

UNIVERSITY OF NEBRASKA
MEDICAL CENTER

COLLEGE OF MEDICINE

BYLAWS
OF THE FACULTY

June 26, 2026

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**BYLAWS OF THE FACULTY
UNIVERSITY OF NEBRASKA COLLEGE OF MEDICINE**

I. MISSION, VISION, and VALUES OF THE COLLEGE OF MEDICINE

1) Mission – College of Medicine

1. Lead the world in transforming lives to create a healthy future for all individuals and communities through premier educational programs, innovative research, and extraordinary patient care.

2) Vision – College of Medicine

1. Be a world-renowned health sciences center that:
 - Delivers state-of-the-art health care;
 - Prepares the best-educated health professionals and scientists;
 - Ranks among the leading research centers;
 - Advances our historic commitment to community health;
 - Embraces the richness of varied perspectives to build unity;
 - Creates economic growth in Nebraska.

3) Values – College of Medicine

1. Innovation. Seek and implement ideas and approaches that can change the way the world discovers, teaches, and heals. Drive transformational change.
2. Teamwork. Respect varied perspectives and one another. Communicate effectively and listen. Be approachable and courteous.
3. Excellence. Strive for the highest standards of safety and quality in all that you do. Work to achieve exceptional results.
4. Accountability. Commit. Take ownership. Be resilient, transparent, and honest. Always do the right thing and continuously learn.
5. Courage. Make the tough decisions. Have no fear of failure in the pursuit of excellence. Admit mistakes and learn from them.
6. Healing. Show the empathy you feel. Be selfless in caring for patients, one another, and the community.

II. GOVERNANCE AND ADMINISTRATION

A. Dean of the College

The Dean of the College of Medicine shall:

1. Provide leadership and direction for, and serve as Chief Academic Officer, for the College of Medicine.
2. Report to the Faculty the accomplishments, and progress, of the College in achieving its purpose and goals.
3. Assist the Faculty in arriving at a consensus on issues of governance.
4. Support and promote the actions of the Faculty to the Chancellor of the Medical Center or their designee, the President of the University of Nebraska, and the University of Nebraska Board of Regents.
5. Be responsible to the Chancellor or their designee, President, and Board of Regents for proper management of the College in order that it may fulfill its purpose and goals.
6. Establish and manage a relationship between the Faculty and Nebraska Medicine (NM), Children's Nebraska (CN), VA-Nebraska-Western Iowa (VA-NWI), Madonna Rehabilitation Hospital (MRH), and their associated care facilities.
7. Lead partnerships with NM, CN, VA-NWI, and MRH.
8. Help develop partnerships with other clinical entities as needed to support the missions of the College of Medicine.

UNMC CODE OF CONDUCT

[UNMC Policy 8006](#) guides UNMC faculty, staff, and students in carrying out daily activities within appropriate ethical and legal standards. Professional and ethical conduct emphasizing respect and dignity must be shown in all relationships. Reporting of potential misconduct is encouraged and there is no retaliation permitted for filing complaints.

NON-DISCRIMINATION, INCLUDING SEXUAL HARASSMENT, POLICY

[UNMC Policy 1099](#) and the Sexual Misconduct Policy, [UNMC Policy 1107](#), which state that discrimination, harassment and sexual misconduct are not allowed in the workplace and that UNMC has reporting and investigation procedures for reported discrimination, harassment, and sexual misconduct.

DRUG FREE WORKPLACE

[UNMC Policy 1003](#) prohibits the unlawful manufacture, distribution, dispensation, possession, or use of alcohol and/or a controlled substance on UNMC property. The term "substance" refers to drug or chemical compounds that are controlled by local, state, or federal law. UNMC complies with the Drug-Free Workplace Act of 1988, as amended.

CONFLICT OF INTEREST

[UNMC Policy 8010](#) applies to potential conflict of interest arising in any UNMC activity, including but not limited to research, teaching, patient care, outreach to underserved populations and the associated business activities in support of them. Covered Persons shall disclose all financial interests related to their University of Nebraska responsibilities so that an analysis of potential conflict of interest may be conducted. Covered Persons shall receive an e-mail notification from the Compliance Department to complete the UNMC Annual Disclosure of Financial Interest Questionnaire annually and should update this form within thirty (30) days of discovering or acquiring a Significant Financial Interest.

