This document presents the latest edition of an annual audit of College and Department Bylaws at the University of Tennessee, Knoxville and UT Institute of Agriculture. The audit was initially conducted in 2017-2018 by Faculty Senate Graduate Research Assistant Brooke Killion under the direction of Past Faculty Senate President Beauvais Lyons. Like the bylaws themselves, this is a working document, and we will update this audit as additional information is submitted for review.

The current audit was conducted with the impeccable assistance of GRA Jordan Shipley. Her work is most appreciated.

It is important that unit bylaws are consistent with the *UTK-UTIA* *Faculty Handbook*. Policies such as voting criteria and the composition of search committees are meant to affirm the principles of shared governance, while having discipline-specific criteria for rank is important to assessing faculty performance for annual reviews, tenure and promotion. Additionally, because page numbers in the handbook can change, as a general rule, we recommend that bylaws should only reference the appropriate chapter and generally avoid including hyperlinks except to chapter sections.

All college and Department bylaws are to be made available to faculty[.](http://senate.utk.edu/bylaws/) This resource also can serve to give colleges and departments an opportunity to consider their bylaws in relation to other colleges and departments.

**The basic audit examines the following questions every year:**

* Is there a working link to the Faculty Senate Bylaws Directory?
* What is the date of the last update? Bylaws should be dated, and include dates of all revisions.

Previous versions of this audit, from 2020-2023, focused on the following items. Results of that audit can be found [here](http://senate.utk.edu/wp-content/uploads/sites/16/2023/04/February-16-2023-bylaws-audit.pdf):

* Do the bylaws include criteria for rank for Assistant, Associate, and Full Professor?
* Do the bylaws define “Voting Faculty”?
* Do the bylaws address the appropriate representation on faculty search committees for new tenure-track faculty?
* Do the bylaws address the process for the appointment and review of non-tenure-track faculty?
* Do the bylaws provide specific criteria for non-tenure track faculty rank?
* Do the bylaws still contain reference to the now defunct *Manual for Faculty Evaluation*?

**The 2023-2024 Audit looked for the presence of two additional items:**

* Do the bylaws address **faculty mentoring** for all full-time TT and NTT faculty, with the inclusion of the following:
	+ Policy Statement on Mentoring
	+ How mentors are assigned
	+ Time, including how long mentoring relationships last and how much time they require
	+ Evaluation, including how efficacy is evaluated and how mentors receive credit for their service
* Do the bylaws address **faculty collaboration on multiple disciplinary teams** to advance teaching, scholarship, and service, with the inclusion of the following:
	+ Statement expressing the value of multiple disciplinary teams with encouragement to participate in such teams
	+ Guidance on how participation in a multiple disciplinary team relates to annual review, retention, promotion, and tenure
	+ Definition of successful participation on multiple disciplinary teams
	+ Consistent definitions for teams associate across units

Minimal exemplars for these items are included below.

**To provide an overview, the audit uses a color-coding system for the areas outlined in the bullet points above:**

**GREEN: the bylaws pass the audit.**

**BLUE: there is one portion to revise as noted.**

**RED: there are two or more portions to revise as**

If self-audits justify changes in the assigned color code for an individual unit, justification should be emailed to Jud Laughter (jud.laughter@utk.edu). Assignment of color-coding will remain in place until the end of the 2024 calendar year.

Questions about aligning college and department bylaws with the handbook may be directed to Jud Laughter, Co-Chair of the Faculty Affairs Committee (jud.laughter@utk.edu) or Diane Kelly, Vice Provost for Faculty Affairs (dianek@utk.edu).

**Minimal Exemplar for Bylaws Addressing Faculty Mentoring for all Full-Time TT and NTT Faculty**

**Policy Statement.** In [DEPARTMENT/COLLEGE], we want to develop and provide mentors who are open and willing to share and want to see the mentee succeed, who develop mutual respect and trust while providing a safe space, and who see things in a holistic way. We want mentors who provide the following:

* Knowledge about the culture of the department and institution
* Experience that provides empathy for a new faculty member’s situation
* Ability to reframe an issue in a larger context
* Experience with goal setting and prioritization
* Understanding of the promotion experience
* Experience with students at the institution
* Experience with annual review process

We acknowledge that a single person may not fill all of these mentor roles, and we encourage faculty to build an informal mentoring team drawing on colleagues within and beyond the department.

