

Staff Council By-Laws – Proposed Revisions

Missouri University of Science and Technology Staff Council governing guidelines

PURPOSE

The Staff Council was formed to provide a venue for communication between employees and the administration of Missouri S&T, serve as an advocate for staff concerns and promote the general cohesion of the Missouri S&T campus community.

I. MEMBERSHIP

- A. The Staff Council shall consist of twenty (20) employees elected from administrative, service and support employees. The Council shall be composed of representation from four (4) occupational groups and members-at-large; four (4) from Administrative/Professional, two (2) from Technical/Paraprofessional, four (4) from Crafts/Maintenance, six (6) from Secretarial/Clerical, and four (4) members-at-large.
- B. Any employee who is a full time (> 75% FTE) permanent Missouri S&T staff member without academic appointment and has at least one (1) year service before nomination is eligible for election to the Staff Council.
- C. Terms of Membership
 1. The term of membership shall be two (2) years starting on August 1 and ending the last day of July. An exception is made to the term of the newly elected Vice-Chairperson when the staff member is elected to the position during their second year allowing them to serve a third year in the role of the Chairperson position. Other executive officers will also serve in an advisory, non-voting role as defined in their positions for a brief transition period.
 2. Staff Council members may be eligible for re-election to a second term by notifying the Election Committee before June 1. No staff member shall serve longer than two (2) consecutive terms. However, after one year off, a staff member can be nominated for election.
 3. If a Staff Council member transfers or is promoted out of the group from which they were elected, their membership on the Staff Council will continue until their term expires.
 4. The Crafts/Maintenance and Administrative/Professional groups each elect four (4) members who serve terms of two (2) years with two (2) terms expiring every year in each of these groups. The Technical/Paraprofessional group elects two (2) members to serve terms of two (2) years with one (1) expiring every year. The Secretarial/Clerical group elects six (6) members to serve terms of two (2) years with three (3) terms expiring every year in this group. The four (4) members-at-large will be elected to serve terms of two (2) years with two (2) terms expiring every year.

II. OFFICERS AND DUTIES

- A. Officers consist of a Chairperson, Vice-Chairperson, Past Chairperson, Secretary and Treasurer.
- B. Terms of Office
 1. The Chairperson, Vice-Chairperson, Secretary and the Treasurer shall be elected by the current twenty (20) Council members for a term of one (1) year. Election to an office will be by secret ballot if two or more candidates are nominated for the office.
 2. The office of Vice-Chairperson shall be filled by a Council member in the first or second year of their current term. The Vice-Chairperson shall assume the office of Chairperson in the term immediately following their term as Vice-Chairperson.
- C. Chairperson Duties
 1. Presides at all Staff Council meetings.

2. Coordinate with the Vice-Chairperson to prepare agenda for each regular and any special Staff Council meetings.
3. Appoints necessary Standing Committee Chairperson(s).
4. Serves as spokesperson and liaison for the Council on campus and the community.
5. Attends monthly meetings for the Chancellor Council, Intercampus Staff Advisory Council (ISAC) meetings, Faculty Senate and others as needed
6. Notifies the Council of a permanent or temporary vacancy on Council.
7. Maintain the official Council email account in collaboration with the Vice-Chairperson.
8. The office of Chairperson shall be filled by the Vice-Chairperson upon the expiration or resignation of the Chairperson's term of office, which is one (1) year. The Chairperson shall assume the office of Past Chairperson, when their term as Chairperson is complete.
9. The Past Chairperson will remain accessible to the new Chairperson as a resource for one (1) year at the discretion of the new Chairperson. This would be a non-voting position (if Past Chair is going off the Council).

D. Vice-Chairperson Duties

1. Assumes the responsibilities of the Chairperson during that officer's absence and will automatically assume the Chairperson's position in the event of an extended leave for the duration of the term. (See VI.-Vacancies)
2. Assists the Chairperson in setting Council meeting agendas.
3. Attends all meetings with the Chairperson to assist in drafting reports to the council.
4. Serve on the Intercampus Staff Advisory Council with the Chairperson and other committees as needed.
5. Assist in regular reviews of Staff Council Bylaws for any needed revisions.