B. The General Faculty

The General Faculty shall be the major body charged with governance responsibilities for the College of Medicine.

1. *Members.* The members of the General Faculty shall be Professors, Associate Professors, Assistant Professors, and Instructors, either full or part-time, whose primary academic appointments are in the College of Medicine and have been appointed using existing policies. Other individuals who may have another title of faculty (e.g., Volunteer Faculty, Adjunct Faculty, Emeritus Faculty) are not considered members of the General Faculty.
 - a. *Regional campus faculty.* General Faculty whose primary academic role serve the regional campus will be appointed through the same procedures and meet the same qualifications as faculty at the main Omaha campus. They will undergo regular evaluations and have access to development opportunities consistent with College of Medicine policies. Faculty at the regional campus are eligible for committee membership, leadership roles, and participation in faculty governance as appropriate to their appointment. Regional campus faculty and administrative leaders shall actively participate in College of Medicine governance structures, including the curriculum and student evaluation committee, the Faculty Council, and relevant standing or special committees.
2. *Oversight.* Direct oversight of a member of the General Faculty is the responsibility of the Department Chair or designee, such as the division chief, or director, as appropriate, and ultimately the Dean.
3. *Meetings.* Meetings of the General Faculty will occur annually or more frequently if necessary to conduct the business of the College of Medicine throughout the year. Meetings may be conducted electronically, virtually, or in person. Meetings may be called by the Dean or a simple majority of the members of the Faculty Council.
4. *Voting Privileges.* The voting membership of the General Faculty for issues requiring General Faculty approval shall consist of all members. The majority vote of the faculty who cast ballots shall determine the result of the vote.
5. *Duties and Responsibilities of the General Faculty.*
 - a. Establish and maintain sound policies for the College of Medicine.
 - b. Propose and promote programs and activities of the College of Medicine.

- c. Engage in faculty governance through attendance, voting, and committee service.
 - d. Contribute to educational, clinical, scholarly, or service activities consistent with the mission of the College of Medicine.
 - e. Study and/or refer to the Faculty Council issues and problems affecting academic and professional policies.
 - f. Consider and act upon academic and professional policies as presented by the Dean and the Faculty Council.
 - g. Recommend the Faculty Council to study and resolve specific problems of the General or Volunteer Faculty that are not the prerogative of a Standing or Special Committee.
 - h. Receive reports from the Standing Committees, Special Committees, and the Faculty Council.
 - i. Promote good relationships with other state agencies, with the health professionals of the state, and with the citizens of the State of Nebraska.
 - j. Complete required activities, training, and duties related to compliance with policy and other regulations.
 - k. Contribute to ensuring the quality and consistency of medical educational experiences across campuses and clinical sites.
6. *Office of the Dean.* The Office of the Dean shall provide the General Faculty with the necessary administrative assistance to accomplish their governance functions.

C. Volunteer Faculty

1. *Members.* The members of the Volunteer Faculty consist of uncompensated physicians or others who have substantial teaching or research responsibilities in support of the College of Medicine's mission and have been formally appointed as Volunteer Faculty using existing policies. Volunteer Faculty are not considered members of the General Faculty.
2. *Oversight.* Direct oversight of a Volunteer Faculty member is the responsibility of the Department Chair or designee, such as the division chief, or director, as appropriate, and ultimately the Dean.
3. *Meetings.* Volunteer Faculty can be invited to Departmental meetings to which they have an appointment and can contribute to items of business as appropriate to their role.
4. *Voting Privileges.* Volunteer Faculty are not eligible to vote on issues requiring General Faculty approval.
5. *Duties and Responsibilities of the Volunteer Faculty.*
 - a. Propose and promote programs and activities of the College of Medicine.
 - b. Promote good relationships with other state agencies, with the health professionals of the state and with the citizens of the State of Nebraska.
 - c. Serve as members of Standing Committees as determined by the Charters of each

Standing Committee.

- d. Complete required activities, training, and duties related to compliance with policy and other regulations.

Deliver high-quality teaching and clinical supervision, model professional conduct, and submit timely learner evaluations.

