Kennesaw State University
Staff Senate Bylaws
APPROVED November, 2023

I. Name
a. The name of this organization is Kennesaw State University Staff Senate, herein referred to as “Staff Senate.”

II. Purpose
a. The purpose of the Staff Senate is to advance the mission of Kennesaw State University (KSU) as a whole and to promote and foster the welfare of employees through the combined creativity of staff representation for all departments and colleges.
b. The Staff Senate shall serve as an advisory board in nature and as a group of representatives for all staff at KSU, all campuses inclusive.
c. Represent staff on matters brought before the University Council Governance Body.
d. Facilitate and promote communication among staff.
e. Strive to improve the general welfare of staff.
f. Provide opportunities to increase campus-wide staff involvement in shared governance.
g. Maintain active membership and participation with University System of Georgia Staff Council.

III. Mission
a. Staff Senate is a representational organization for staff, and serves as an advising, recommending, and consulting body that addresses policies, issues, and concerns of KSU staff members. Staff Senate provides equitable and accountable representation in transparent involvement.

IV. Organization and Structure
a. Officers shall include President, President-Elect, Secretary, Treasurer, and Immediate Past President.
b. A Parliamentarian will be appointed at the discretion of the current President.
c. The fiscal year (July 1 – June 30) will be the business year of the Staff Senate.
d. Staff Senate shall meet once per month.
e. Additional meetings may be scheduled by the Executive Committee or by vote of a simple majority of members.
f. Meetings will be conducted according to Robert’s Rules of Order.

V. Membership
a. The Staff Senate Representatives, herein referred to as “Representatives,” are elected from the full-time, permanent employees excluding deans, vice-presidents/members of the President, expanded Cabinet, employees holding the ranks of Executive Administrator, and faculty.
b. Upon recommendation of the Staff Senate, the University President may appoint two non-voting advisory members.
c. Representatives are elected for three-year terms (see section VIII.a.ii).
VI. Representation
a. A Representative is a staff member who is elected to serve as a representative from a division, a college, or a Vice Presidential unit level to the Staff Senate.

b. Each division, college, and Vice Presidential area will elect by ballot at least one member to the Staff Senate. In areas with more than 150 eligible staff members, additional Representatives will be elected at the ratio of one Representative for each increment of 150 eligible staff members. See Table 1 appended to these Bylaws for calculation ratios; Table 2 shows the current apportionment for membership.

c. The number of Representatives will be computed every three years or as deemed necessary by the Staff Senate, using the employment statistics effective January 1 of that calendar year. The reapportionment will take place with the next election of the Representatives, such that the revised number of Representatives will be seated in the July meeting of the Staff Senate.

VII. Procedures
a. Meetings
i. Staff Senate shall meet once per month.
ii. Staff Senate meetings are to be scheduled to avoid conflict with the President’s Cabinet meetings.
iii. The calendar of meetings is established each July, by the newly elected Executive Committee, and posted on the Staff Senate website.
iv. Special Staff Senate meetings may be called using the following methods:
   1. KSU President.
   2. Staff Senate President.
   3. Staff Senate President-Elect in the absence of the Staff Senate President.
   4. Staff Senate Secretary in the absence of the Staff Senate President and President-Elect.
   5. Majority vote on Executive Committee
   6. Petition signed by at least one-third of the Representatives, addressed to the Staff Senate President.

v. The agenda contains pertinent information on items to be discussed by the Staff Senate and should be distributed prior to a meeting at the discretion of the President.
   1. Agenda items may be added at the meeting by a majority vote of Representatives present.

b. Attendance
i. If a Representative cannot attend a meeting, the Representative may appoint a Proxy from within the appropriate college, division, or Vice Presidential area.
ii. A Representative must notify the Executive Committee, in writing, the name of
   the Proxy.

iii. A Representative may have no more than three unexcused absences or
    proxies in a fiscal year (July – June).

iv. A Representative may be removed from Staff Senate after three absences in a
    twelve-month period.

v. A Representative in violation of attendance policy may appear before the
   Executive Committee to present justification for the violation.

vi. A Representative may be removed by a 2/3 vote of the Executive Committee.

c. Voting
   i. Passage of all main motions of the Staff Senate, unless otherwise indicated in
      Robert’s Rules of Order (e.g., “Suspend the rules” required by 2/3 vote), is by
      simple majority of the Representatives present at the meeting – quorum
      being established.

   ii. Only Representatives or their designated alternate may vote.

   iii. The most recently published procedures in this section automatically
        supersede any prior governance procedures.

   iv. Unless otherwise indicated above, the Staff Senate operates using Robert’s
       Rules or Order.

