



Early Career Development Council Bylaws:

Each member will serve a 2-year term (staggered like the President's Councils) based on the fiscal year (Sept. 1 start). If a new member is replacing a member who leaves prematurely, the new member's official term will not start until next fiscal year (similar to the Faculty Senate).

The first ECDC cohort (starting 2018) will have some members serving 3-year terms to establish continuity.

Nominations (self or other) to ECDC will be accepted in May-August. The Council will discuss and decide which nominees to invite to join the Council. Invitations will be sent via email to the nominated faculty member in the summer preceding the fall term. Term begins Sept. 1.

Nominations (self or other) for the Chair position will be accepted in May-August, and the Council will discuss and vote to elect the new Chair.

Nominations to the Facilitator position will be generated by the Council, and invitations will be sent via email in the summer preceding the fall term. Term begins Sept. 1.

The Council should maintain representatives with a broad range of FTE distributions, including those who are predominantly education, predominantly research, and predominantly clinical. The Council should maintain at least 1 representative from each school within UNTHSC, and no school should make up more than 1/3 of the Council's representation. Postdoc representatives on the council will not be a representative of a school, rather they will be a representative of fellow postdocs.

New faculty members without prior academic work experience appointed at the rank of Associate Professor may be invited to participate in general membership activities upon approval of the Council. Interested parties should contact the ECDC Chair for more information.

Council Roles:

Early Career Faculty Member: Full-time faculty members appointed at the rank of Assistant Professor, Research Assistant Professor, Instructor, or Postdoctoral Fellow/Associate who have held their appointment at that rank for ≤ 10 years and in the case of Postdoctoral Fellows/Associates at least 1 year.

Council Members (*2-year term, eligible to apply for a second term*): Full-time faculty members appointed at the rank of Assistant Professor, Research Assistant Professor, Instructor, or Postdoctoral Fellow/Associate who have held their appointment at that level for ≤ 10 years. Postdoctoral Fellows will need to have held their appointment for at least 1 year and obtain written permission from their faculty mentor before they are eligible to serve on the council and be able to commit to 2-year terms. Assuming equal qualifications, and considering the need for diversity (all classifications), a new Council member should be selected over a renewing former Council member.

Ex-Officio Members (*minimum 1-year term, possibility of renewal at Council's request*): Former Council member(s) recently promoted to Associate Professor.

Vice-Chair (*1-year term*): Incoming or current Council member who will serve a 1-year term and transition to Chair in the following term. Postdoctoral Fellows/Associates are not eligible to serve as Vice-Chair.



Chair (*1-year term including 1st year as a Council member*): Current Council member (preferably someone who has served at least 1 year in that role). The Chair will serve 1 year as active chair, and may be invited by the Council to remain in an advisory capacity as Past-Chair for an additional year to ensure continuity, if they are willing and able. Postdoctoral Fellows/Associates are not eligible to serve as Chair.

Past-Chair (*1-year term*): At the end of their 1-year term, the Chair may be invited by the Council to transition to the Past-Chair role and serve 1 year in an advisory capacity to ensure continuity, if they are willing and able.

Facilitators (*minimum 2-year term, possibility of renewal at Council's request*): Full-time faculty member appointed at the rank of Professor at UNTHSC for a minimum of 2 years*.

**The Senior Vice Provost for Academic & Faculty Affairs will have a standing position on the Council as a facilitator regardless of appointment type or duration.*