D. Other Faculty

1. *Members.* The College of Medicine may appoint faculty other than General Faculty or Volunteer Faculty (e.g., Adjunct Faculty, Emeritus Faculty, Courtesy Faculty) based upon existing policies or those outlined in the University of Nebraska Bylaws.
2. *Oversight.* Direct oversight of all other Faculty is the responsibility of the Department Chair or designee, such as the division chief, or director, as appropriate, and ultimately the Dean.
3. *Meetings.* These faculty can be invited to Departmental meetings in which they have an appointment and can contribute to items of business as appropriate to their role.
4. *Voting Privileges.* These other faculty are not eligible to vote on issues requiring General Faculty approval.
5. *Duties and Responsibilities of other faculty.*
 - a. Propose and promote programs and activities of the College of Medicine.
 - b. Promote good relationships with other state agencies, with the health professionals of the state, and with the citizens of the State of Nebraska.
 - c. Complete required activities, training, and duties related to compliance with policy and other regulations.

E. Faculty Council

1. *Membership.* The voting membership shall consist of the Dean, the Chair from eleven (11) departments in the College of Medicine, and fourteen (14) elected representatives of the General Faculty as outlined below. Administrative leadership, including those department chairs who are not voting members, may be invited to participate as non-voting members at the discretion of the Dean.
2. *General Faculty Representatives of the Faculty Council.*
 - a. Three (3) full-time General Faculty members from the basic sciences departments, one at the rank of assistant professor, one at the rank of associate professor, and one at the rank of professor (at the time of election).
 - b. Nine (9) full-time General Faculty members from the clinical departments, three at the rank of assistant professor, three at the rank of associate professor, and three at the rank of professor (at the time of election).
 - c. Two (2) full-time or part-time General Faculty regional campus representative members whose primary faculty responsibilities are not based at the Omaha Campus. Campus designation will be at the approval of the Dean.

3. *Chair Representatives of the Faculty Council.*
 - a. Two (2) department chairs from identified basic science departments.
 - b. Nine (9) department chairs from identified clinical departments.
4. *Terms of Membership.* Each elected member shall serve for a term of three years. An elected member shall be eligible for no more than two consecutive terms. Thereafter, a period of at least one year must elapse before that member may again be eligible. Department chairs shall serve a term of one year and can serve consecutive terms.
5. *Elections.* In the Spring of each year, the Dean will open nominations to the General Faculty to determine the General Faculty membership on the Faculty Council in accordance with the requisite designated composition of the Faculty Council for that term. All General Faculty nominated for membership will be submitted to the Nominations Subcommittee of the Faculty Council who, after deliberation, will recommend a slate of nominees to fill open positions to the Faculty Council. After consideration, the Faculty Council will present a final slate of nominees to the General Faculty for a vote. Only department chairs may vote for the chair representatives of the Faculty Council.
6. *Faculty Council Vacancies.* Vacancies on the Faculty Council will be filled by appointment of the Dean, with an individual who can fulfill the requirements of the vacant position, to complete the original term of election. Time spent filling a vacancy will not count towards a full term of membership.
7. *Officers.* The Chair of the Faculty Council shall be the Dean of the College of Medicine. The Vice-chair shall be elected annually by the Faculty Council from the General Faculty membership of the Faculty Council. The Vice-chair can serve as Chair if that individual is temporarily unable to lead.
8. *Meetings.* Meetings shall be scheduled a minimum of quarterly and may be conducted electronically, virtually, or in person. Meetings may be called by the Dean or by a majority of voting members of the Faculty Council. A quorum consists of 60% of the voting membership. The Faculty Council may establish internal operating procedures/policies and develop subcommittees/task forces consisting of members of the committee, or other members of the campus community, to achieve its stated charge.
9. *Duties and Responsibilities of the Faculty Council.*
 - a. Consider any matters pertaining to governance or administration brought before it by the General Faculty, Volunteer Faculty, the Dean, a Standing or Special Committee, or by any member of the Faculty Council.
 - b. Guide administrative policies and procedures of the College of Medicine and support their implementation.
 - c. Advise the Dean on strategies and tactics for the College of Medicine as it relates to organization, programs, facilities, and administration.
 - d. Bring forth issues of administration, governance, or other importance to the General Faculty for consideration as needed.
 - e. Report activities of the Faculty Council to the General Faculty on a regular basis.
 - f. Develop agenda for Faculty meetings in conference with the Dean.

