

# STAFF AFFAIRS COUNCIL: CHARTER AND BYLAWS

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# Overview of Staff Association and Staff Affairs Council Mission

The Colgate University Staff Association is a representative body of Colgate University staff. The Association is governed by a Staff Affairs Council which is charged with facilitating collaboration and communication between University leadership (i.e. the Cabinet), faculty, and staff members in full consideration of the diverse range of identities and roles held across campus. It has the responsibility of advising the president and the cabinet on staff concerns, questions, and ideas, as well as the responsibility to report outcomes of these meetings back to the staff at large. The council acts as a resource to the president and University administrators to offer staff feedback on University affairs upon request.

The council will work to identify inequities within the staff experience and elevate them to the appropriate department/division for resolution and will intentionally consider how its work impacts all staff across campus.

## Objectives

- ➔ Increase the sense of belonging, recognition, and value of staff members in their relationship to the University.
- ➔ Identify staff concerns and propose recommendations.
- ➔ Promote the development of inclusive policies aimed at retaining current staff members and attracting talented new staff members.
- ➔ Integrate staff more fully into University affairs while fostering a culture of mutual support, respect, and professionalism.

## Membership

Membership in the Staff Association includes all personnel, excluding classroom instructors and employees with voting faculty status. Staff personnel are identified as those employees who work full time, part time, or in a temporary capacity. For purposes of membership in the Staff Association, full-time students employed by the University will not be eligible. The Staff Association will elect members to the Staff Affairs Council.

The Staff Association/Staff Affairs Council is not a labor organization, and its purpose is not to negotiate grievances, labor disputes, wages, hours of employment, or conditions of work.

# Staff Affairs Council Bylaws

## Staff Affairs Council

The Staff Affairs Council serves as a steering committee for the Staff Association. The council will consist of officers (positions detailed below), division representatives, affinity representatives, non-voting liaisons, and at-large positions. The council will seek representation across social identity, positional authority, category (exempt and non-exempt; part-time and full-time; supervisory and non-supervisory) and divisional representation when nominating council members.

The Staff Affairs Council shall be composed of no less than 9 and no more than 20 members, including officers. Staff Affairs Council members will be elected by the Staff Association. Each division will elect their own representative; at-large and affinity representatives will be elected by the entire Staff Association. Council members are encouraged to nominate/recruit community members for service on the council.

## Council Terms

Council members will serve three-year terms beginning on July 1 and ending on June 30, with the objective of a rotation of  $\frac{1}{3}$  of the council each year. For the first election,  $\frac{1}{3}$  of the members will be elected to a one-year term,  $\frac{1}{3}$  to a two-year term and  $\frac{1}{3}$  to a three-year term.

## Council Positions

Council members are expected to attend council meetings and report back to their respective representative group.

### Division Representatives (8 positions, each elected by the staff in the respective division)

- ➔ Admissions and Financial Aid
- ➔ Advancement
- ➔ Physical Education, Recreation and Athletics (PERA)
- ➔ Communications
- ➔ Provost and Dean of the Faculty
- ➔ Dean of the College
- ➔ Diversity, Equity, and Inclusion
- ➔ Finance and Administration

### Affinity Group Representatives (5 positions)

(Additional affinity groups will be added as needed.)

- ➔ LGBTQ+
- ➔ Employees of Color
- ➔ People with Disabilities
- ➔ Part-time staff
- ➔ New staff <5 years

### At-Large (up to 7 positions)

- ➔ to ensure representation from across the campus, from exempt and non-exempt staff, and to mitigate the disparity in the size of divisions.

### Non-Voting Liaisons

- ➔ Faculty representative
- ➔ SAAOC representative
- ➔ Committee on ALANA Affairs representative
- ➔ Cabinet liaison

## Officers

Officers will be nominated by the council two months prior to the start of the new term. The council will seek representation across social identity, positional authority, category (exempt and non-exempt; part-time and full-time) and divisional representation when nominating officers.

### Officer Terms

Terms will be based on the fiscal year, beginning July 1. Officers hold two-year terms and can serve no more than two consecutive terms. In collaboration with the equity and diversity division, all officers will be required to participate in training annually, in support of Colgate's Diversity, Equity, and Inclusion (DEI) Plan.

## Officer Positions

Officer positions include: Co-Chair (exempt), Co-Chair (non-exempt), Vice Chair of Membership and Representation, Vice Chair of Governance, Vice Chair of Communications, Secretary, and Treasurer.

