

ARKANSAS STATE UNIVERSITY-JONESBORO STAFF SENATE CONSTITUTION

Mission Statement

The mission of the Staff Senate is to represent Arkansas State University-Jonesboro (A-State) non-faculty employees and to serve in an advisory capacity to the A-State Chancellor with respect to all matters concerning staff.

The Staff Senate is intended to provide a forum for all employees with fringe benefits. The Staff Senate will endeavor to participate constructively in matters that benefit the University and the staff it represents.

Organizational Structure

The Staff Senate is representative of the following six (6) categories of staff on the A-State campus:

- I. Staff Senate representation is based on the six (6) Equal Employment Opportunity (EEO) categories for full-time employees, with categories EEO 10 (Executive Managerial/Administrative) and EEO 30 (Professional Non-Faculty) combined. The Senator apportionment shall be one (1) Senator for each 35 employees. No section shall have fewer than two (2) Senators.
- II. The specific number of Senators sitting on any Staff Senate will be determined prior to each election by polling the Office of Human Resources by early February. The number of Senators will be determined by dividing each category number by 35. Any portion over a whole digit will result in another Senator for that category.

ARTICLE 1 – NAME

This governance organization shall be known as the Staff Senate of Arkansas State University-Jonesboro.

ARTICLE 2 – OBJECTIVE

The objective of the Staff Senate is to represent non-faculty A-State employees in an advisory capacity to the A-State Chancellor with respect to all matters pertaining to non-faculty employee relations and to provide a means of communication to disseminate information to non-faculty employees of the University.

ARTICLE 3 – AUTHORITY

Point 1 – Powers

The Staff Senate shall exercise general legislative powers for the staff.

Point 2 – Governance

This Constitution shall govern the Staff Senate and shall be modified with a two-thirds (2/3) majority vote to support the purpose of the Staff Senate.

Point 3 - University Approval

Any change in the Constitution adopted by the Staff Senate shall be enacted with the approval of the Chancellor.

Point 4 - University-Wide Actions

University-wide actions determined and adopted by the Staff Senate shall be approved by the Chancellor prior to enactment, except in matters where the Chancellor has given sole jurisdiction to the Staff Senate.

ARTICLE 4 – MEMBERSHIP

Point 1 – Criteria

The membership of this organization shall be open to non-faculty employees with fringe benefits up to the level of Vice Chancellor. The following shall not be eligible for membership:

- Chancellor
- Vice Chancellors
- System employees
- Librarians (EEO 20)
- Employees in 100% grant funded non-faculty positions
- Employees who hold tenure, or hold tenure-track positions

Point 2 - Membership in Other Governance Organizations

University employees who are eligible to be represented by the Staff Senate may not be represented by other shared governance constituency groups.

ARTICLE 5 – REPRESENTATION

Point 1 – Representative Classifications

Employees of the University are represented in six (6) categories which are defined by the equal employment opportunity (EEO) job classifications and shall represent the benefitted employees.

The categories are:

- Service/Maintenance (EEO 70)
- Skilled Crafts (EEO 60)
- Technical/Paraprofessional (EEO 40)
- Secretarial/Clerical (EEO 50)
- Professional Non-Faculty (EEO 30)
- Executive Managerial/Administrative (EEO 10)
*This category is combined with Professional Non-Faculty.

Point 2 - Ratio of Representation

The ratio of representation shall be one (1) Senator representative per every 35 benefitted employees within the six (6) EEO categories, with no fewer than two (2) representatives per category.

Point 3 – The Human Resource (HR) Representative's duties:

- serve in an advisory capacity as a non-voting, ex-officio member
- verify staff employee numbers by EEO category according to Staff Senate Constitution Article 5,

- Point 2 – Ratio of Representation
- other duties as deemed necessary

ARKANSAS STATE UNIVERSITY-JONESBORO STAFF SENATE BYLAWS

ARTICLE 1 – REPRESENTATIVE ELECTION AND ATTENDANCE

Point 1 - Term of Office

A "term year" is defined as July 1 – June 30. Representatives will be elected to serve a three (3) year term beginning July 1, and ending June 30. In order to establish a staggered term of office, the charter representatives within each category will serve staggered terms where approximately one-half of the representatives serve a two (2) year term and the remaining representative(s) in each category serve a three (3) year term. Representatives will serve their term in reclassification and/or promotion.

Point 2 - Election of Representatives

The election process will be dictated by the Staff Elections Procedures, a separate document containing guidelines for nomination and voting application, nomination and election calendar, and campaigning rules.

Point 3 - Re-election of Representatives

Representatives may not hold two (2) consecutive elected terms. Re-elections may take place one (1) year after the expiration of an elected term.

Point 4 - Senate Vacancies

When a vacancy occurs on the Staff Senate for reason(s) other than the expiration of a term, the Vice President will appoint the top vote recipient from a ranked list of alternates within the EEO category from the most recent election. If no alternates are available, there will be a new election within the EEO category.