VIII. Elections
   a. Election Procedure
      i. Nominations for Staff Senators shall be accepted university wide by full
         time/permanent staff members with supervisor approval. Candidates can self-
         nominate.

      ii. Each term of office for Representatives shall be three years.

   b. Member Elections
      i. The permanent, classified staff members of the University elect the
         Representatives annually in May.

      ii. All eligible, full-time, permanent staff members, in good standing (see section
          XII.a), may be considered for Staff Senate nomination with supervisor approval.

      iii. Permanent, classified members may nominate a staff member from their
           respective college, division, or Vice Presidential area.

      iv. The Nominations and Elections Committee as outlined in the section describing
          the duties of the Nominations and Elections Committee conduct the election
          process.

   c. Officer Elections
      i. The President-Elect, Secretary, and Treasurer are elected annually by the
         standing elected body of the Staff Senate in May and begin their term July 1.

      ii. The election process is conducted by the Nominations and Elections Committee.

         1. Representatives nominate eligible Representatives for an officer
            position during the meeting or via email prior to the regular May
            meeting.
2. Nominations will be made to the Nominations and Elections Committee.
3. Nominated Representatives must accept the nomination to be added to the ballot and may only accept a nomination for one officer position.
4. The Nominations and Elections Committee distributes ballots during the regular May meeting.
5. The Nominations and Elections Committee tallies the votes and reports the results during the May meeting.

iii. President-Elect
1. Elected by and from the Staff Senate.
2. Serves a one-year term of office, immediately followed by a one-year term as Staff Senate President.
3. Candidates for the office of the President-Elect must have served on the Staff Senate for at least one year.
4. Candidates for the office of President-Elect must have at least one year remaining on their elected terms as a Representative.

iv. Secretary
1. Elected by and from the Staff Senate.
2. Serves a one-year term of office.
3. Candidates for the office of Secretary must have served on the Staff Senate for at least one year.

v. Treasurer
1. Elected by and from the Staff Senate.
2. Serves a one-year term of office.
3. Candidates for the office of Treasurer must have served on the Staff Senate for at least one year.

vi. Parliamentarian
1. Elected and/or appointed by and from the Staff Senate to serve a one-year renewable term.
2. Is a non-voting member of the Executive Committee.

d. Vacancies
i. Member Vacancies
1. When a vacancy occurs, an eligible replacement from the appropriate college, division, or Vice Presidential unit is nominated by a sitting Representative.
2. The nominated individual is confirmed by 2/3 vote the Staff Senate who are present at the meeting, a quorum established, to serve until the next general election.
3. Serving on Staff Senate to fill a vacancy does not prohibit the individual serving as the replacement from running for a subsequent three-year term.

ii. Officer Vacancies
1. When a vacancy occurs in the office of the President, the President-Elect shall assume the position of the President.
2. If the President-Elect is unable to assume the duties of the President, an election from the membership shall fill the position for the remainder of the current term.
3. The Executive Committee appoints other officer vacancies.