- g. Recommend membership of Standing Committees and Faculty Council to the General Faculty
- h. Appoint and charge Special Committees as needed.
- i. Approve changes to Charters for Standing Committees.
- j. Provide feedback to the leadership of the Standing and Special Committees as requested.

F. Committees of Governance

There shall be two types of Committees: Standing Committees and Special Committees.

Standing Committees. There shall be ten (10) Standing Committees:

- Faculty Grievance
- Faculty Promotion and Tenure
- Medical Student Admissions
- Medical Student Curriculum
- Medical Student Evaluation
- Graduate Medical Education
- Continuing Medical Education
- Research and Development
- Finance
- Collaborative Environment and Engagement Committee

1. **Membership.** Details of committee membership will be provided within each committee's respective Charter. Each Standing Committee must have at least six (6) members and adhere to the following minimum criteria:
 - a. Membership in the Faculty Promotion and Tenure, Medical Student Admissions, Medical Student Curriculum, Medical Student Evaluation, Continuing Medical Education, Research and Development, and Collaborative Environment and Engagement Committees will be elected by the General Faculty.
 - b. Membership in the Graduate Medical Education Committee is afforded by administrative or leadership position and are not elected by the General Faculty. This committee must have at least one peer-elected resident or fellow member.
 - c. Membership in the Finance Committee will consist of select Department Chairs, the Vice-chair of the Faculty Council, and college leadership at the discretion of the Dean and are not elected by the General Faculty.
 - d. Membership in the Faculty Grievance Committee consists only of General Faculty and are appointed by the Dean.
 - e. General Faculty with primary appointments at the regional campus shall have opportunities for participation in standing committees, subcommittees, and task forces involved in oversight of the educational program and the learning environment.
 - f. Committee membership will demonstrate the College of Medicine's commitment to broad representation and fostering an environment that values varied perspectives.
2. **Terms of Membership.** Membership shall be for a term of three years. An elected or appointed member shall be eligible for no more than two consecutive terms except for committee leadership as outlined below. A period of at least one year must elapse before that member may again be eligible. Members of a committee whose role is based upon

their administrative position/role will retain their membership in the committee until replaced in that position/role.

3. *Committee Vacancies.* Vacancies of the elected or appointed members will be filled by appointment of the Dean to complete the original term of election. Time spent filling a vacancy will not count towards a full term of membership.
4. *Elections.* For those Standing Committees requiring election by the General Faculty, an open call for applications will be presented by the Dean to the General Faculty in the spring of each year. Applications of all eligible faculty will be reviewed by the chair of the committee in conjunction with its respective administrative leader (e.g., Associate Dean) with the goal of recommending applicants for membership that help to provide balance to the committee while also taking into consideration the anticipated committee workload. The recommended candidates provided by the committee chair, will be submitted to the Faculty Council for consideration with the goal of approving a final slate of nominees for election to each committee. The Dean will then submit a Faculty Council-approved slate of nominees to the General Faculty for review and ultimate approval for election via vote.
5. *Leadership.* Each committee that requires election by the General Faculty must have a committee Chair and Vice-chair, who should be elected to those positions by the committee membership. The Chair and Vice-chair should come from the committee members who were elected by the General Faculty. Chairs and Vice-chairs may serve in each role for up to three years. Chairs and Vice-chairs are eligible to extend their membership beyond two terms on the committee to fulfill these leadership roles. Committees that are appointed by the Dean will have a Chair that is appointed by the Dean who can serve in that role for up to the three years and may extend for two terms. Committees that are based upon administrative roles will have a Chair that is appointed by the Dean and will not have a limit to the length of time that can be served in this role. All committee leadership will work closely with college administrative leadership to achieve the committees' stated charge.
6. *Leadership Vacancies.* If the position of Chair becomes vacant, the Vice-chair will assume the position for the remainder of the scheduled term, and a new Vice-chair is appointed. If there is not Vice-chair, a new Chair is appointed. If the position of Vice-chair becomes vacant, a new Vice-chair is appointed. All appointments will be made by the Dean. Fulfilling vacancies via appointment does not count towards the maximum amount of time one can serve in a leadership role.
7. *Meetings.* Meetings will be scheduled as necessary to accomplish the charge to the committee and may be held electronically, virtually, or in person. Meetings may be called by the Chair or by a majority of elected/appointed voting members of the committee. Each committee must define what constitutes a quorum within its Charter.
8. *Duties and Responsibilities of the Standing Committees.*
 - a. *Faculty Grievance Committee.*

The Committee's charge is to:

 - i. Recommend policies and procedures pertaining to the reporting, investigation, and resolution of faculty grievances to the Faculty Council for approval.

