

LANDER UNIVERSITY STAFF SENATE

BYLAWS

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ARTICLE I. NAME

The name of the organization shall be the **Lander University Staff Senate**.

ARTICLE II. MISSION

The Lander University Staff Senate exists to enhance the welfare of its staff; to serve as a liaison between staff, administration, faculty, and students; and to advise the administration on matters concerning the staff. This focus provides staff with a voice to promote a positive, respectful work environment that sustains both personal and professional growth. In support of the university's strategic plan, specifically the goal of remaining an employer of choice, the Senate strives foremost to contribute to the overall success of Lander University and its students.

ARTICLE III. VISION

The Staff Senate will advocate and represent the interests of staff to administration and the campus community.

ARTICLE IV. STRATEGIC GOALS

- A. Improve job satisfaction and overall well-being of staff members.
- B. Promote effective communication and collaboration among staff, administration, faculty, and students.
- C. Ensure that staff perspectives and insights are actively included in administrative decision-making processes.
- D. Develop and maintain a supportive, respectful, and inclusive workplace culture.
- E. Align Staff Senate initiatives with the university's strategic plan to ensure the Senate's efforts contribute to the broader institutional goals.
- F. Support the university's mission by contributing to its academic and community objectives.

ARTICLE V. SENATE COMPOSITION

A. Composition

1. The Staff Senate consists of:
 - a. The Staff Senate Board
 - b. Senators elected by staff employees from each area of campus
2. The Staff Senate Board consists of the:
 - a. Chair
 - b. Chair-Elect
 - c. Secretary
 - d. Treasurer
3. The immediate past Chair may be called to serve in an advisory capacity or assist with special assignments as needed.

B. Representation

1. Each area on campus is eligible to elect Senators in proportion to the total number of staff employees within the area, in accordance with the table below:

<u>STAFF EMPLOYEES</u>	<u>SENATORS</u>
1-20 Staff Employees	1 Senator
21-40 Staff Employees	2 Senators
41-60 Staff Employees	3 Senators
61-80 Staff Employees	4 Senators
81 or more Staff Employees	5 Senators

2. The areas defined in the university organizational chart are listed below. Prior to each election, the Office of Human Resources will provide an updated list of these designated areas and the total number of staff employees within them by March 15th to the Staff Senate.

Academic Affairs	Academic Affairs	College of Graduate & Online Studies
	College of Business & Technology	College of Nursing, Human Performance & Health Sciences
	College of Education	College of Science & Mathematics
	College of Humanities, Arts & Social Sciences	Jackson Library
Athletics	Athletics	Equestrian Center
Finance & Administration	Accounting & Budget	University Police
	Facilities Operations	Human Resources
	Information Technology Services	Student Employment
	Procurement & Retail Services	Transportation
	Special Events & Scheduling	
Enrollment & Access Management	Admissions	International Programs
	Enrollment Services	Registrar
	Financial Aid	Military & Veterans Services
	Career Services	
Marketing & Communications and University Advancement	University Advancement	Marketing & Communications
Dean of Students	Housing & Residence Life	Student Conduct
	CARE Team	Health & Wellness
	Title IX	

Student Experience & Quality Assurance	Student Success Center	Campus Recreation & Intramural Sports
	Student Support Services	LINK
	Student Accessibility and Testing Services	Campus Engagement and New Student Programs
	Student Activities	

ARTICLE VI. SENATE STRUCTURE

A. Term of Office

1. Senators will be elected to serve a two-year term.
2. The term will run consecutively from July 1st (beginning of term) through June 30th (end of the second year).
3. Senators may serve up to three consecutive terms.
4. After serving three consecutive terms, Senators will be ineligible to serve for the next two years.
5. Senators elected to the Staff Senate Board will serve a one-year term in that capacity.
6. Senators elected as Chair-Elect will serve two years on the Staff Senate Board: one year as Chair-Elect and one year as Chair, resulting in a total of three years on the Staff Senate.