**Mentor Assignment.** New faculty are assigned a first-year mentor by the department head. During the first year, as the new faculty member settles in and begins to make connections with colleagues, the new faculty member works with the department head and first-year mentor to determine who is able and willing to best serve as a mentor going forward. Mentoring should be considered part of a faculty member’s assigned work load.

**Time.** Once a permanent mentor is assigned, it is expected the mentor will serve through the first promotion cycle. The mentor will be available to meet on a mutually agreeable schedule, typically at least once monthly.

**Evaluation.** The Department Head will conduct evaluations of the mentoring relationship, seeking input from both mentor and mentee, during the annual review process.

**Minimal Exemplar for Bylaws Addressing Faculty Collaboration on Multiple Disciplinary Teams**

Collaboration on multiple disciplinary teams to advance scholarship, teaching, and service is highly desired to advance the mission of the University. Multiple disciplinary (includes multi-, inter-, and transdisciplinary) collaborations can be called many things, including team science, interprofessional collaboration, and collaborative research practice. This terminology in general refers to situations when faculty members from multiple disciplines, who may be based in internal and/or external units, have similar leadership responsibilities and effort on a project, particularly focused in their expertise area.

Faculty participation in collaborative approaches to research, scholarship, creative activities, teaching, and service is encouraged, valued, and rewarded as part of the retention and promotion of all faculty (tenure-track and non-tenure-track), and in the tenure evaluation process for tenure-track faculty. Faculty, committees, and administrators involved in the promotion and tenure of faculty should recognize and assign appropriate credit/value for faculty engaging in collaborations, especially when engaged in multiple disciplinary collaborations. For example, the faculty member should accurately represent their role in collaborations in annual evaluation and review documentation. Likewise, Department Heads should work with faculty to ensure that these collaborative activities are clearly communicated to faculty and promotion and tenure committees in the process of review.

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| **College/Dept.** | **Bylaws** | **Last Update** | **Mentoring** | **Collaboration** | **Notes** |
| **Herbert College of Agricultural Sciences and** **Natural Resources**  | [LINK](https://ag.tennessee.edu/Documents/Herbert-AgResearch-Extension_Bylaws_%282021%29.pdf) | April 2021  | Does not meet minimal exemplar. No policy statement, mentor assignment, or mention of time and evaluation | Does not meet minimal exemplar. No mention of incentivizing multidisciplinary collaboration. | Full professors expected to mentor junior colleagues  |
| **Agricultural and** **Resource** **Economics**  | [LINK](https://arec.tennessee.edu/wp-content/uploads/sites/17/2020/11/DeptBylaws-Nov2020.pdf) | August 2020 | Meets minimal exemplar | Meets minimal exemplar. Multidisciplinary efforts explicitly expected of associate and full professors.  | Full professors expected to mentor junior colleagues and probationary faculty, associate professors expected to mentor probationary faculty |
| **Agricultural** **Leadership,** **Education, &** **Communications**  | [Link to Dept. Webpage](https://alec.tennessee.edu/wp-content/uploads/sites/40/2021/11/ALEC-Bylaws-Updated-8.16.21-ct.pdf) | Aug 2021 | Does not meet minimal exemplar. No mention of time or evaluation. Department head assigns mentor.  | Does not meet minimal exemplar. No mention of incentivizing multidisciplinary collaboration.  | Full professors expected to mentor junior colleaguesDH expected to promote collaborative research but no incentive for faculty |
| **Animal Science**  | [LINK](https://utia.tennessee.edu/ansc/wp-content/uploads/sites/7/2020/10/UT-Department-of-Animal-Science-Bylaws.pdf) | Oct. 2020  | Does not meet minimal exemplar. No policy statement, mentor assignment, or mention of time.  | Does not meet minimal exemplar. No mention of incentivizing multidisciplinary collaboration. | Full professors and Extension Specialists III expected to mentor junior colleagues |
| **Biosystems** **Engineering and** **Soil Science**  | [Link to 2018 Version](https://bess.tennessee.edu/wp-content/uploads/sites/20/2019/10/BESS-Bylaws-Approved-04_16_2018.pdf) | Dec. 2020  | Does not meet minimal exemplar. No mention of time.  | Meets minimal exemplar. Multidisciplinary efforts listed as evidence of a successful research program.  | Full professors and Extension specialists III expected to mentor junior colleagues |
| **Entomology and Plant Pathology**  | [Link to Dept. Webpage](https://utiaacademicaffairs.tennessee.edu/wp-content/uploads/sites/245/2021/08/EPP-Bylaws2017-8-31-2017.pdf) | Sept 2021 | Meets minimal exemplar.  | Does not meet minimal exemplar. No mention of incentivizing multidisciplinary collaboration. |  |
| **Food Science**  | [LINK](https://foodscience.tennessee.edu/wp-content/uploads/sites/52/2020/10/FDSC-Bylaws-10-11-20.pdf) | Oct. 2020  | Does not meet minimal exemplar. No policy statement, time, or evaluation | Does not meet minimal exemplar. No mention of incentivizing multidisciplinary collaboration | Research Committee promotes collaborative opportunities but these are not incorporated into review |
| **Forestry, Wildlife, and Fisheries**  | [LINK](https://fwf.tennessee.edu/wp-content/uploads/sites/24/2020/01/FWF-Bylaws-2-21-18-final-signed.pdf) | Feb. 2018  | Does not meet minimal exemplar. No policy statement, mentor assignment, or mention of time or evaluation | Does not meet minimal exemplar. No mention of incentivizing multidisciplinary collaboration | Full professors expected to mentor junior colleagues |
| **Plant Sciences**  | [Link to Dept. Webpage](https://plantsciences.tennessee.edu/wp-content/uploads/sites/25/2020/02/Plant-Sciences-Bylaws.pdf) | Jan. 2018  | Does not meet minimal exemplar. No policy statement, mentor assignment, or mention of time or evaluation | Does not meet minimal exemplar. No mention of incentivizing multidisciplinary collaboration | Full professors expected to mentor junior colleagues |

