

STAFF CONGRESS BYLAWS

Article 1 - Representatives

Section 1 - Responsibility

Staff Congress Representatives are bound to keep themselves informed and to represent the majority interests of their division.

Section 2-Representation (Amended 04/2018)

- a) All staff employees who are eligible to vote and who have one or more years of continuous permanent service with Northern Kentucky University, as on the date of elections, are eligible to run for first time election to the Staff Congress.
- b) Staff employees who previously served on Staff Congress must wait one election year to run for re-election if they were dismissed due to absenteeism.
- c) Eligible staff employees may nominate themselves or be nominated (with permission) by another staff employee. Employees may only be nominated to represent their Division or at-large, and by the established dates.
- d) Staff Congress Representatives shall be elected to represent the divisions according to the most current NKU organizational chart as approved by the Board of Regents, and determined by the Credentials & Elections Committee.
- e) Four At-Large Staff Congress Representatives will also be elected. These at-large Representatives will be elected for a two year term. A division has been created for contract personnel. The contract position is a one year term. If, at the close of nominations, there are more vacant positions than candidates in a division, the vacant positions will become a Filled Vacancy Position. The candidates who were not elected in their division will be ranked numerically by the number of votes they received regardless of division. The Filled Vacancy Positions will be filled by these candidates. A Filled Vacancy Position is a one year term.
- f) Representation by division shall be re-evaluated every 3 years during the budget process (November - January) as to the number of employees in the division to ensure accuracy in representation, beginning with 2003, using the following formulas: $\text{Total number of NKU staff/non-faculty divided by 30 (number of divisional seats) = ratio of employees per Staff Congress representative. Total number of employees in a division divided by the ratio = number of Staff Congress seats per division. Total divisional seats will not exceed 30.}$
- g) The total number of elected Staff Congress representatives will be a maximum of thirty-five.

Section 3 – Elections Process (Amended 11/2016)

- a) Staff Congress Elections shall be the responsibility of the Credentials and Elections Committee.
- b) Staff Congress Elections shall be conducted each year during the month of April.
- c) All Staff shall receive the announcement and explanation of the election process in March of each year.
- d) Nominations shall be accepted for a period of at least two full weeks. Nominations must be in by 4:30 p.m. of the final day.
- e) The Staff Congress Office Personnel and/or one member of the Credentials and Elections Committee shall be responsible for reviewing all nominations in his or her office.
 1. Nomination can be made by submitting the electronic nomination form, or by sending a signed copy of the paper nomination form to the Staff Congress office.
 2. The nomination must include the nominee's full name and division on the official nomination form.
 3. A current list of all nominees and their division shall be posted on the Staff Congress Website.
- f) The Call for Nominations Letter, the Nomination Form, Voting Procedures and Category Openings Letter will be sent to all eligible staff electronically. This information will also be available on-line at the Staff Congress Elections Website or in the Staff Congress Office.
- g) Two full weeks after the close of nominations, the elections process will be held for at least a two- week period.

- h) In the two-week period between the close of nominations and the elections, a sample ballot will be available by request through the Staff Congress Office.
- i) The Call for Nominations will be announced electronically.
- j) Voting will be done electronically. Absentee or paper ballot voting may be submitted to the Staff Congress Office Personnel.
- k) Eligible staff members who cannot vote during the designated times shall be allowed to vote by absentee ballot. Absentee ballot procedures will be included in the instruction packet mailed to each voter.
- l) All eligible staff members are permitted to vote on nominees from the entire ballot.

Section 4 - Term of Office (Amended 11/2016)

Each Staff Congress Representative should serve a two-year term with the following exceptions:

1. When the president chooses to serve a second year as President (with congress approval),
2. When a person who is serving the second year of their term is elected as President-Elect, their term will be extended for at least one year so they can serve as President the following year,
3. If the President chooses to serve a second year, the President-Elect is also allowed to serve a second year.
4. Contract positions are a one year term.
5. Filled Vacancy Positions are a one year term.

Terms of office begin on July 1 of each year.