E. Secretary Duties

1. Prepares the minutes of the Staff Council meetings.
2. Distributes the minutes of the meetings to Staff Council members along with any other communications as appropriate.
3. Oversees the collection, maintenance and availability of reports for the Council as part of maintaining information on a shared drive.
4. Maintains two (2) full years of the official, permanent files for the Council. Oversees the transfer of the third year's files to University Archives.
5. Distributes copies of the Missouri S&T Staff Council Governing Guidelines to all Council members during the first meeting in August.
6. Serve in an advisory transitional role for up to three (3) months as a past officer to assist the new secretary as needed. This would be a non-voting position if the staff member is going off council.

F. Treasurer Duties

1. Maintains records of all financial expenses and revenues with regard to the Staff Council expense account.
2. Reconciles the Staff Council expense account monthly.
3. Prepares a monthly Treasurer's report.
4. Serve in an advisory transitional role for up to three (3) months as a past officer to assist the new treasurer as needed. This would be a non-voting position if the staff member is going off council.

III. COMMITTEES

- A. The Staff Council accomplishes its purposes through the use of committees which will be appointed as necessary. There are three (3) types of committees:

1. Standing Committees:

Standing Committees are formed and terminated upon the determination of the Staff Council to consider ongoing matters of concern to employees or areas of regular

- functions of the Council. At least two (2) Staff Council members will serve on the committee, one as Chairperson, with the remainder of the Standing Committee open to eligible Missouri S&T staff members unless otherwise specified.
2. **Special Interest Committees:**
Special Interest Committees are formed and terminated upon the determination of the Staff Council and consider only those matters of a current and/or temporary nature. Each Special Interest Committee will include one or more Council member(s) who will facilitate the formation of the committee. The Special Interest Committee will elect its own chair. Membership on all Special Interest Committees is open to all eligible Missouri S&T staff unless otherwise specified.
 3. **Executive Committee:**
The Executive Committee is made up of Missouri S&T Staff Council officers and standing committee chairs. They are authorized to deal with issues that require immediate action and are required to report on all such issues at the following regularly scheduled Missouri S&T Staff Council meeting. The Executive Committee will also attend regular meetings on campus as needed.
- B. **Committee Guidelines**
1. A staff member should not volunteer for any Missouri S&T Staff Council committee unless that individual is willing to pledge the time and effort necessary to accomplish the objectives of the committee.
 2. Staff Council members normally chair only one (1) committee.
 3. All recommendations, proposals, meeting minutes and final reports of the Standing and Special Interest Committees will be submitted in writing to the Missouri S&T Staff Council.
 4. All committees shall maintain meeting minutes, roll call and any additional documentation. All documentation will be submitted to the Secretary to be filed in Staff Council records.
 5. All Standing Committees, Special Interest Committees and the Executive Committee may form any appropriate sub-committees to facilitate their functions and goals.

IV. MEETINGS

- A. The Staff Council shall meet monthly. Special meetings will be called as required. Staff Council meetings will be open unless otherwise specified. A quorum shall consist of at least eleven (11) members.
- B. Standing Committees, Special Interest Committees and the Executive Committee shall schedule meetings to fit the requirement and needs of the specific committee.
- C. In voting on motions and issues brought before the Council, a member may request a roll call vote be taken and the results be recorded.
- D. Should a closed meeting be necessary, the meeting will be called by the Chairperson of the Missouri S&T Staff Council.
- E. The Council will establish guidelines to govern how all meetings should be conducted. These will be maintained by the Secretary as part of the Staff Council records and adjusted as needed.

V. EXPECTATIONS

- A. All Missouri S&T Staff Council members are required to attend all meetings of the Council and committee(s) they are members of. Members may be excused from a meeting by notifying in writing the Chairperson or the appropriate committee chair prior to the meeting.
- B. All Missouri S&T Staff Council members are required to attend and participate in all Staff Council sanctioned events hosted on campus. Members may be excused from an event by notifying the Chairperson and Vice-Chairperson in writing to request an excuse in advance.