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| **College/Dept.** | **Bylaws** | **Last Update** | **Mentoring** | **Collaboration** | **Notes** |
| **College of** **Architecture and** **Design**  | [Link to Dept. Webpage](http://archdesign.utk.edu/wp-content/uploads/2023/01/BYLAWS-OF-THE-COLLEGE-OF-ARCHITECTURE-AND-DESIGN-May-16-2022.pdf) | May 2022 | Does not meet minimal exemplar. No policy statement, mentor assignment, or mention of time or evaluation | Does not meet minimal exemplar. No mention of incentivizing multidisciplinary collaboration | Full professors expected to mentor junior colleagues |
| **School of** **Architecture**  | [Link to Dept. Webpage](https://archdesign.utk.edu/wp-content/uploads/2018/03/101817_-BYLAWS-OF-THE-SCHOOL-OF-ARCHITECTURE.pdf) | Oct 2017 | Does not meet minimal exemplar. No policy statement, mentor assignment or mention of time or evaluation | Does not meet minimal exemplar. No mention of incentivizing multidisciplinary collaboration | Full professors expected to mentor junior colleagues |
| **School of Design**   | Using College Bylaws | April 2018  | Does not meet minimal exemplar. No policy statement, mentor assignment, or mention of time or evaluation | Does not meet minimal exemplar. No mention of incentivizing multidisciplinary collaboration | Full professors expected to mentor junior colleagues |
| **School of Interior Architecture**  | [Link to Dept. Webpage](http://archdesign.utk.edu/wp-content/uploads/2022/02/UTK-CoAD-SoIA_Final-Jan2022-with-votes.pdf) | Jan. 2022   | Does not meet minimal exemplar. No policy statement, mentor assignment, or mention of time or evaluation | Meets minimal exemplar. Interdisciplinary collaboration explicitly considered in annual review |  |
| **Landscape Architecture**  | [Link to Dept. Webpage](http://archdesign.utk.edu/wp-content/uploads/2022/10/Bylaws_School-of-Landscape-Architecture_September-2022.pdf) | Sep 2022 | Does not meet minimal exemplar. No mention of mentoring. | Does not meet minimal exemplar. No mention of multidisciplinary collaboration. |  |