- ii. Investigate and conduct hearings on specific grievances of a faculty member or members per the Dean's request and provide recommendations to the Dean.

b. Faculty Promotion and Tenure Committee.

The Committee's charge is to:

- i. Recommend rules and guidelines pertaining to promotion and/or tenure to the General Faculty for approval.
- ii. Establish policies related to the process of promotion and/or tenure and maintain consistent promotion and tenure standards for all campuses. Receive department chair recommendations for promotion and/or tenure of respective faculty members.
- iii. Submit recommendations on the promotion and/or tenure of specific faculty members to the Dean.

c. Medical Student Admissions Committee.

The Committee's charge is to:

- i. Develop policies regarding the prerequisites, admissions standards, and admissions procedures for student application and acceptance into the College of Medicine.
- ii. Selecting students for matriculation into the College of Medicine.
- iii. Consider applicants and select students for advanced standing from other centers of medical education.
- iv. Notify and seek feedback from the Faculty Council regarding significant changes to policies and procedures.

d. Medical Student Curriculum Committee.

The Committee's charge is to:

- i. Oversee and have ultimate authority on policies and procedures related to medical student education, assessment, placement, and requirements for graduation.
- ii. Oversee and have the ultimate authority on design, content, implementation, and evaluation of the medical school curriculum.
- iii. Ensure comparability of medical student education regardless of primary campus assignment.
- iv. Notify and seek feedback from the Faculty Council regarding significant changes to policies and procedures.

e. Medical Student Evaluation Committee.

The Committee's charge is to:

- i. Determine policies and procedures regarding the evaluation of medical student academic progress within the medical school curriculum.
- ii. Review student performance, professionalism, and academic progress and make decisions regarding student advancement, dismissal, graduation, and bestowing of honors.

f. Graduate Medical Education Committee.

The Committee's charge is to:

- i. Ensure institutional and residency/fellowship program compliance with policies and requirements put forth by the Accreditation Council for Graduate Medical Education with the goal of achieving full accreditation.
- ii. Oversee, study, evaluate, and recommend changes of the graduate medical education programs (e.g., size, scope, distribution of specialty training) to the Faculty Council.
- iii. Develop and monitor adherence to policies that will enable program directors to meet accreditation standards in all specialties.
- iv. Monitor and ensure the adequacy of internal and external resources necessary to support graduate medical education.
- v. Act as a liaison between the institutional graduate medical education programs and the House Officer organization.
- vi. Facilitate the well-being of residents/fellows by assessment of the clinical learning environment and recommend allocation of resources to the Faculty Council to improve well-being.
- vii. Promote an ideal clinical learning environment that is conducive to training resident and fellow physicians.

g. Continuing Medical Education Committee.

The Committee's charge is to:

- i. Develop policies, procedures, and initiatives relating to the oversight of Continuing Medical Education programs of the College of Medicine, including those designed for interprofessional audiences.
- ii. Participate in the identification of Continuing Medical Education and interprofessional needs of College of Medicine stakeholders and support efforts to meet those needs.
- iii. Provide oversight and guidance to the Center for Continuing Education and the Associate Dean for Continuing Medical Education as it relates to educational programming, finances, accreditation, and strategic planning.
- iv. Notify and seek feedback from the Faculty Council regarding significant changes to policies and procedures.

h. Research and Development Committee.

The Committee's charge is to:

- i. Monitor and ensure the success of the MD/PhD Scholars Program.
- ii. Solicit ideas, problems, and solutions from the faculty, staff, and trainees regarding research.
- iii. Recommend to the Faculty Council policies and procedures for preparation of applications for and receipt of grants by the General Faculty of the College of Medicine.
- iv. Advise the Dean on the allocation of intramural funds for research.
- v. Receive and review applications and recommend to the Dean research awards to be funded by the College of Medicine.
- vi. Receive and review thesis research proposals and advise the Medical Student Evaluation Committee on the acceptability of MD thesis for Honors

designation.