B. Election Procedure

1. Eligibility
 - a. All Lander University staff employees are eligible to serve on the Staff Senate if they meet the following criteria:
 - i. Are in good standing
 - ii. Occupy a full-time equivalent (FTE) position
 - iii. Have completed one year of employment with the University
2. Nominations
 - a. The constituents of each area shall nominate and/or self-nominate their Staff Senator(s).

- b. Any full-time equivalent (FTE) staff member has the right to nominate and vote for candidates for their area Senator.
- c. All nominees will have the right of refusal.

3. Election

- a. The Communications Committee will facilitate the election process annually.
- b. The constituents of each area shall elect Staff Senator(s) based on the number of representatives determined for each area by the Communications Committee, with assistance from the Chair and Office of Human Resources.

4. Exceptions

- a. If no eligible nominees accept the nomination, an exception can be made regarding time of employment with the University.
- b. Under the exception criteria, staff employees must:
 - i. Be in good standing
 - ii. Occupy a full-time equivalent (FTE) position
 - iii. Have completed six months of employment with the University
 - iv. Be endorsed by the Vice President of their area

C. Election of Officers

1. Eligibility

- a. Staff Senate members who have served for at least six months in their current term as Senator are eligible to be nominated for Chair-Elect. Newly elected Senators are eligible for nomination for Secretary and Treasurer.

2. Nominations

- a. Nominations for Senate offices of Chair-Elect, Secretary and Treasurer for the upcoming session shall be accepted by the Communications Committee in July of each year.

3. Election

- a. The election of officers will occur in July of each year. The election process will involve a secret ballot, and officers will be determined by majority vote as confirmed by the Communications Committee. The candidate receiving the majority vote will be offered the office position first, with the right of refusal.

D. Filling of Vacancies

1. Senate positions that remain vacant following an annual election will continue to be vacant until the next annual election, unless a special election is requested by the division with the vacancy.
 - a. If a Senator leaves the University or resigns from their position with more than 1 year remaining in their elected term, an election may occur in their division to fill the vacancy. If a Senator leaves the University or resigns from their position with less than 1 year remaining in their elected term, an administrative appointment may occur to fill the vacancy.
2. If a Senator leaves the University or resigns from their position with more than 1 year remaining in their elected term, an election may occur to fill the vacancy.
3. If a sitting Senator accepts a new position at the University outside of their originally elected area, they will be allowed to complete their term as a Senate Member-at-Large. If there is more than 1 year remaining in their elected term, an election may occur in their division to fill the vacancy. If there is less than 1 year remaining in their elected term, an administrative appointment may occur to fill the vacancy.
4. If a member of the Staff Senate Board resigns from their position, an internal special election will be held to fill the office vacancy.
5. In the event of a mid-year Senator election or appointment, the elected Senator will serve a two-year term up to June 30th of the second year regardless of start date.

E. Removal of Senators

1. The Staff Senate Board has the discretion to remove a Senator by majority vote of Staff Senate members. Senators may appeal their removal to the Staff Senate Board within ten working days of the removal action. This decision will be final. Any Senator with three (3) or more unexcused regular meeting absences in a fiscal year may be removed.

F. Meetings

1. Formal Meetings

- a. The Staff Senate shall typically meet monthly, unless cancelled by the Chair. Additional meetings may be called by the Chair, the University President, or upon request of three (3) members of the Staff Senate.
- b. Regular meetings shall be held monthly from July through June, unless ordered by the Staff Senate Board. The Senate Secretary shall send an agenda to all members at least five (5) business days prior to the meeting date. If the Staff Senate Board has no agenda items or proposals, they reserve the right to cancel a meeting and must notify the Senate membership.
- c. Only Senators present shall have the right to vote on Senate business. The Chair shall vote only in the event of a tie.
- d. Individuals or departments that wish to be placed on the published meeting agenda must be preapproved and will be allotted time on a case-by-case basis.
- e. All staff members are invited to observe Staff Senate meetings, but participation is limited to Staff Senate members and those on the published meeting agenda.
- f. Senate quorum shall consist of fifty percent (50%) of the voting members. If a quorum is not reached, the meeting shall process without recording votes, and minutes shall not be approved until the following meeting. If a quorum is met, votes can be recorded, and the minutes can be approved.
- g. Senate can be flexible with meeting structure as needed

2. Special Meetings

- a. Special meetings of the Senate may be called by the Staff Senate Board for matters that cannot wait until the next regularly scheduled meeting. Notification of a scheduled special meeting shall be given at least three (3) business days in advance by the Senate Secretary.