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| **College/Dept.** | **Bylaws** | **Last Update** | **Mentoring** | **Collaboration** | **Notes** |
| **College of Arts and Sciences**  | [Link to College Webpage](https://artsci.utk.edu/wp-content/uploads/2021/02/CAS-Bylaws-dated-December-2020.pdf) | Dec. 2020  | Does not meet minimal exemplar. No mentor assignment or mention of time or evaluation | Interdisciplinary programs built into the college |  |
| **Anthropology**  | [Link to Dept. Webpage](https://anthropology.utk.edu/wp-content/uploads/2016/03/ANTH_Bylaws_Handbook.pdf) | May 2022  | Does not meet minimal exemplar. No mention of time or evaluation | Does not meet minimal exemplar. No mention of multidisciplinary collaboration | NTTF must request mentor if they want one, full professors expected to mentor junior colleagues |
| **Art**  | NOT POSTED ONLINE | April 2021  |  |  |  |
| **Biochemistry,** **Cellular and** **Molecular Biology**  | [Link to Dept. Webpage](https://bcmb.utk.edu/wp-content/uploads/2013/04/bylaws2022.pdf) | 2022 | Does not meet minimal exemplar. No policy statement, mentor assignment, or mention of time or evaluation | Multidisciplinary research considered an indicator of research quality. Section in the bylaws dedicated to guidelines for collaborative research.  | Full professors expected to mentor assistant and associate professors both in and outside the department |
| **Chemistry**  | [Link to Dept. Webpage](https://chem.utk.edu/wp-content/uploads/2017/11/Bylaws.pdf) | August 2019  | Does not meet minimal exemplar. No policy statement or mention of time or evaluation | Does not meet minimal exemplar. No mention of multidisciplinary collaboration |  |
| **Classics**  | [LINK](https://classics.utk.edu/wp-content/uploads/2023/09/bylaws.pdf) | Nov. 2020  | Does not meet minimal exemplar. No mention of mentoring | Does not meet minimal exemplar. No mention of multidisciplinary collaboration |  |
| **Earth and** **Planetary** **Sciences**  | [LINK](https://eps.utk.edu/wp-content/uploads/2023/08/bylaws-8-24-23.pdf) | 8/21/23  | Meets minimal exemplar.  | Does not meet minimal exemplar. No mention of multidisciplinary collaboration |  |
| **Ecology and** **Evolutionary** **Biology**  | [Link to Dept. Webpage](http://volweb.utk.edu/~wpeeb/wp-content/uploads/2015/10/EEB_Bylaws.pdf) | January 2020   | Does not meet minimal exemplar. No policy statement, mentor assignment, or mention of time or evaluation | Does not meet minimal exemplar. No mention of multidisciplinary collaboration |  |
| **English**  | [Link to Dept. Webpage](https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&ved=2ahUKEwi9k7bv2Jr9AhV5mGoFHcTcAzwQFnoECA8QAQ&url=http%3A%2F%2Fenglish.utk.edu%2Fwp-content%2Fuploads%2F2022%2F09%2FBYLAWS-OF-THE-DEPARTMENT-OF-ENGLISH.doc&usg=AOvVaw1AiLkQ6C1d4jMuJ9wqZ_O4) | Nov. 2017  | Does not meet minimal exemplar. No mention of time.  | Does not meet minimal exemplar. No mention of multidisciplinary collaboration |  |
| **Geography**  | [Link to Dept. Webpage](https://geography.utk.edu/wp-content/uploads/2021/03/Geography-Bylaws-Fall-2020.pdf) | Nov. 2020  | Does not meet minimal exemplar. No policy statement or mention of time or evaluation.  | Does not meet minimal exemplar. No mention of multidisciplinary collaboration | NTTF not given mentor unless department feels appropriate |
| **History**  | [LINK](http://history.utk.edu/wp-content/uploads/2017/05/History-Bylaws.pdf) | April 2016  | Meets minimal exemplar | Does not meet minimal exemplar. No mention of multidisciplinary collaboration | No provisions for NTTF mentoring |
| **Mathematics**  | [Link to Dept. Webpage](https://www.math.utk.edu/dept/Math_bylaws.pdf) | March 2021  | Does not meet minimal exemplar. No mention of mentoring. | Meets minimal exemplar. Multidisciplinary collaboration explicitly mentioned as indicator of research quality |  |
| **Microbiology**  | [LINK](https://micro.utk.edu/wp-content/uploads/2023/05/bylaws.pdf) | Fall 2016  | Does not meet minimal exemplar. No policy statement  | Meets minimal exemplar. Multidisciplinary collaboration considered for rank of full professor | No provision for NTTF mentoring |
| **Philosophy**  | NO BYLAWS ONLINE | Oct. 2018  |  |  |  |
| **Physics and Astronomy**  | [Link to Dept. Webpage](http://www.phys.utk.edu/about/UTPD-Bylaws-2023-07-11.pdf) | July 2023 | Does not meet minimal exemplar. No policy statement or mention of time or evaluation | Does not meet minimal exemplar. No mention of multidisciplinary collaboration |  |
| **Political Science**  | [LINK](https://polisci.utk.edu/about/bylaws/) | March 27, 2015  | Does not meet minimal exemplar. No mention of mentoring. | Does not meet minimal exemplar. No mention of multidisciplinary collaboration |  |
| **Psychology**  | [LINK](https://psychology.utk.edu/wp-content/uploads/2023/09/2022-10-26-PSYCHOLOGY-BYLAWS.pdf) | Oct 2022  | Does not meet minimal exemplar. No mention of mentoring. | Does not meet minimal exemplar. No mention of multidisciplinary collaboration |  |
| **Religious Studies**  | [LINK](https://religion.utk.edu/wp-content/uploads/2023/10/Bylaws-January-2023-version.pdf) | Sept. 2021  | Does not meet minimal exemplar. No policy statement or mention of time.  | Does not meet minimal exemplar. No mention of multidisciplinary collaboration |  |
| **Sociology**  | [LINK](https://sociology.utk.edu/docs/BYLAWS.pdf) | May 2021  | Does not meet minimal exemplar. No mention of mentoring. | Meets minimal exemplar. Multidisciplinary collaboration encouraged assessing research contributions |  |
| **Theatre**  | [LINK](http://theatre.utk.edu/wp-content/uploads/2017/11/Department-of-Theatre-By-Laws_11-2-17.pdf) | Nov. 2017  | Does not meet minimal exemplar. No policy statement or mention of time or evaluation | Does not meet minimal exemplar. No mention of multidisciplinary collaboration |  |
| **World Languages and Cultures**  | [LINK](https://wlc.utk.edu/wp-content/uploads/WLCBylaws.05.08.2023.pdf) | May 2021  | Does not meet minimal exemplar. No policy statement or mention of time or evaluation | Does not meet minimal exemplar. No mention of multidisciplinary collaboration |  |