Section 5 – Vacancies (Amended 6/2008; 6/2015)

- a) Vacancies occur when an elected Staff Congress representative terminates employment at Northern Kentucky University.
- b) Vacancies occur when an elected Staff Congress Representative submits a written resignation to the Staff Congress Executive Council.
- c) Attendance at Staff Congress meetings is important for effective representation of staff. An automatic vacancy occurs when, over the course of one July – June term, a Staff Congress representative has three consecutive unexcused absences at Staff Congress meetings, or a total of five absences.
The Staff Congress secretary will notify the member after three unexcused absences. A Staff Congress member may at that time appeal to the Staff Congress President and the Executive Team. Excused absences include those due to extreme circumstances, such as funeral leave or approved family medical leave, which would be validated with Human Resources. The Staff Congress Executive Team will be responsible for approving any exceptions.
Missing meetings due to normal job duties are not considered an excused absence and should be considered by an individual prior to deciding to run for Staff Congress.
- d) Replacements when a vacancy occurs will be chosen by recommendation by the Staff Congress Executive Council with approval by the Staff Congress and will serve until the next Staff Congress general election. Replacements may be chosen from the staff at-large with regard to the Division.
- e) Staff Congress members who no longer represent the original area to which they were elected, due to change in employment area, will serve until the next Staff Congress general election.

Section 6 - Duties

- a) Staff Congress Representatives are expected to attend all meetings and to serve on at least one standing committee.
- b) Staff Congress Representatives are expected to be familiar with the minutes of the previous meeting.

Article II - Director of Personnel Services

The Director of Human Resources, by virtue of position, is the administrative liaison of Staff Congress.

Article III - Staff Regent Election – Rules and Regulations

Section 1 - Organization and Execution of the Election

The Staff Congress Credentials & Elections Committee shall organize and carry out the election of the regent and report the results to the campus community.

Section 2 - Eligibility of Candidates for Staff Regent

The Staff Congress Credentials & Elections Committee chair shall obtain from Human Resources a list of staff and determine the eligibility of staff to become candidates for Staff Regent based on the below requirements. Questions of eligibility may be raised with the Staff Congress Credentials and Elections Committee. Questions of SOC, EEO or Employee Subgroup information can be raised with Human Resources. If an employee does not qualify based upon eligibility requirements, they are ineligible to run in the election for Staff Regent.

- a) Employee's primary assignment is categorized as staff
- b) Employee's primary assignment is categorized as full time
- c) Staff member has worked at NKU for at least 3 consecutive years, which may include grant or contract service
- d) Employee is not a member of the President's executive team
- e) Staff member does not occupy on an interim basis a position which would be disqualified based on the above eligibility requirements
- f) Should the sitting Staff Congress President choose to run for and be elected Staff Regent, the role of Regent cannot be assumed until the term of the presidency ends, whether through expiration or resignation

Section 3 - Further Considerations of Eligibility

Elections to fill vacancies shall be for the unexpired term in the same manner as provided for the original election.

Section 4 - Eligibility to Vote for Staff Regent

The Staff Congress Credentials and Election Committee shall obtain from Human Resources a list of staff and determine the eligibility of all staff to vote in the election for Staff Regent based on the below requirements. Questions of eligibility may be raised with the Staff Congress Credentials and Elections Committee. Questions of SOC, EEO or Employee Subgroup information can be raised with Human Resources.

- a) Employee's primary assignment is categorized as staff
- b) Staff member has successfully completed the 90-day probationary period
- c) Staff member does not occupy on an interim basis a position which would be disqualified based on the above eligibility requirements
- d) Employee is not eligible to vote in Faculty Regent elections

Section 5 - Call for Nominations

The Staff Congress Credentials and Elections Committee shall issue a call for nominations, which shall include a listing of the eligibility criteria for running for Staff Regent. The call shall be sent out to all staff and published as a public notice. The announcement shall include:

- a) Eligibility requirements for running for Staff Regent
- b) Statement indicating that nominations and questions concerning the election procedures should be directed to the chair of the Staff Congress Credentials and Elections Committee
- c) Deadline for submissions of nominations, including the date and hour
- d) Statement indicating that the person being nominated must sign a statement indicating a willingness to serve as Staff Regent, if elected

- e) Statement specifying the duration of the tenure of the Staff Regent (3 years)

Section 6 - Announcement of Candidates

The Staff Congress Credentials and Elections Committee will announce the names of the candidates, listed in alphabetical order, and the dates of the election, no fewer than seven calendar days before the election.