- vii. Advise the Dean on strategies for continuous improvement of the research environment, including procedures to enhance the success of research performed by faculty, staff, and trainees in the College of Medicine.

- i. Finance Committee

The Committee's charge is to:

- i. Advise the Dean and Senior Associate Dean for Business and Finance regarding financial policies, procedures, and strategies of the College of Medicine.
- ii. Advise the Dean regarding College of Medicine compensation policies in partnership with clinical partners.
- iii. Advise the Dean regarding all College of Medicine funding sources and their uses, including, but not limited to, the allocation and distribution of state funding.

- j. Collaborative Environment and Engagement Committee

The Committee's charge is to:

- i. Develop and implement strategies, policies, and procedures for the College of Medicine that are designed to foster an environment conducive to achieving inclusive excellence.
- ii. Assess, monitor, and provide recommendations to the Faculty Council to improve the climate of inclusive excellence within the College of Medicine and the greater campus community.
- iii. Notify and seek feedback from the Faculty Council regarding significant changes to policies and procedures.

Special Committees. These ad hoc committees shall be established by the Faculty Council acting to achieve specific objectives that are not otherwise the purview of a Standing Committee. The duration of a Special Committee can last no longer than one year from its establishment but can be renewed at the discretion of the Faculty Council.

1. **Membership and Leadership.** Membership of Special Committees will be directly appointed by the Dean after approval by the Faculty Council. The Dean will appoint the Chair of a Special Committee.
2. **Duties and Responsibilities of the Special Committees.** Study and resolve specific problems, issues, or proposals as assigned by the Faculty Council.

G. Departments

1. The primary administrative units of the College of Medicine will be Departments, as recommended by the Dean and approved by the Board of Regents. The Dean will seek Faculty Council guidance when considering the creation or elimination of a department. Key factors that determine whether a department should be created or eliminated include, but are not limited to, the following:
 - The endeavor of the department's discipline encompasses a unique technology

and/or identified sphere of biomedical knowledge.

- There are General Faculty of sufficient number and diversity of skills to support a program of academic excellence.
- The General Faculty can conduct programs of education, research, and/or service that are of demonstrable need to the people of Nebraska, the university, and/or its health system partners.

The Departments shall be organized to improve the health of the people of Nebraska and our greater community, or those we serve, by conducting education, research, and/or service as related to their discipline and as supportive of the purpose and goals of the College of Medicine.

Unless approved by the Dean, all clinical faculty will receive primary appointment to the department which best matches the discipline, or area of research focus, in which their specialty and/or sub-specialty training occurred.

2. *Department Chair.* Appointment shall be in accordance with the Bylaws of the Board of Regents.

Duties and Responsibilities of the Department Chair.

- a. Provide leadership and direction for the academic activities of their faculty.
- b. Develop an organizational structure.
- c. Recommend to the Dean candidates for academic appointment.
- d. Recommend faculty members of their department for promotion and/or tenure to the Dean and the Faculty Promotion and Tenure Committee.
- e. Conduct faculty member evaluations.
- f. Be responsible to the Dean for the establishment of a budget when appropriate in conjunction with appropriate clinical partners.
- g. Negotiate contracts of employment with each General Faculty member where appropriate or required. All such contracts require approval by the Dean.
- h. Manage disciplinary issues with the faculty.
- i. Plan and oversee the conduct of health care programs, research programs, and undergraduate, graduate, and continuing medical education programs, as appropriate.
- j. Work with health systems leadership to optimize clinical care delivery by the faculty in support of the health system (clinical departments only) and/or work in collaboration with the Dean of the UNMC Graduate College to develop, implement, and sustain graduate programs as applicable.
- k. Be responsible to the Dean for the functions of the Department.

3. *Divisions.* A Division may be designated by the Chair with Dean's approval of the involved Department, when:
 - The discipline involved is a component of the Department endeavor.
 - The number of personnel and intensity or magnitude of activity are appropriate.
 - The designation as a departmental administrative unit facilitates the management effort of the Department.

Duties and Responsibilities of Division Chief.