- C. All Missouri S&T Staff Council members will serve on at least one (1) but not more than two (2) standing committees.
- D. Members who miss three or more meetings or events during a one (1) year term (August 1 - July 31) may be removed from the Council and replaced. Exceptions shall be discussed, on an individual basis, during a closed session of a regular meeting by all members of the Missouri S&T Staff Council.
- E. Members of the Staff Council that find themselves unable to consistently attend meetings or events may voluntarily withdraw themselves from the Council. In this case, written notification to the Chairperson and Vice-Chairperson is required so the vacancy can be filled.

VI. VACANCIES

- A. Council vacancies are to be defined as either as a temporary vacancy or a permanent vacancy:
 - 1. A temporary vacancy shall be defined as a University leave of absence or illness of 120 days or less and shall not require the member to resign or their position be filled.
 - 2. A permanent vacancy shall be defined as a University leave of absence or extended illness of more than 120 days or the voluntary resignation of a staff member for any reason. In the event of an absence or extended illness greater than 120 days, the staff council member will be required to resign from the Council. In the event of permanent vacancy, a successor member shall be appointed by the Chairperson from within the occupational group if possible to serve until the next regular election.
 - 3. Vacancies as a result of failure to meet expectations, as listed about in Section V, are permanent vacancies.
- B. Office Vacancies
 - 1. In the event the Chairperson must resign or take a University leave of absence, the Vice-Chairperson shall assume those duties for the duration of the term. If the duration of this interim term is six (6) or more months, the term of the interim Chairperson shall be considered complete. The standard procedure for filling the position of Chairperson shall then be in effect. If the duration of this interim term is less than six (6) months, the interim Chairperson shall continue to serve an additional, complete one-year term as Chairperson.
 - 2. If the Vice-Chairperson must resign, or take a University leave of absence, or assume the duties of Chairperson, an election within the Missouri S&T Staff Council will be held to fill the Vice-Chairperson position for the duration of the existing term.
 - 3. If the Secretary/Treasurer must resign or take a University leave of absence or is elected to a different executive role, an election within the Missouri S&T Staff Council will be held to fill the position for the duration of the existing term.
 - 4. Exceptions to filling vacancies can be approved at the discretion of the Council during an open meeting of the Council.

VII. ELECTIONS

- A. The Election Committee is made up of three (3) members or four (4) from Staff council. One (1) person will be appointed as the election committee chair by the Chairperson. Election Committee members are not eligible for election during the time they are serving on the committee.
- B. Elections for vacant positions on the Staff Council will be held annually beginning as part of the annual Staff Appreciation Day and will be conducted through secret balloting. The following procedure will be used:
 - 1. A listing of pending vacancies for each Council seat and the election procedures for filling these will be distributed to the campus and put on Staff Council's website by the annual Staff Appreciation Day.

2. Staff members wishing to run for the Staff Council should forward their names to the Election Committee Chairperson by the deadline set by the election committee. Nominations will open as part of the Staff Appreciation Day and close in the second week of June. The Election Committee Chairperson will obtain permission from each nominated staff member to place their name on the ballot and that they would be willing to meet the expectations as defined in these bylaws (See Section V. Expectations).
3. Ballots will be drafted and distributed for voting purposes by the third week in June. Ballots will include all nominations within each occupational group as well as all nominations for members-at-large. Staff will vote within their occupational group as well as for any nomination for members-at-large.
4. Election campaigning at University expense is prohibited.
5. Ballots will be returned to the Election Committee no later than a date set by the election committee in July.
6. Ballots will be counted under supervision of the Election Committee and the results will be published promptly. In the event of a tie vote, the Election Committee, by secret ballot, will make the final selection.
7. Members-at-large will be selected based on results of the member-at-large ballot. If a member also won within their occupational group, the next highest winner will be selected.
8. Results of the ballots will be verified and published by July 15th to the campus community. New members will officially start their term on August 1.
9. Ballots will be retained for two (2) years following public notification of election results. At that time they will be destroyed. An official record of the election results will be held by the Secretary.

