

September 2018

## Voting bylaws for ESS

- A. Mode of Voting - Voting on departmental issues at a faculty meeting is done by a show of hands, unless a motion is made, agreed or required to perform an electronic vote. All decisions of the faculty shall be by simple majority of those voting on the issue, unless specified otherwise and exclusive of abstentions (that is, an abstention serves to remove the abstainer from the pool of votes within which a majority must be obtained). Absentees may submit letters to be read at the meeting prior to both discussion and voting, and submit their votes to the Chair one day in advance of a faculty meeting. There is no restriction on eligibility for voting due to being on research leave (e.g., being on sabbatical) or on administrative leave (e.g., serving in higher-level administrative positions). Faculty members who cannot attend the meeting may forward their votes to the Chair (one day prior to the meeting at the latest), and it will be counted with the votes at the meeting.
- B. Recruitment Voting – When voting on candidates for non-tenured positions following the interview process, a first round of vote is conducted to determine acceptability of hiring the candidate. A majority of 60% + 1 vote is required to determine acceptability for hiring in ESS. When two or more candidates are voted acceptable, they are ranked in order by a second vote. For final candidates, a majority of 50% + 1 vote is required to determine the top candidate, and similarly for the second top candidate, etc. Once a rank-order is determined, the Chair will offer the position to the acceptable candidate who has the highest number of votes. If that candidate declines the offer, the Chair will offer the position to the acceptable candidate who has the second highest number of votes, and so on.