- a. Provide leadership and direction for academic activities of the faculty.
- b. Develop an organizational structure for the unit.
- c. Recommend to the Department Chair candidates for academic appointment.
- d. Recommend to the Department Chair faculty members of their division for promotion and/or tenure.
- e. Conduct faculty member evaluations and communicate those to the Department Chair.
- f. Be responsible to the Department Chair for the establishment of a budget when appropriate in conjunction with appropriate clinical partner.
- g. At the direction of the Chair, negotiate a contract with each General Faculty member where appropriate or required. All such contracts require approval by the Department Chair and the Dean.
- h. Plan and conduct health care programs, research programs, and undergraduate, graduate, and continuing medical education programs, as appropriate.
- i. Manage disciplinary issues regarding faculty as necessary, while keeping the chair aware of such actions and engaging them in disciplinary action as necessary.
- j. Be responsible to the Department Chair for the functions of the Division.

H. Other Units of Administration

Other units of administration are those formed to facilitate the management of the College of Medicine and its faculty.

1. *The Medical Staff of NM, CN, VA Nebraska-Western Iowa Health Care System (VA-NWI), Madonna Rehabilitation Hospital (MRH) and their associate care facilities.* The Clinical Faculty of the College of Medicine, through the Office of the Dean, shall establish a formal relationship with the administration of NM, CN, VA-NWI, and MRH and their associated care facilities. The medical staff shall develop its own organization and adopt such rules and regulations as are necessary for its operation and to ensure appropriate qualification of staff members.
2. *Medical Service Plan.* An active patient care program of high quality is an integral part of the role and mission of the University of Nebraska Medical Center (UNMC) and the College of Medicine. As an integral part of their education, medical students, house officers, and other health professions students must observe and participate in the delivery of quality health care. By and large, faculty members in clinical departments should continue to practice their profession if they are to remain in the forefront of their respective disciplines. Patient care delivered by physicians and faculty of UNMC is critical to the general health of Nebraska, the ability of referring physicians to provide high quality care to their patients and provide the base for clinical studies designed to improve the prevention, diagnosis, and treatment of disease. Finally, the delivery of high quality, cost effective medical care is complex and requires support systems unique to the health care system.

III. AMENDMENTS

Upon recommendation of the Faculty or the Faculty Council, the Bylaws of the Faculty of the College of Medicine may be amended at any regular or special meeting of the General Faculty and require a majority vote of the voting faculty who cast ballots.

Any proposed amendment must be provided to the General Faculty at least thirty days in advance of the meeting. Such communications shall constitute due notice of an impending vote on the Amendment(s).

Amendments approved by the General Faculty shall become effective when reviewed by the Chancellor of UNMC, the President of the University of Nebraska, and the University of Nebraska Board of Regents per policy.

APPROVALS

Approved by the Executive Faculty	September 10, 1979
Approved as amended by the General Faculty	October 17, 1979
Approved by the Board of Regents	January 12, 1980
Approved as amended by the Faculty Council for Governance	November 3, 1986
Approved as amended by the General Faculty	January 21, 1987
Approved by the Board of Regents	March 14, 1987
Approved as amended by the Faculty Council	December 5, 1996
Approved as amended by the General Faculty	April 23, 1997
Approved as amended by the General Faculty	August 6, 1997
Approved by the Board of Regents	September 5, 1997
Approved as amended by the Faculty Council	October 16, 2008
Approved as amended by the General Faculty	December 16, 2008
BOR Approval not needed	
Approved by Chancellor Maurer	March 2009
Approved as amended by the Faculty Council	April 8, 2013
Approved as amended by the General Faculty	April 19, 2013
BOR Approval not needed	
Approved by Chancellor Maurer	April 30, 2013
Approved as amended by the Faculty Council	October 10, 2019
Approved as amended by the General Faculty	November 8, 2019
BOR Approval not needed	
Approved by Chancellor Gold	April 7, 2020
Approved as amended by the Faculty Council	April 14, 2023
Approved as amended by the General Faculty	June 23, 2023
Notification of Chancellor, President, BOR	July 7, 2023
Approved as amended by the Faculty Council	March 13, 2026
Approved as amended by the General Faculty	June 22, 2026
Notification of Chancellor, President, BOR	June 26, 2026