Section 7 - Provision of Rules to Candidates

Each eligible nominee for the position of Staff Regent, upon becoming a candidate, will receive a copy of the procedural rules.

Section 8 - Open Forums

Prior to the election, there will be two open forums for the Staff Regent candidates to meet with NKU staff and answer questions.

Section 9 - Ballot System and Voting Process

At the discretion of the Staff Congress Credentials and Elections Committee, and in accordance with KRS 164.321 (7)(a), a secret ballot system will be developed for the election and made available to all eligible voters.

- a) Candidates' names will be listed on the ballot in alphabetical order
- b) Voting instructions will be included on the ballot
- c) If using paper ballots, voters shall vote for one candidate only by checking the box next to the name of the candidate he/she is voting for; if more than one name is checked, the ballot will be ruled invalid

Section 10 - Certification and Announcement of Election Results

- a) Ballots will be verified and tallied by the Staff Congress Credentials and Election Committee when received by the voting deadline
- b) Immediately following the election, the candidates shall be notified by the chair of the Credentials & Elections Committee of the results of the election
- c) If the election yields a winner (with one candidate receiving a simple majority), the result will be announced to the campus community by the chair of the Staff Congress Credentials and Elections Committee
- d) If the election results in a tie between the candidates, a run-off election will be scheduled no sooner than five days following the public announcement of the new election; the procedure adhered to in the first election will be followed in subsequent run-off elections
- e) Immediately following any election, the name of the winner and the total votes cast will be available for candidates and other staff to review in the Staff Congress office

Article IV – Officers

Section 1 – Officers

The Staff Congress shall annually elect a President-Elect and Secretary/Treasurer.

The President-Elect will serve as President-Elect the first year, and as President the second year.

The following condition would constitute an exception: after the President's first term, he/she has the option to continue as President for a second year, with the approval of Congress. If the President chooses to continue and the Staff Congress approves, the President-Elect has the option to continue his/her term for a second year. The President, President-Elect, Secretary/Treasurer and Parliamentarian will comprise the Executive Council.

Section 2 - Eligibility for Office - Who May Vote (Amended 05/2009)

All elected members of the Staff Congress are eligible for the offices of Secretary and Treasurer stated in Section 1 of this Article. The offices of President and President-elect shall require a minimum of 2 years and 1 year of Staff Congress service respectively. Only elected members of the Staff Congress may nominate or cast ballots in the election of any officer of the Staff Congress.

Section 3 - Nominating Committee

- a) The Nominating Committee will be comprised of the current President of Staff Congress, the Chair of the Credentials and Elections Committee, and the President-Elect. The President-Elect will serve as Chair of this committee.
 1. After the results of the general Staff Congress elections in May are posted, the nominating Committee will prepare a slate of nominees for each office (President-Elect and Secretary/Treasurer). Exception - See Article III, Section 1. This slate of nominees will be presented at the June meeting.
 2. All candidates will be expected to give a brief introduction of themselves at the June meeting.
- b)
 1. The Nominating Committee will send a slate of candidates for office to all Staff Congress representatives prior to the July meeting.
 2. Nominations from the floor will be accepted at the July meeting with the nominee presenting a brief introduction at the time of nomination.