IX. Duties
a. Duties of Elected Members
i. All elected Representatives are required to attend all regularly scheduled meetings, called general meetings, and appropriate committee meetings.
ii. Representatives shall make every effort to participate in all Staff Senate projects.
iii. Each Representative must serve as a member on at least one Staff Senate committee but may also be appointed to a committee by the Staff Senate President.

b. Duties of Officers
i. President
1. Schedules and conducts all Staff Senate meetings.
2. Notifies all Representatives of Staff Senate meetings.
3. Serves as head of the Staff Senate’s Executive Committee.
4. Maintains the latest version of Robert’s Rules of Order, which are used to conduct the meetings.
5. Distributes objections/recommendations concerning amendments to the Bylaws to all Representatives prior to the Staff Senate vote.
6. Approves any proposal, recommendation, or other official Staff Senate correspondence (e.g. campus-wide emails, fliers, letters, etc.) that are representative of the Staff Senate.
7. Serves as an adjunct (non-voting) member on all Staff Senate sub-committees.
8. Serves as the primary representative to the shared University-wide governance bodies.
9. Ensures the concerns and issues of all staff members are considered.
10. Appoints a Staff Senate liaison for each of the representative bodies of the KSU Governance.
11. Serves a term not to exceed one year.
12. Prepares the President-Elect to take on the duties of Staff Senate President the following year.
13. Attends the University System of Georgia Staff Council meetings.
14. Appoints an alternate to attend the University System of Georgia Staff Council meetings.
15. Becomes the Immediate Past President for one year following the term as Staff Senate President.

ii. President-Elect
1. Assist the President and performs the duties of the Staff Senate President in the Staff Senate President’s absence.
2. Serves as a member of the Staff Senate’s Executive Committee.
3. Serves as an adjunct (non-voting) member of all Staff Senate sub-committees.
4. Serves as the Chair of the Nominations and Elections Committee.
5. Ensures the concerns and issues of all staff members are considered.
6. Serves as the secondary representative to the shared University governance body.
7. Attends the University System of Georgia Staff Council meetings.

iii. Secretary
1. Takes meeting minutes, attendance, maintains records, and distributes information within the Staff Senate.
2. Assists the Staff Senate President and performs the duties of the Staff Senate President in the absence of the Staff Senate President and President-Elect.
3. Notifies Representatives in writing if the Representative has missed an excessive number of meetings.
4. Communicates any proposed amendments to the Staff Senate Bylaws at least fifteen (15) days prior to the Staff Senate vote.
5. Maintains the Resolution Book for the Executive Committee.
6. Serves as a member of the Staff Senate’s Executive Committee.

iv. Treasurer
1. Maintains records and distributes information monthly within the Staff Senate as it pertains to Staff Senate finances.
2. Implements the audit of the financial records of the Staff Senate and provides audit records to the new Treasurer.
3. Calls a budget meeting each year to review the previous year’s budget and to establish a new budget to present to the Staff Senate for discussion and approval.
4. In the absence of the Secretary, takes meeting minutes, attendance, maintains records, and distributes information within the Staff Senate.
5. Serves as a member of the Staff Senate’s Executive Committee.
6. Serves as Chair of the Finance and Budget Committee, which includes fundraising opportunities.
7. Disburses monies and pays invoices from Staff Senate funds. The Staff Senate President must approve all disbursements of money; however, only the Treasurer’s signature is needed to disburse the money.

v. Parliamentarian
1. The parliamentary rules in Robert’s Rules of Order, as may be revised, shall govern all deliberations when not in conflict with these bylaws.

vi. Immediate Past President
1. Acts in an advisory capacity to the Staff Senate and the Executive Committee with no voting privileges.

X. Committees and Committee Structure
a. Executive Committee
i. Membership
1. The Executive Committee consists of Staff Senate President, President-Elect, Secretary, Treasurer, Parliamentarian and all Standing Committee Chairs.
2. The Staff Senate President serves as Chair of the Executive Committee.
ii. Duties

1. Meets monthly through the year.
2. The Chair may call additional meetings as necessary.
3. Prepares and distributes the agenda for each full Staff Senate meeting and decides, by majority vote, whether agenda items merit consideration by the full Staff Senate. The committee may also add agenda items, not on the announced agenda, prior to the meeting.
4. Considers, and refers to the appropriate Staff Senate standing committee, any issue that affects the general welfare of the University, or that concerns all staff members.
5. May make decisions on behalf of the entire Staff Senate in cases requiring urgent action.
6. Informs the full Staff Senate of all actions taken.
7. Appoints representatives to University committees.
8. Meets with the President of the University, or the President’s representative, at least once per year.
9. Recommends appointment of special committees as they deem necessary.
10. Develops and conducts an annual, open-forum meeting for all University staff members.

b. Standing Committees

i. Bylaws Committees

1. Membership
   a. The committee Chair is responsible for recruiting and selecting members of the committee from currently elected Representatives.