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| **College/Dept.** | **Bylaws** | **Last Update** | **Mentoring** | **Collaboration** | **Notes** |
| **Haslam College of Business**  | [Link to College Webpage](https://haslam.utk.edu/wp-content/uploads/2022/09/HCB-BYLAWS-March-2018.pdf) | Mar. 2018  | Does not meet minimal exemplar. No mention of mentoring. | Does not meet minimal exemplar. No mention of multidisciplinary collaboration. |  |
| **Accounting and** **Information** **Management**  | [Link to Dept. Webpage](https://haslam.utk.edu/wp-content/uploads/2022/09/AIM-Bylaws-Revised-March-31-20171.pdf) | Mar. 2017  | Does not meet minimal exemplar. No mention of mentoring. | Does not meet minimal exemplar. No mention of multidisciplinary collaboration |  |
| **Business Analytics and Statistics**  | [Link to Dept. Webpage](https://haslam.utk.edu/wp-content/uploads/2022/10/BAS-Bylaws-January-2022.pdf) | Feb 2022 | Does not meet minimal exemplar. Bylaws mention Faculty Development Committee related to mentoring but no specifics given | Does not meet minimal exemplar. No mention of multidisciplinary collaboration |  |
| **Economics**  | [Link to Dept. Webpage](https://haslam.utk.edu/wp-content/uploads/2022/09/Economics-bylaws-Mar-28-2017.pdf) | March 2017  | Does not meet minimal exemplar. No policy statement, mentor assignment, or mention of time or evaluation | Does not meet minimal exemplar. No mention of multidisciplinary collaboration | Associate and full professors expected to mentor junior colleagues |
| **Finance**  | [Link to Dept. Webpage](https://haslam.utk.edu/wp-content/uploads/2022/09/FinanceDepartmentBylaws_Jan-9-20181.pdf) | Jan. 2018  | Does not meet minimal exemplar. No mention of mentoring. | Does not meet minimal exemplar. No mention of multidisciplinary collaboration |  |
| **Management &** **Entrepreneurship**  | [Link to Dept. Webpage](https://haslam.utk.edu/wp-content/uploads/2022/09/BYLAWS-of-the-DEPARTMENT-OF-MANAGEMENT-AND-ENTREPRENEURSHIP-FOR-FACULTY-042022.pdf) | April 2022  | Does not meet minimal exemplar. No mention of mentoring. | Does not meet minimal exemplar. No mention of multidisciplinary collaboration. |  |
| **Marketing and Supply Chain Management** | [Link to Dept. Webpage](https://cci.utk.edu/wp-content/uploads/2020/05/CCI-Bylaws-04-26-19.pdf) | 4/26/19 | Does not meet minimal exemplar. No mention of mentoring. | Does not meet minimal exemplar. No mention of multidisciplinary collaboration |  |