Section 4 - Elections of Officers

- a) Elections to the offices stated in Section 1 of this Article shall be conducted at the July meeting of the Staff Congress.
- b) The Parliamentarian of the Staff Congress shall be the presiding officer for that portion of the meeting devoted to such elections. The parliamentarian shall appoint two members of the Staff Congress to serve as tellers in the counting of the votes cast in these elections. Any teller nominated for any office shall be ineligible to serve as a teller in the counting of the votes for the office to which he/she has been nominated, in which case the parliamentarian shall appoint a temporary teller to serve.
- c) An election to fill a vacancy in the office of either President Elect or Secretary/Treasurer of the Staff Congress shall be conducted at the next regular meeting after such vacancy occurs.
- d) Eligible staff members who cannot vote because of scheduled vacation during the election of officers should be allowed to vote by absentee ballot. Absentee ballot procedures should be determined and announced by the Credentials and Elections Committee.

Section 5 - Duties of the President

The duties and functions of the President of Staff Congress shall be:

- a) To preside at all meetings of the Staff Congress.
- b) To determine, in consultation with the Secretary/Treasurer of the Staff Congress, the agenda for all meetings of the Staff Congress.
- c) To issue calls for both regular and special meetings of the Staff Congress through the Secretary/Treasurer and in accordance with Sections 3 and 5 of Article IV of these Bylaws.
- d) To receive all matters directed to the Staff Congress and to refer these to Staff Congress or to one of its committees, as appropriate.
- e) To represent the Staff Congress in the university community and in the community at large.
- f) To appoint all ad hoc committees of the Staff Congress as set forth in Article VII of the bylaws and to appoint representatives to university wide committees.
- g) To enforce the Constitution and Bylaws of the Staff Congress.
- h) To exercise other duties and functions of a presiding officer as may be additionally specified by the Staff Congress.

Section 6 - Duties of the President-Elect

The duties of the President-Elect of the Staff Congress shall be:

- a) To preside at meetings of the Staff Congress in the absence of the president.
- b) To automatically become president when the presiding president's term of office expires. With exception as stated in Article III, Section 1.
- c) To become President of the Staff Congress in the event a vacancy occurs in the office of President of the Staff Congress and to notify members of the Staff Congress that he/she has become president.
- d) To represent the Staff Congress when appointed to do so either by the President of the Staff Congress or by the Staff Congress.
- e) To perform other duties as may be deemed necessary by the President of the Staff Congress.

Section 7 - Duties of the Secretary/Treasurer

The duties of the Secretary/Treasurer of the Staff Congress shall be:

- a) To keep accurate minutes of regular and special meetings of the Staff Congress.
- b) To distribute copies of the minutes of regular meetings to the membership of the Staff Congress preferably five working days prior to the next regular meeting of the Staff Congress.
- c) To distribute copies of the minutes of special meetings to the membership of the Staff Congress no later than three weeks following the special meeting of the Staff Congress.
- d) To keep a roll of the membership of the Staff Congress and an accurate record of each Representative's attendance at meetings of the Staff Congress.
- e) To assist the President in determining the agenda for meetings of the Staff Congress as set forth in Section 4 of Article IV of these Bylaws.
- f) To issue notices for all meetings of the Staff Congress as set forth in Section 3 of Article IV of these Bylaws.
- g) To preside at meetings of the Staff Congress in the absence of both the president and president-elect and to appoint a secretary pro-term to record the minutes of such meetings.
- h) To recommend to the Staff Congress, when necessary, a budget itemizing funds needed to sustain the operation of the Staff Congress.
- i) To perform other duties as may be deemed necessary by the President of the Staff Congress.

Section 8 - Appointment and Duties of the Parliamentarian

Within one week following the election of officers, the President of the Staff Congress shall appoint one member of the Staff Congress or a staff member at-large to serve as Parliamentarian of the Staff Congress. The duties of the parliamentarian shall be:

- a) To assist the President in maintaining order and decorum at meetings of the Staff Congress.
- b) To interpret and apply Robert's Rules of Order (latest revision) when so requested by either the President of Staff Congress or by motion duly adopted by the Staff Congress.
- c) To serve as presiding officer of the Staff Congress only for that portion of the July meeting of Staff Congress during which officers of the Staff Congress are to be elected in accordance with Section 3 of this Article.
- d) To keep and maintain an accurate and up-to-date copy of the Constitution and Bylaws and all amendments made thereto and to transmit the same to his/her successor.
- e) To serve as Parliamentarian for a term of one year concurrent with the term of the President of the Staff Congress.