ARTICLE VII. STAFF SENATE BOARD DUTIES

A. Officers

1. The Senate will elect a Chair-Elect, a Secretary and a Treasurer from its membership. This group will be referred to as the Staff Senate Board.
2. Officers shall serve one-year (1) terms.

B. Chair

1. Presides over all regular and special Senate meetings.
2. Prepares an agenda (including soliciting agenda items) for the Secretary to post.
3. Serves as the official Senate representative to meetings as requested.
4. Appoints a parliamentarian to ensure that the Staff Senate abides by Robert's Rule of Order when conducting a meeting.
5. Establishes ad hoc committees as approved by the Staff Senate, appoints members, and designates chairs of the committees as appropriate.
6. Votes on motions only when their vote will affect the outcome.
7. Authorizes disbursement of funds based on university policies.
8. Conducts the Senate's Annual Strategic Review.

C. Chair-Elect

1. Assists and succeeds the Chair at the end of their term or if they cannot complete their term (this shall not deprive the Chair-Elect of serving a full term as Chair the following year).
2. Assumes the responsibilities of Chair whenever the Chair is absent or unable to perform duties.

3. Secures and reserves the meeting place for regular meetings.
4. Serves as the official Senate representative to meetings as requested with or in place of the Senate Chair.
5. Presides over Senate Committees.

D. Secretary

1. Distributes copies of agenda and meeting notices.
2. Conducts a roll call (or records attendance) and advises the Chair if a Quorum (simple majority) is present.
3. Prepares and distributes minutes of each meeting.
4. Maintains records and copies of approved minutes and transfers records to the successor.

E. Treasurer

1. Maintains accurate and timely records for Senate funds and presents reports of expenditures as needed.
2. Verifies and presents invoices to the Staff Senate for approval and timely payment.

ARTICLE VIII. STANDING COMMITTEES

- A. Each committee is responsible for designating a chair. The chair is charged with submitting a written report, including action plans, goals, and tentative deadlines, when applicable.

B. Professional Development Committee

1. Sponsors educational workshops and programs involving employee development, networking, training, or other areas of interest to staff.

C. Communications Committee

1. Coordinates, creates, and publishes internal communications.
2. Creates and maintains the Staff Senate website content.
3. Update and maintain the bylaws accordingly.

4. Supervises the election of Staff Senate Board and Senators. Maintains election records and terms of office and ensures the integrity of the election process.
- D. Employee Appreciation and Recognition Committee
1. Develops initiatives to boost employee morale and foster a positive work environment.
 2. Manages the selection process for awards and recognition programs to ensure fairness and transparency.

ARTICLE IX. AD HOC COMMITTEES

- A. Ad hoc committees are established for short-term, specific tasks that do not fall under the purview of any standing committee.

ARTICLE X. AMENDMENTS

- A. Amendments to the Senate Bylaws may be proposed by any Staff Senate member. To be approved, an amendment must receive a two-thirds majority vote from the Senate members in attendance. Additionally, proposed amendments must be presented at least 30 days in advance for review before a vote.

ARTICLE XI. ANNUAL STRATEGIC REVIEW

- A. To ensure alignment with the university's goals and the Staff Senate mission, an Annual Strategic Review of the Senate shall be conducted.
- B. The Chair of the Senate shall determine the process and methodology for conducting the Annual Strategic Review. This includes selecting review members, defining review criteria, and establishing review timelines.
- C. Under the direction of the Chair, the Annual Strategic Review will:
1. Review the Senate's activities and initiatives from the past year.

2. Evaluate the Senate's progress in achieving its mission and aligning with university strategic goals.
3. Identify areas of improvement and develop goals for the next Senate.
4. A report detailing the Annual Strategic Review will be presented to the Senate.