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| **College/Dept.** | **Bylaws** | **Last Update** | **Mentoring** | **Collaboration** | **Notes** |
| **College of Communication and Information**  | [Link to Dept. Webpage](https://cci.utk.edu/wp-content/uploads/2023/03/2023-03-03-cci-bylaws.pdf) | 3/3/23 | Does not meet minimal exemplar. No mention of mentoring.  | Does not meet minimal exemplar. No mention of multidisciplinary collaboration |  |
| **Advertising and Public Relations**  | [LINK](https://adpr.utk.edu/wp-content/uploads/2019/10/October_23_2019_ADVPR_Bylaws.pdf) | October 2019  | Does not meet minimal exemplar. No mention of mentoring | Does not meet minimal exemplar. No mention of multidisciplinary collaboration |  |
| **Communication Studies**  | NO BYLAWS POSTED | Dec. 2021 |  |  |  |
| **Information Sciences**  | [LINK](https://sis.utk.edu/wp-content/uploads/2021/12/SIS_Bylaws_2021_Aprilrevised-12.2021.pdf) | April 2021  | Does not meet minimal exemplar. No policy statement or mention of time | Does not meet minimal exemplar. No mention of multidisciplinary collaboration |  |
| **Journalism and Electronic Media**  | [Link to Dept. Webpage](https://jem.utk.edu/about/overview/bylaws) | March 2023  | Does not meet minimal exemplar. No policy statement, mentor assignment, or mention of time or evaluation | Does not meet minimal exemplar. No mention of multidisciplinary collaboration | Full professors expected to mentor junior colleagues |

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| **College/Dept.** | **Bylaws** | **Last****Update** | **Mentoring** | **Collaboration** | **Notes** |
| **College of Education,** **Health and Human** **Sciences**  | [Link to College Webpage](https://cehhs.utk.edu/wp-content/uploads/2023/03/CEHHS-By-Laws-Revised-29March2023.pdf) | March 2023  | Does not meet minimal exemplar. No mention of mentoring. | Does not meet minimal exemplar. No mention of multidisciplinary collaboration |  |
| **Child and Family Studies**   | [LINK](http://senate.utk.edu/wp-content/uploads/sites/16/2020/03/CFS-ByLaws-November-2019.pdf) | Nov. 2019 | Does not meet minimal exemplar. No policy statement or mention of time or evaluation | Does not meet minimal exemplar. No mention of multidisciplinary collaboration | Full professors expected to mentor junior colleagues |
| **Educational Leadership and Policy Studies**  | [Link to Dept. Webpage](https://elps.utk.edu/wp-content/uploads/sites/40/2020/11/ELPS-Bylaws-11-11-20.pdf) | Nov. 2020  | Does not meet minimal exemplar. No policy statement, mentor assignment, or mention of time or evaluation | Does not meet minimal exemplar. No mention of multidisciplinary collaboration | Full professors expected to mentor junior colleagues |
| **Educational Psychology and Counseling**  | [Link to Dept. Webpage](https://epc.utk.edu/wp-content/uploads/sites/32/2019/02/EPC-Bylaws_Dec-2018.pdf) | January 2018  | Does not meet minimal exemplar. No mentor assignment or mention of evaluation. | Does not meet minimal exemplar. No mention of multidisciplinary collaboration | Full professors expected to mentor junior colleagues |
| **Kinesiology, Recreation and Sport Studies**  | [Link to Dept. Webpage](https://krss.utk.edu/wp-content/uploads/sites/30/2023/01/January-2023-KRSS-Bylaws.pdf) | Jan 2023 (pending Dean approval) | Does not meet minimal exemplar. No policy statement, mentor assignment, or mention of time or evaluation | Meets minimal exemplar. Multidisciplinary collaboration cited as evidence of research quality. |  |
| **Nutrition**  | [Link to Dept. Webpage](https://nutrition.utk.edu/wp-content/uploads/sites/53/2020/01/Bylaws-to-comply-with-university-audit-Bylaws-Febuary-1-2018.pdf) | Feb.2018   | Does not meet minimal exemplar. No policy statement, mentor assignment, or mention of time or evaluation | Does not meet minimal exemplar. No mention of multidisciplinary collaboration | Full professors expected to mentor junior colleagues |
| **Public Health**  | [Link to Dept. Webpage](http://publichealth.utk.edu/wp-content/uploads/sites/20/2015/10/doc_PHSAbylaws.pdf) | Nov. 2022  | Does not meet minimal exemplar. No policy statement or mention of time or evaluation | Meets minimal exemplar. Multidisciplinary collaboration included in service activities. | Full professors expected to mentor junior colleagues |
| **Retail, Hospitality, and** **Tourism Management**  | [Link to Dept. Webpage](https://rhtm.utk.edu/wp-content/uploads/sites/57/2020/04/RHTM_ByLaws_2020.pdf) | 2020  | Meets minimal exemplar. | Meets minimal exemplar. Multidisciplinary collaboration mentioned in rank expectations for assistant and full professors | Associate professors expected to mentor assistant professors, full professors expected to mentor associate and assistant professors |
| **Theory and Practice in Teacher Education**  | [LINK](https://tpte.utk.edu/wp-content/uploads/sites/41/2018/02/TPTE_bylaws_Feb2018.pdf) | February 2018  | Meets minimal exemplar.  | Does not meet minimal exemplar. No mention of multidisciplinary collaboration. | Full professors expected to mentor junior colleagues |