Article V - Meetings

Section 1 - Time

The Staff Congress shall hold regular meetings as determined by the Executive Council.

Section 2 - Place

The Staff Congress shall hold its regular meetings in a location determined by the Executive Council.

Section 3 - Notice of Meetings

Written notice, stating the place, date, and hour of each meeting, shall be delivered to members of the Staff Congress not less than five working days before a regular meeting and not less than three working days before a special meeting.

Section 4 - Length of Regular Meetings

Staff Congress meetings shall not exceed two hours in length. The time shall be kept by the President-elect.

Section 5 - Agenda

The President of the Staff Congress, in consultation with the Secretary/Treasurer, shall determine the agenda for each meeting.

- a) All committees of the Staff Congress and individual members of the Staff Congress may submit agenda items to the Secretary/Treasurer not less than ten working days before a regular meeting.
- b) The Secretary/Treasurer of the Staff Congress shall deliver a copy of the agenda to each member not less than five working days before a regular meeting and not less than three working days before a special meeting.
- c) The order of the agenda shall be in accordance with Robert's Rules of Order (latest revision). Any conflict between this source and the Constitution and Bylaws of the Staff Congress shall be resolved in favor of the Constitution and Bylaws of the Staff Congress.

Section 6 - Special Meetings

A special meeting of the Staff Congress may be called at the discretion of the president and shall be called within ten working days of a written petition submitted to the president by twenty-five percent of the members or by a majority vote of those present during a meeting of the Staff Congress.

Section 7 - Open Meetings

Meetings of the Staff Congress shall be open to non-members. Visitors shall be seated separately from the representatives and will be recognized by the president only when prior arrangements have been made with the president.

Article VI - Voting

Section 1 - Voting

Voting during each meeting of the Staff Congress shall be by a method determined by the president at the time of the vote. The total vote shall be determined by the president, who may appoint two representatives to assist in totaling the number of votes.

Section 2 - Roll Call Votes

A roll call vote may be called at the discretion of the president and shall be called upon request of a representative with concurrence of one-third of voting members present. A roll call vote shall be called automatically in case of a contested vote.

Section 3 - Quorum

Article VIII of the Constitution provides that a quorum shall be fifty-one percent of the current elected membership.

Section 4 - Debate

Debate or discussion shall be limited to twenty minutes per motion after said motion unless an extension of time is voted by two-thirds of voting members present. The time shall be kept by the president-elect.

Section 5 - Tie Votes

The president or presiding officer shall vote only in case of a tie vote.

Article VII - Standing Committees of the Staff Congress

Section 1 – Authority

The President of the Staff Congress, in consultation with the Executive Council, may establish and/or dissolve standing committees as warranted.

Section 2 - Function

It shall be the function of standing committees to provide the Staff Congress with working bodies that entail specific areas of responsibility to enable a planned and coordinated direction for the business of the Staff Congress.

Section 3 - Appointment

- a) The Executive Council of Staff Congress shall annually appoint representatives to the standing committees.
- b) When vacancies occur on a standing committee, the Executive Council shall appoint a representative to serve the remainder of that year.
- c) A representative may serve on more than one standing committee when the need requires.
- d) Standing committees shall be composed of a minimum of five members including a chairperson and a vice-chairperson. One member should have served on that committee the previous year.
- e) The Executive Council shall establish an appropriate month for each of the standing committees to present to the Staff Congress a report reflecting the progress made in the past year, and its recommendation for developing plans and goals for the year ahead.