2. Duties
   a. Reviews the current Bylaws of the organization.
   b. Drafts amendments.
   c. Reviews and submits recommendations for proposed amendments to the Bylaws as directed by the Executive Committee.

ii. Nominations and Elections Committee

1. Membership
   a. The Executive Committee shall appoint Representatives to the Nominations and Elections Committee in the month of April. The current President-Elect shall be the Chair of the Nominations and Elections Committee.

2. Duties
   a. Electing Officers
      i. Prepares a list of officer candidates from Representatives in good standing and distributes the list to the Representatives.
      ii. Collects the nominations from Representatives and presents nominations at the regular May meeting.
      iii. Collects and tallies votes at the regular May meeting.
b. Electing Members
   i. Ensures fair and equitable representation across applicable colleges, divisions, and Vice Presidential areas.
   ii. The committee Chair requests a report from Human Resources of all full-time classified staff members by colleges, divisions, and Vice Presidential areas.
   iii. The committee Chair prepares the Call for Nominations (an email that includes the directions to nominate from the appropriate colleges, divisions, and Vice Presidential areas).
   iv. The committee prepares the ballot of eligible nominees.
   v. Elections shall be by email or with the assistance of the UITS Department.
   vi. The committee provides the results to the Staff Senate President, who communicates the results to the University President, campus, and newly elected Representatives.

iii. Budget and Finance Committee
   1. Membership
      a. The Staff Senate Treasurer serves as the Chair of the Budget and Finance Committee.
   2. Duties
      a. Works with the Treasurer to develop a yearly budget for the Staff Senate to approve.
      b. Develops fundraising opportunities to support annual scholarship funds, the University System of Georgia (USG) Staff Council Annual Meeting, and other expenses of the Senate.
      c. Attends budget meetings with the Treasurer, as requested.

iv. Policies and Procedures Committee
   1. Duties
      a. Reviews, researches and informs Staff Senate on issues pending executive or legislative action that may affect all staff members.
      b. Addresses issues relative to collective staff concerns, which may result in resolutions (outside of grievance issues, which are addressed by university policy).
      c. Provides an annual review of all University policies and procedures affecting staff including, but not limited to, benefits, parking, safety, staff development and training.
      d. Researches issues and recommends actions concerning the health, welfare, and benefits of all staff members.

v. Communications Committee
   1. Duties
      a. Coordinates and provides information to staff members concerning Staff Senate initiatives using available communications methods.
b. Maintains Staff Senate web page and social media sites.

c. Collaborates with Human Resources to provide information to new staff members.

d. Develops and maintains the Staff Senate promotional items.

e. Maintains and coordinates digital signage material.

f. Coordinates approval for the use of the KSU logo through the Office of Strategic Communications and Marketing.

vi. Staff Development and Recognition Committee

1. Duties

a. Researches, formulates, recommends, initiates, and executes programs that contribute to the recognition of professional excellence and support the professional development of staff members.

b. Manages the establishment and administration of an Employee of the Month and/or Employee of the Season award, including selection of award recipients among nominees, determination of nomination criteria, etc.

c. Facilitates management and administration of the Staff Senate Scholarship award for staff applicants pursuing education in support of their role at the University.

d. Provides research and communication related to professional development opportunities, both inside and outside of the university, for staff members.

e. Advisory participation and collaboration with KSU divisions, entities, and initiatives that benefit staff member recognition and professional development.

f. Share respective comments that were collected during the nomination process to the individuals who were nominated, yet not selected for the Star Staff of the Semester award.

c. Special Committees

i. The Staff Senate President may appoint ad hoc committees as needed.

ii. Ad hoc committees may become Standing Committees by amendment to the Bylaws.