VIII. AMENDMENTS

Amendments or changes to these Guidelines shall be made by a two-thirds vote of the Staff Council present at a regular meeting, provided written notice of the proposed amendment(s) is given to all members of the Staff Council at least ten (10) calendar days prior to the meeting.

Amendments:

- I. Campus Involvement Standing Committee
 - A. Staff Council will establish the Campus Involvement Standing Committee. The Campus Involvement Standing Committee will serve to maintain a connection among staff, campus, and the Rolla community. The members will be responsible for planning and promoting social events, charitable activities, and community service opportunities; along with helping to maintain an active involvement of staff well-being. The committee will strive to build and nurture a strong campus community.
 - B. The committee chair will be appointed by the Staff Council Chairperson. All other members will be open to Council and campus members.
 - C. Key responsibilities of the Campus Involvement Standing Committee will include:
 1. Shall coordinate staff awards and recognition opportunities.
 2. Organize special events such as, but not limited to, Fall Appreciation and Staff Appreciation Day.
 3. Promote and create opportunities for a healthy and positive campus environment, encouraging good habits with regard to staff physical well-being.
 4. Plan charity drives and events to help give back to our local community.
 5. Create and promote special events for staff, to help build a better working relationship among University peers and the Rolla community.
- II. Advocacy Standing Committee

- A. Staff Council will establish the Advocacy Standing Committee. The Advocacy Standing Committee will serve to represent and promote the interests and concerns of the staff in a confidential manner. Advocacy Committee will serve as a primary conduit for staff to confidentially submit concerns to be brought up to the Missouri S&T administration.
 - B. The committee chair will be appointed by the Staff Council Chairperson. Membership on this committee will be closed and consist of seven (7) members of Staff Council. All members will be required to sign and abide by a confidentiality agreement as part of their membership on the committee.
 - C. Key responsibilities of the Advocacy Standing Committee will include:
 - 1. Create and promote professional development opportunities to help career advancement. This could be by hosting online webinars, promoting professional development opportunities, providing training opportunities.
 - 2. Address concerns and grievances that periodically arise among staff, such as payroll, working conditions (mental and physical), staffing, etc.
 - 3. Host open forums and conduct surveys as needed to help identify areas of concern across the campus.
- III. Communications Standing Committee
- A. Staff Council will establish the Communication Standing Committee. The Communications Standing Committee will serve to promote and publicize the activities and accomplishments of the Staff Council by proactively gathering and disseminating information in a timely and effective manner through email, the Staff Council website, University publications (e.g. eConnection), and other appropriate media.
 - B. The committee chair shall be appointed by the Staff Council Chairperson and membership will be open to all Council and staff members.
 - C. Key responsibilities of the Communications Standing Committee will include:
 - 1. Strive to help Staff Council fulfill its purpose, by keeping a strong line of communication between administration and staff.
 - 2. Facilitate the publication of all Staff Council meeting times and locations.
 - 3. Maintain the Staff Council webpage and social media platforms.
 - 4. Provide communication and promotion assistance to all Staff Council committees.
 - 5. Contribute to the maintenance of the Staff Council communication archive.
 - 6. Welcome new members and visitors to Staff Council in an appropriate fashion.
 - 7. Welcoming new S&T staff hires and sharing information about Staff Council.
- IV. Bylaw Revision Transition Timeline
- A. With the final approval and implementation of this Bylaws, current members of the 2017-2018 Staff Council will effectively end their term on July 31, 2018. Members elected to the 2018-2019 Staff Council will effectively start their term on August 1, 2018.
 - B. All four (4) members-at-large will be elected to serve on the 2018-2019 Staff Council. Two (2) members-at-large will serve for a one (1) year interim term to establish alternating terms for members-at-large. This one (1) year interim term will be exempted from the limitations of terms outlined in Section I. Membership, Subsection B. Terms of Membership, Clause 2. After serving the one (1) year interim term, the member-at-large would need to stand for election through the normal process outlined in Section VII. Elections if they wish to continue serving on Staff Council.