Section 4 - Standing Committees

Current Standing Committees are:

- a) **Personnel Committee NOW Policies Committee**
This committee shall function in an advisory and coordinating capacity to continuously make recommendations for adjustments, improvements, and refinements in all personnel policies. The committee shall also study other matters as may be referred by the Staff Congress.
- b) **Personnel Benefits Committee NOW Benefits Committee**
This committee shall function in an advisory and coordinating capacity to continuously make recommendations for adjustments, improvements, and refinements in all personnel benefits. The committee shall also study other matters as may be referred by the Staff Congress.
- c) **Credentials and Elections Committee**
The basic goal of the Credentials and Elections Committee shall be to conduct continuing studies of the structure of the University support staff in order to insure that the Staff Congress continues to represent all Staff employees fairly. In addition, the Credentials and Elections committee shall be charged with the certifying of candidates for election, the conduct of elections of Representatives to the Staff Congress as set forth in Article I of these Bylaws and such other matters as may be referred by the Staff Congress.
- d) **Liaison Committee**
The Liaison Committee shall maintain continuing liaison with the Faculty Senate, Student

Government, the administration, and other University governing bodies that may be pursuing similar or common goals to facilitate coordination and permit joint effort and cooperation on matters of mutual interest and direction.

e) **Constitution and Bylaws Committee**

This committee shall continuously make recommendations for adjustments, improvements, and refinements to the Constitution and Bylaws. The committee shall also study other matters as may be referred by them Staff Congress.

f) **Scholarship Committee**

The committee is responsible for the advertising and selecting students for the various Staff Congress scholarships and book awards. The committee works closely with the office of financial Aid. The committee is also responsible for coordinating the scholarship banquet in June. The committee also advertises and selects staff members to receive the staff book awards.

Section 5 - Chairpersons of Standing Committees

- a) Following the Executive Council appointments, each committee shall elect, by a majority vote, a chairperson and vice-chairperson.
- b) Duties of Standing Committee Chairpersons shall be:
 - 1. To call for and preside at all meetings.
 - 2. To determine the agenda for each committee meeting.
 - 3. To insure that all matters, as may be referred to the committee by the Staff Congress, are followed through to conclusion.
 - 4. Where necessary, to insure that committee conduct is governed by procedures contained in Robert's Rules of Order (latest revision) in the consideration of all matters so referred.
- c) Duties of the vice-chairperson shall be to assume the duties of the chairperson in his/her absence.

Article VIII - Ad Hoc Committees

Section 1 – Authority

The President of the Staff Congress, in consultation with the Executive Council, may appoint and/or dissolve such ad hoc committees as may be necessary for accomplishment of certain specific projects and for special purposes. Composition of ad hoc committees shall be recommended by the Executive Council.

2 - Limitation

An ad hoc committee that has responded and completed its assigned task or project is automatically discharged.

Section 3 – Appointments

These appointments shall expire with the term of the President of Staff Congress.

Article IX - University-Wide Committees

Section 1 - Appointment

The President of the Staff Congress, in consultation with the Executive Council, may appoint Representatives to University-wide committees as necessary. Appointments made shall be temporary pending confirmation by the Staff Congress. The President of the Staff Congress shall report appointments so made at the next regular meeting of the Staff Congress. A majority vote of those present shall be required to confirm each appointee.

Section 2 - Term

Representatives appointed to University-wide committees shall serve for the term specified by the committee or for that portion of the committee term concurrent with their term of office in the Staff Congress. If no term is specified by the committee, the Representative shall serve concurrent with his/her term of office.

Section 3 - Reports

Appointees to University-wide committees shall report to the Staff Congress the proceedings of University-wide committee meetings at the meeting of the Staff Congress following said University-wide committee meeting.

Article X - Amendments to the Bylaws

Section 1 - Petition

Any proposal to amend these Bylaws shall be submitted by a written petition signed by two Representatives of Staff Congress at any regular Staff Congress meeting.

Section 2 – Process

Amended Bylaws will be presented at a Staff Congress meeting for first reading. Discussion will be given at this meeting. At second meeting the members may, by a majority vote of members (which a quorum is present), accept or reject amendments and/or changes to the Bylaws.

Amended	04/2007
Amended	06/2008
Amended	05/2009
Amended	12/2009
Amended	06/2015
Amended	11/2016
Amended	08/2017
Amended	04/2018