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| **College/Dept.** | **Bylaws** | **Last Update** | **Mentoring** | **Collaboration** | **Notes** |
| **Tickle College of Engineering**  | [LINK](https://liveutk.sharepoint.com/sites/tce-intranet/Shared%20Documents/Forms/AllItems.aspx?id=%2Fsites%2Ftce%2Dintranet%2FShared%20Documents%2FFaculty%20Affairs%20and%20Engagement%2FCollege%20and%20Department%20Bylaws%2FTCE%2DBylaws%2D03%2DApril%2D2018%2Epdf&parent=%2Fsites%2Ftce%2Dintranet%2FShared%20Documents%2FFaculty%20Affairs%20and%20Engagement%2FCollege%20and%20Department%20Bylaws) | April 2018  | Does not meet minimal exemplar | Does not meet minimal exemplar |  |
| **Chemical and** **Biomolecular Engineering**  | [Link to Dept. Webpage](https://cbe.utk.edu/wp-content/uploads/2020/06/CBE-ByLaws_March-2018.pdf) | March 2018  | Does not meet minimal exemplar. No mention of mentoring. | Meets minimal exemplar. Multidisciplinary efforts mentioned in full professor rank expectations |  |
| **Civil and Environmental Engineering**  | [Link to Dept. Webpage](https://cee.utk.edu/wp-content/uploads/sites/15/2018/10/CEE-Bylaws-Approved-20180430-with-expectations.pdf) | April 2018  | Does not meet minimal exemplar. No mention of mentoring. | Does not meet minimal exemplar. No mention of multidisciplinary collaboration |  |
| **Min H. Kao Department of** **Electrical Engineering &** **Computer Science**  | [Link to Dept. Webpage](https://www.eecs.utk.edu/overview/department-bylaws/) | April 2018  | Does not meet minimal exemplar. No mention of mentoring. | Does not meet minimal exemplar. No mention of multidisciplinary collaboration. |  |
| **Industrial and Systems Engineering**  | [Link to Dept. Webpage](https://ise.utk.edu/wp-content/uploads/sites/52/2018/05/ISE-Department-Bylaws-Approved-20180431.pdf) | April 2018  | Does not meet minimal exemplar. No mention of mentoring. | Does not meet minimal exemplar. No mention of multidisciplinary collaboration. |  |
| **Materials Science and Engineering**  | [Link to Dept. Webpage](https://mse.utk.edu/wp-content/uploads/sites/74/2018/05/MSE_By-Laws_2018.pdf) | May 2018  | Does not meet minimal exemplar. No mention of mentoring. | Does not meet minimal exemplar. No mention of multidisciplinary collaboration. |  |
| **Mechanical, Aerospace,** **and Biomedical Engineering**  | [LINK](https://mabe.utk.edu/wp-content/uploads/sites/63/2017/10/2017-MABE-bylaws.pdf) | Oct. 2017  | Does not meet minimal exemplar. No mention of mentoring. | Does not meet minimal exemplar. No mention of multidisciplinary collaboration. |  |
| **Nuclear Engineering**  | [Link to Dept. Webpage](https://ne.utk.edu/wp-content/uploads/sites/19/2021/10/NE-Bylaws-7-13-2021.pdf) | July 2021  | Does not meet minimal exemplar. No mention of mentoring. | Does not meet minimal exemplar. No mention of multidisciplinary collaboration. |  |