If the Staff Senate is notified of a vacancy and no alternates are available, the Vice President will send a notification to all members of the EEO Category to contact the Staff Senate if they are willing to serve. Those who respond will be part of an election within that category only, and the winner will fill the vacant seat. The other respondents will be placed on an alternate list for future vacancies.

In either case, the temporary replacement member will be asked to serve until the expiration of the vacant term, and the position will be permanently filled in the next regular election. If the vacant term is for more than one (1) year, the appointed representative will not be eligible for immediate re-election at the end of the term served. If the replacement is appointed within the last year of the vacant term, the appointed representative may not serve on the Executive Committee for the remainder of that vacant term but will be eligible for election as a Senator in the next annual election.

Point 5 - EEO Category Changes

A job change that results in the shift of a Senator's EEO category will not result in a vacancy in the Senator's original category. The Senator will continue to represent and serve the EEO category that originally elected him or her for the rest of the term.

Point 6 - Attendance Abuse

If in a term year, a representative accumulates three Staff Senate meeting absences, the Executive Committee will be notified of the absences and determine if they are excused or declare the position vacant. The Staff Senate will be notified if the position is declared vacant at the upcoming monthly meeting. Vacancies will be filled according to Staff Senate Bylaws Article 1, Point 4 - Senate Vacancies. If absences are determined excused, the member may remain on the Staff Senate.

Point 7 - Assignment of Proxies

Senators absent from a Staff Senate meeting should assign their proxy to another staff member from the same EEO category. To encourage staff to be more involved in the Staff Senate, the proxy must be assigned to a non-Senator employee who is not in a 100% grant funded position.

A proxy is allowed to vote only on issues that are listed on the agenda. A Senator must provide their vote to the proxy in writing prior to the meeting. Proxy voting is not allowed on items that arise during a meeting or were not previously listed on the agenda.

ARTICLE 2 – DUTIES OF SENATORS AND OFFICERS OF THE EXECUTIVE COMMITTEE

Point 1 – Senators

All Senators are responsible for the following:

- attend all meetings; however, if an absence is necessary, the Senator should identify and send a proxy to the meeting
- participate in Staff Senate and/or Shared Governance Committees
- communicate through e-mail all Staff Senate notifications, including agendas and meeting minutes
- assist with Staff Senate events

Point 2 – Executive Officers

The executive officers of the Staff Senate are the President, Vice President, Vice President for Communication, Secretary, Treasurer, Immediate Past President (ex-officio), Parliamentarian (ex-officio) and a representative from the Office of Human Resources (ex-officio).

The Parliamentarian shall be a non-senator individual appointed by the President after the July meeting each year.

Point 3 - Elected Officers

The officers to be elected each term year are the President, Vice President, Vice President for Communication, Secretary, and Treasurer. The officers are elected by secret ballot at the July Staff Senate meeting. Since officer nominations and elections take place during the July meeting, proxy nominations and votes will only be allowed with written documentation from the Senator. Those receiving the greatest number of votes for each position are declared the officers.

A Senator must be present at the July meeting in order to be nominated and accept their nomination for an officer position.

Point 4 - Officer Vacancy

Should any officer's position, other than the President, become vacant during the term year, a Senator will be elected by the Staff Senate to fill the vacant officer position for the remaining term year. If the position for President becomes vacant, the Vice President assumes the duties of the President for the remainder

of the term year. If the Vice President assumes the position of President, an election will be held to fill the position of Vice President for the remainder of the term year.

Point 5 – Officers’ Duties

A. The **President’s** duties:

- act as official spokesperson for the Staff Senate
- preside over all regular meetings of the Staff Senate
- organize the agenda for each meeting
- serve on campus committees as called upon as President of the Staff Senate
- share the responsibility of serving as ex-officio member of all Staff Senate committees with the Vice-President
- appoint committees and/or members to campus committees as deemed necessary
- provide training for new officers elected at the July meeting
- other duties as deemed necessary

B. The **Vice President’s** duties:

- execute the duties of the President in the President’s absence
- organize the nomination and election process, including:
 - 1) adjust representative apportionment, if necessary
 - 2) update the election calendar in order to fill open seats by early April
 - 3) oversee the counting of ballots and notification to elected representatives
- maintain election records
- maintain and keep current the roster of Senators with name, EEO category, term expiration; noting Senators filling vacancies
- implement the Senator replacement process if there is a vacancy
- notify the Executive Committee of Senator absences according to Staff Senate Bylaws Article 1, Point 6 - Attendance Abuse
- share the responsibility of serving as ex-officio member of all Staff Senate committees with the President
- other duties as deemed necessary

C. The **Vice President for Communication’s** duties:

- maintain staff listserv and email distribution list of all benefitted staff
- maintain Staff Senate’s social media groups
- make all Staff Senate postings on A-State Daily Digest
- relay information to non-faculty employees as directed by Staff Senate President
- be designated recipient of emails sent via “contact Staff Senate” link on Staff Senate website unless otherwise determined by President
- be designated “reply to” person for all input requested from employees unless otherwise determined by President
- maintain archived copies of the approved minutes of at least three (3) years’ meetings on Staff Senate website
- present an overview of the Staff Senate Constitution and Bylaws at the June meeting
- other duties as deemed necessary

