Chair may receive assistance in describing the "standing" of each external reviewer in the candidate's file, but the Chair is ultimately responsible for ensuring that that description clearly and completely makes the case for why each external reviewer is well positioned to perform the review; this description should be crafted for academic audiences who are unfamiliar with the pertinent scholarly field. Under most circumstances, the solicitation of external reviews should occur no later than three months before the candidate's file submission deadline.
- 7.1.4 Qualifications of External Reviewers: In general, external reviewers should be well-recognized scholars or professionals in the candidate's field, should correspond to the Provost office's guidelines as to rank, should have active scholarly programs, and should be at institutions that are at least peers of UMass. External reviewers who do not meet these criteria may be appropriate and acceptable, but in describing the "standing" of such reviewers, the Chair should carefully explain why such reviewers are appropriate for the task of commenting on the candidate's having met the relevant standards.
- 7.1.5 Candidate's Rights Regarding External Reviewers: Before making such solicitations, the Chair shall request from the candidate a list of potential external reviewers who should not be asked for letters. Prior to the solicitation, the Chair must show the solicitation list and solicitation message to the candidate, who may comment on the appropriateness of both. The list must include some and may include all of the external reviewers suggested by the candidate. If the candidate identifies a conflict of interest with any of the proposed reviewers, the Chair should assess whether a true conflict exists and, if one does, should eliminate, mitigate, or manage the conflict.

## 7.2 *Internal Reviews of RPT Cases.*

- 7.2.1 Identification & Solicitation of UMass Faculty & Staff Reviews: The candidate and the Chair may identify potential reviewers internal to UMass Amherst. Such internal reviews are not required and should not be regarded as substitutes for external letters. Internal letters may be especially helpful in cases where the reviewer can describe the candidate's particular contributions to

collaborations within the department or across campus. The Chair may individually solicit such internal reviews. The candidate may also request such letters.

- 7.2.2 Identification and Solicitation of Student Reviews: The candidate and Chair together may identify potential student reviewers. With the candidate's assent, the Chair may solicit confidential comments from students, for whom the candidate has served as an advisor, mentor, or collaborator. Such reviews should be individually solicited. The candidate may also request such comments.
- 7.3 *Waiver of Rights of Access to Review Letters*. A candidate for RPT may waive or decline to waive their rights of access to internal and external review letters that have been individually solicited. The decision whether or not to waive those rights belongs exclusively to the candidate, and neither the Chair nor any other member of the Faculty should pressure the candidate to decide one way or another.
- 7.4 *Participation of Faculty in RPT Cases*. Section 3.1 "Department Personnel Committee" above describes the participation of the Faculty in the consideration of RPT cases.
- 7.5 *Evaluation of Teaching Effectiveness for RPT*. The CBA's Article 33 requires that every department develop or adopt one or several modes appropriate to the evaluation of teaching in that unit and procedures for the administration of student evaluations of teaching. In compliance with that requirement, the Department adopts the following:
- 7.5.1 Student Evaluations of Teaching Effectiveness in Classroom Settings: All Faculty shall use the centrally administered SRTI instrument, or a substitute approved by the central administration and consistent with the terms of the CBA, to solicit and receive student evaluations in every course section taught. Faculty may not themselves administer or collect student evaluations (usually a student volunteer administers and collects the evaluations). Individual Faculty may supplement but may not replace the SRTI instrument with other another instrument(s).
- 7.5.2 Peer & Expert Evaluations of Teaching Effectiveness: Untenured Faculty in their probationary period and NTT Faculty intending to seek promotion may seek consultation and formative evaluations of their teaching effectiveness from the Center for Teaching and Learning. Such Faculty plus tenured Faculty expecting to apply for promotion within a year or two may solicit evaluations through direct observation of their teaching from peers inside or outside the Department.
- 7.5.3 Contributions to Program & Curriculum Development: Applications for RPT should include evidence of the candidate's contributions to program and curriculum development (if any).
- 7.6 *Evidence of Effective Service for RPT*. Applications for RPT should include evidence of the candidate's contributions to service. The CBA and Red Book require that all tenure-system Faculty engage in service. NTT faculty are required to engage in service only if it is part of their assigned duties. The CBA requires that service to the faculty union and service outside the Department be considered at the department level as part of any Faculty member's AFR or evaluation for RPT purposes. In general, the consideration of service should be inclusive, acknowledging the contributions that candidates make both inside and outside the Department and inside and outside the university. The extent to which service outside the university is relevant to a case for RPT depends on the pertinence of that service to the individual's professional profile or to advancement of the university's mission. Service may include that provided in governance or management of the Department, the College, the University, or the profession; that representing outreach to extend knowledge beyond the university/professional community; and that intended to promote community engagement as a benefit both to the university community and to the off-campus community. Especially important is evidence of leadership in making service contributions.