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| **College/Dept** | **Bylaws** | **Last Update** | **Mentoring** | **Collaboration** | **Notes** |
| **College of Music**  | NO LINK ONLINE | 2023 | Meets exemplar | Meets exemplar |  |

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| **College/Dept.** | **Bylaws** | **Last****Update** | **Mentoring** | **Collaboration** | **Notes** |
| **Space Institute**  | No bylaws available online | March 2018  |  |  |   |

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| **College/Dept.** | **Bylaws** | **Last Update** | **Mentoring** | **Collaboration** | **Notes** |
| **College of Law**  | [Link to College Webpage](http://senate.utk.edu/wp-content/uploads/sites/16/2017/09/Bylaws-2017-18-Academic-Year.pdf) | 2017  | Meets minimal exemplar.  | Does not meet minimal exemplar. No mention of multidisciplinary collaboration. |  |

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| **College/Dept.** | **Bylaws** | **Last Update** | **Mentoring** | **Collaboration** | **Notes** |
| **Libraries**  | No bylaws available online | Oct. 2017  |  |  |  |

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| **College/Dept.** | **Bylaws** | **Last Update** | **Mentoring** | **Collaboration** | **Notes** |
| **College of Nursing**  | [LINK](https://nursing.utk.edu/con-faculty-bylaws_2021-2022/) | Sept. 2021  | Does not meet minimal exemplar. No mention of mentoring. | Does not meet minimal exemplar. No mention of multidisciplinary collaboration. |  |

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| **College/Dept.** | **Bylaws** | **Last Update** | **Mentoring** | **Collaboration** | **Notes** |
| **Baker School of Public Policy**  | NO BYLAWS POSTED |  |  |  |  |

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| **College/Dept.** | **Bylaws** | **Last Update** | **Mentoring** | **Collaboration** | **Notes** |
| **College of Social Work**  | [Link to Dept. Webpage](https://www.csw.utk.edu/wp-content/uploads/sites/92/College-of-Social-Work-Bylaws.pdf) | April 2021  | Meets exemplar | Meets exemplar | These clauses are found in the policies and procedures manual, not the bylaws |

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| **College/Dept.** | **Bylaws** | **Last Update** | **Mentoring** | **Collaboration** | **Notes** |
| **College of Veterinary Medicine**  | No bylaws available online | May 2019  |  |  |  |
| **Biomedical and Diagnostic Sciences**  | [Link to Dept. Webpage](https://vetmed.tennessee.edu/wp-content/uploads/sites/4/UTCVM_BDS_Bylaws.pdf) | Dec. 2020  | Does not meet minimal exemplar. No policy statement or mention of evaluation.  | Does not meet minimal exemplar. No mention of multidisciplinary collaboration. |  |
| **Large Animal Clinical Sciences**  | [Link to Dept. Webpage](https://vetmed.tennessee.edu/wp-content/uploads/sites/4/UTCVM_LACS_ByLaws.pdf) | Sept 2021  | Does not meet minimal exemplar. No mention of mentoring. | Does not meet minimal exemplar. No mention of multidisciplinary collaboration. |  |
| **Small Animal Clinical Sciences**  | No bylaws available online | Not listed  |  |  |  |

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| **College/Dept.** | **Bylaws** | **Last Update** | **Mentoring** | **Collaboration** | **Notes** |
| **Bredesen Center Faculty** **Handbook** The Bredesen Center has no dedicated faculty lines, with all faculty appointed in a joint arrangement. The fields in the bylaws audit may not clearly apply to their operations as reflected in this faculty Handbook.  | No bylaws available onlineUnlisted on Bylaws Website | Spring 2021  |  |  |  |