D. The **Immediate Past President’s** duties:

- serve in an advisory capacity as a non-voting, ex-officio member of both the Senate and Executive Committee
- assist with transition of new President and archival information
- other duties as deemed necessary

E. The **Secretary's** duties:

- Prepare minutes of each Staff Senate meeting
- distribute approved minutes to appropriate parties
- maintain a record of Senator absences
- maintain Staff Senate minutes and records
- maintain permanent copies of Staff Senate approved minutes and records in a campus document imaging system that is securely backed up
- other duties as deemed necessary

F. The **Treasurer's** duties:

- maintain and present monthly statements to the Staff Senate to ensure accurate financial statements are maintained
- verify and present all bills to the Staff Senate President for approval
- pay approved bills promptly
- other duties as deemed necessary

G. The **Parliamentarian's** duties:

- proficient in rules of order and the proper procedures for the conduct of meetings
- assist organizations in the drafting and interpretation of bylaws and rules fo order, and the planning and conduct of meetings
- other duties as deemed necessary

H. The **Human Resource Representative's** duties:

- serve in an advisory capacity as a non-voting, ex-officio member
- verify staff employee numbers by EEO category according to Staff Senate Constitution Article 5, Point 2 – Ratio of Representation
- other duties as deemed necessary

Point 6 – **Executive Committee**

A. Members

The following individuals constitute the Executive Committee of the Staff Senate: President, Vice President, Vice President for Communication, Secretary, Treasurer, Immediate Past President (ex-officio), Parliamentarian (ex-officio) and a representative from the Office of Human Resources (ex-officio).

B. Responsibilities

The Executive Committee meets regularly to develop agendas for the Staff Senate, to respond to requests for information and advice, and to develop goals and policies which the Staff Senate seeks to implement.

C. Powers

The Executive Committee has the power to:

- call special meetings
- approve expenditures of the Staff Senate
- perform duties as are specified in the Bylaws

- set the location, hour, and date of meetings

ARTICLE 3 – MEETINGS

Point 1 – Frequency

The Senate meets monthly, upon the request of the executive committee, or by a two-thirds (2/3) majority request of the members. All regular monthly meetings of the Staff Senate are open meetings.

Point 2 - **General Assembly**

A campus-wide open meeting may be held each year with an assembly of employees representative of all work shifts *while maintaining adequate coverage* in appropriate duty areas.

Point 3 - **Time Provision**

Members are allowed reasonable time away from regular duties to attend Staff Senate meetings and functions, University meetings, and to conduct Staff Senate business.

Point 4 – **Quorum**

A simple majority of 51% or one-half plus one ($1/2 + 1$) of the Staff Senators constitutes a quorum authorized to transact business.

Point 5 – **Voting**

Voting by Staff Senators shall be by voice, except when deemed otherwise by the President.

ARTICLE 4 – COMMITTEES

Point 1 - **Standing Committees**

- A. Distinguished Performance Awards and Recognition Committee
- B. Staff Appreciation Committee
 - Staff Picnic Subcommittee
- C. Educational Stipend Awards Committee
- D. Philanthropy Committee
 - Santa's Wolves Subcommittee

Point 2 - **University Committees**

Representative members appointed as necessary.

Point 3 - **Ad Hoc Committees**

- A. Constitution & Bylaws Committee
- B. Special Events Committee

Point 4 – **Membership**

Committee members may be appointed from within the Staff Senate, as well as from staff members at-large. Effort should be made to include employees from different EEO categories and divisions throughout the university. Committee members appointed from the staff at-large have voting rights *within their assigned committee(s) only*.

ARTICLE 5 – ACTION ON BYLAWS

Point 1 – Adoption

Adoption of Bylaws is by two-thirds (2/3) majority vote of the Senate.

Point 2 – Amendment

These Bylaws can be amended at any regular meeting of the Staff Senate by a two-thirds (2/3) majority vote of the members provided that the amendment has been submitted in writing at the previous regular meeting.

Point 3 – Review

An ad-hoc committee of a minimum of three (3) representatives appointed by the President every three (3) years reviews the Constitution and Bylaws.

ARTICLE 6 – PARLIAMENTARY AUTHORITY

Point 1 - Written Authority

The latest edition of *Robert's Rules of Order, Newly Revised*, governs the Staff Senate in all cases where the Bylaws are silent.

Point 2 - Deviation of Authority

If the Staff Senate wishes to deviate from an adopted parliamentary rule of order, the Staff Senate may create a special rule of order by a simple two-thirds (2/3) majority vote of its members, which supersedes any conflicting rule of parliamentary authority.

Amended - April 1999, May 2001, September 2004, March 2007, January 2008, October 2010, November 2015, January 2019, May 2021