8. **Annual Faculty Review and Evaluation**

The CBA's Article 33 requires use of the bargained AFR form by every member of the Faculty who is 50% FTE or greater, including first-year tenure-track faculty. Bargaining-unit faculty members whose appointments are less than 50% FTE shall also be evaluated annually using the AFR, or another evaluation instrument designated or devised by their Department Chairs/Heads in consultation with the relevant Departmental Personnel Committees. The DPC and the Chair should conduct their evaluations of each Faculty member's AFR in a consistent and equitable manner, taking into account the specific terms of each Faculty member's specific terms of appointment.

9. **Appointment of the Department Chair**

9.1 The Dean, after consulting with the Department Personnel Committee (DPC), shall appoint a Search Committee that includes the members of the DPC as well as one or two representatives of closely related departments. The DPC Chair and Dean shall consult together on the appointment of the Chair of the Search Committee, who should be a senior faculty member from outside of the Department.

9.2 The Search Committee Chair shall conduct confidential interviews with individual members of the Department, and the Director of Middle Eastern Studies (should they not be a member of the Department), to come up with a list of possible candidates for Department Chair. Once this list is developed, the Committee Chair will consult with possible candidates to assess their willingness to serve as Department Chair. Candidates who are willing to serve shall receive further consideration.

9.3 The Search Committee shall gather a statement from and hold interviews with each of the candidates for Chair. Following this, members of the Search Committee shall share candidate statements with voting members of the Department and vote on their recommendation for Chair, with a majority of votes being necessary for a recommendation. The Search Committee will present its recommendation to both the department and the Dean. If a majority of the Department's voting members accept the recommendation and the Dean agrees, then the Dean shall proceed with the appointment with the concurrence of the Provost.

10. **Review of the Department Chair**

If the Chair wishes to be reappointed to another term in that position, the Department's Faculty, led by the DPC, will conduct a review of the Chair during the fall semester of the final year of their appointment. The DPC will follow the procedures prescribed by Senate Document #82-021, beginning the process no later than October 15 during the final year of the Chair's appointment.

10.1 *Self-Evaluation.* As an initial step, the Chair will prepare a written self-evaluation of their administrative achievements during the current appointment and will provide that document to the Faculty in the Fall semester.

10.2 *Survey.* The DPC will prepare and distribute four confidential surveys no later than November 1<sup>st</sup>: (1) one to departmental staff; (2) one to students; (3) one to Heads/Chairs of Departments within the College and to those outside of the Department who have interacted with the Head; and (4) one to the Department's Faculty and Affiliated Faculty. Each survey will include specific questions regarding overall performance, both administrative, interpersonal, and management of departmental interactions. These surveys will provide space for extended comments. Raw data and summaries of responses to these surveys will be reviewed by the DPC, will be redacted to protect the identities of all respondents, and will be included with the DPC's report to the dean but will not be available to faculty, staff, or students.



- 10.3 *Meetings with Constituencies.* The DPC will offer to meet with employee and student groups to receive confidential assessments of the Chair's performance. Summaries of information gathered in such meetings will be included with the DPC's report to the dean but will not be available to faculty, staff, or students.
- 10.4 *Meeting with the Chair.* After most data collection is complete, the DPC will invite the Chair to meet to discuss the initial findings of the data collection process. The Chair may decline to meet.
- 10.5 *Draft Report.* The DPC will complete and distribute to the Faculty a draft report (excluding raw or other data that could compromise the confidentiality of those contributing to this process), including a summary of findings, an assessment of areas of success and of needed improvement, and a non-binding recommendation regarding whether the Chair should be reappointed. The report should assiduously limit its assessment to areas within the purview and control of the Chair.
- 10.6 *Concluding Meeting of the Faculty.* Before the end of fall semester, the DPC will convene the Faculty to discuss the draft report and to receive recommendations for revision of the document.
- 10.7 *Final Report.* The DPC will finalize its report and will then submit it to the Dean simultaneously providing a copy to the Chair (excluding raw and other confidential data). The Dean may ask to meet with the DPC to discuss the report, but neither the DPC nor the Dean is obliged to meet.
- 10.8 *Chair's Response.* The Chair may prepare and submit to the Dean a written response to the final report.

11. **Implementation of these bylaws**

By at least a two-thirds majority vote of the Faculty, these bylaws are adopted and take effect on September 21, 2020. The terms of these bylaws supersede existing policies or practices of the Department to the extent that they address or conflict the matters addressed by such policies and practices. However, if ongoing processes would be unreasonably disrupted by implementation of these bylaws, individual provisions of these bylaws may be deferred until those processes are complete, provided that such deferral lasts no longer than one year beyond the effective date cited in this paragraph. Deferral of individual provisions will not result in deferral of other provisions.

12. **Amendment of these bylaws**

The Faculty may propose amendments to these bylaws on as-needed basis. Adoption of any such amendments, including their dates of effectiveness, requires a two-thirds vote of the Faculty.