### Co-Chair (Exempt) and Co-Chair (Non-Exempt)

- ➔ Presides and keeps order over all council meetings; is fair and impartial and protects the rights of all members
- ➔ Manages the activities/direction of the council
- ➔ Represents the council at conferences, meetings, etc. and designates an alternate during absences
- ➔ Coordinates the annual report/summary
- ➔ Manages the biannual Staff Association meetings, and consults on presidential all-staff meetings
- ➔ Oversees communications to the community
- ➔ Advances adopted resolutions to University administration and shares response with the Staff Association

### Vice Chair: Governance

- Oversees the election of the Staff Affairs Council and officers according to the adopted bylaws
- Oversees the process of amending the bylaws
- Performs the duties of secretary and/or treasurer in case of vacancy or temporary absence
- Is thoroughly familiar with and advises on the bylaws, parliamentary procedure (utilizing *Robert's Rules of Order*), and other rules of the Staff Affairs Council

### Vice Chair: Communication

- Creates strategies to ensure the council is communicating effectively with staff at large and oversees the conduit(s) by which staff communicate to the Staff Affairs Council
- Oversees regular and ongoing communication to the Colgate community regarding council programming, events, etc. In collaboration with the Office of Communications, these can be distributed through the Colgate employee newsletter, *Inside Colgate*, as well as on the Staff Affairs Council website, the Colgate calendar, etc.

### Vice Chair: Membership and Representation

- Evaluating staff council representation
- Conduct training, facilitate DEI training
- Coordinate recommendations for staff membership on University committees

### Secretary

- Records all votes and minutes of the meetings
- Maintains and safeguards official records of the council, including but not limited to the council minutes and documentation
- Working with the co-chairs, sends notices of all meetings to the council
- Reserves conference space for meetings

### Treasurer

- Develops the annual budget in collaboration with the council and the appropriate University staff.
- Records expenditures made by or on behalf of the council
- Completes accurate reports of the group's finances
- Assists in the auditing of program funds, when needed
- Manages and monitors the Staff Affairs Council organization and accounts in Banner

## Committees of the Staff Affairs Council (SAC)

- Nominating: Chaired by the vice chair: governance; manages the executive council governance, runs the executive council meetings
- Communication: Chaired by the vice chair, communication
- Representation: Chaired by vice chair, membership and representation; representation on council reflects University needs; manage training

All Council members would serve on a committee. New committees can be formed as needed with a vote by the council.

## Resolutions and Recommendations

Resolutions or official recommendations of the Staff Affairs Council will be shared with the entire Staff Association and must be available for comment and feedback for no less than five (5) business days prior to being presented to the president's cabinet. Cabinet will work to respond in a timely manner to the fullest extent possible, aiming for a formal response within ten (10) business days. It will be the responsibility of the Staff Affairs Council to communicate this response to the Staff Association.

## Staff Affairs Council Meetings

### Regular Meetings

The council will hold twelve (12) regular meetings each year, typically monthly, at a time and place designated by the secretary, in collaboration with the co-chairs. Meeting invitations will be sent by the secretary a minimum of one (1) week prior to the meeting date. A meeting reminder should be sent on the day before the scheduled meeting.

With the chair's approval, any Staff Affairs Council member can call a special meeting with one week's notice of the scheduled date. Attendance at regular meetings is expected of council members, although it is not required that council members be in attendance at each and every meeting. Substitutes are not needed. If a council member cannot make a regular meeting, notification should be made to the co-chairs or secretary.

### Minutes

The secretary takes notes during each regular meeting. Minutes are posted in a timely manner to the council shared Google Drive. A condensed version of the minutes may be posted for public viewing within the Colgate community.

At the start of each regular meeting, the secretary reads notes from the prior meeting and calls for acceptance. Acceptance must be received from a minimum of two members of the committee.

### Quorum

A quorum for a meeting of the council consists of at least 51% of the total council.

### Voting

The council will follow *Robert's Rules of Order*:

- ➔ Issues to be voted on by the SAC will be decided by a simple majority (51%) of the total council (not just those present during the voting).
- ➔ Absentee or proxy votes are permitted
- ➔ Emailed votes are allowed as well.
- ➔ Tie votes are considered defeated.
- ➔ All council members have the right to vote.

## Staff Affairs Council Meetings with University Leadership

The senior administrator responsible for overseeing human resources (or designated individual) will act as the primary liaison between the Staff Affairs Council and University leadership. The council may also liaise with other members of University leadership as appropriate.

The Staff Affairs Council will request to attend quarterly meetings with University leadership (i.e. standing cabinet meetings).

## Bylaws/Articles Amendment Process

No amendment to the bylaws may be introduced and voted upon in the same meeting. The committee member(s) proposing an amendment(s) to the bylaws must provide the council with advance notice at least seven (7) days prior to the next council meeting. Proposed bylaw or article amendments will be shared with the entire Staff Affairs Council and must be available for comment and feedback for no less than five (5) business days prior to being presented to a vote by the council.

A vote of at least 51% of the council is needed to adopt amendments to the bylaws.

It should be understood that the University may override council bylaws to ensure that they are in alignment with University policies and procedures.

## Business Items

Items not completed by the end of the academic year may be continued the next academic year.

Any member of the council can initiate new business for the council to consider and/or undertake.