XI. Amending the Bylaws

a. Any Representative may propose an amendment to the Staff Senate Bylaws by submitting the proposed changes to the Executive Committee in writing.

b. The Executive Committee refers the proposal to the appointed Bylaws Committee for evaluation.

c. The appointed Bylaws Committee returns the proposal to the Executive Committee with its recommendation at least two days prior to the next regular Staff Senate meeting.

d. The proposed amendment is presented at the next regular Staff Senate meeting for a first reading.

e. The proposed amendment is presented for a second reading at the next regular Staff Senate meeting after the first reading.

f. The Staff Senate votes on the proposed amendment if no changes are requested at the second reading.
g. If there are changes to the proposed amendment, additional readings are required.

h. An amendment is passed with a 2/3 vote of the Representatives present at the meeting
   – a quorum being established.

XII. Definitions

a. Good Standing – Defined as an employee who follows the conduct guidelines by using
   common sense, good judgment, cooperation, demonstration of appropriate personal
   behavior, championing the university’s success, and being in compliance with all
   required training. When a Senator’s status may be in question, Human Resources
   leadership will be consulted to help objectively evaluate the employee’s eligibility to
   participate.
### Table 1: Calculation of the number of elected representatives:

<table>
<thead>
<tr>
<th>Staff in Unit</th>
<th>Number of Staff Senate Representatives</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 – 150</td>
<td>1</td>
</tr>
<tr>
<td>151 – 300</td>
<td>2</td>
</tr>
<tr>
<td>301 – 450</td>
<td>3</td>
</tr>
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<td>451 – 600</td>
<td>4</td>
</tr>
<tr>
<td>601 – 750</td>
<td>5</td>
</tr>
<tr>
<td>751 – 900</td>
<td>6</td>
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</table>

### Table 2: Breakdown of Staff Members per unit (using November 2022 data)

<table>
<thead>
<tr>
<th>Area</th>
<th>Number of Staff</th>
<th>Number of Representatives</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provost/SVP for Academic Affairs (includes CPE, Enrollment Services, MARB, Global Education, Faculty Affairs)</td>
<td>445</td>
<td>4</td>
</tr>
<tr>
<td>College of Architecture and Construction Management</td>
<td>13</td>
<td>1</td>
</tr>
<tr>
<td>College of the Arts</td>
<td>135</td>
<td>1</td>
</tr>
<tr>
<td>Director of Athletics</td>
<td>101</td>
<td>1</td>
</tr>
<tr>
<td>Coles College of Business</td>
<td>70</td>
<td>1</td>
</tr>
<tr>
<td>VP of Administration (includes Campus Services, Event and Venue Management, Facilities, Human Resources, Strategic Initiatives and Sustainability)</td>
<td>627</td>
<td>5</td>
</tr>
<tr>
<td>VP of Marketing and Communication</td>
<td>43</td>
<td>1</td>
</tr>
<tr>
<td>College of Computing and Software Engineering</td>
<td>28</td>
<td>1</td>
</tr>
<tr>
<td>VP of Diverse and Inclusive Excellence</td>
<td>12</td>
<td>1</td>
</tr>
<tr>
<td>VP of Advancement</td>
<td>44</td>
<td>1</td>
</tr>
<tr>
<td>Bagwell College of Education</td>
<td>67</td>
<td>1</td>
</tr>
<tr>
<td>Southern Polytechnic College of Engineering and Engineering Technology</td>
<td>25</td>
<td>1</td>
</tr>
<tr>
<td>VP of Fiscal Affairs (includes Office of Fiscal Affairs, Payroll and Financial Aid)</td>
<td>129</td>
<td>1</td>
</tr>
<tr>
<td>Graduate College</td>
<td>19</td>
<td>1</td>
</tr>
<tr>
<td>Wellstar College of Health and Human Services</td>
<td>59</td>
<td>1</td>
</tr>
<tr>
<td>Area</td>
<td>Number of Staff</td>
<td>Number of Representatives</td>
</tr>
<tr>
<td>-----------------------------------------------------------</td>
<td>-----------------</td>
<td>---------------------------</td>
</tr>
<tr>
<td>KSU Journey Honors College</td>
<td>10</td>
<td>1</td>
</tr>
<tr>
<td>Norman J. Radow College of Humanities and Social Sciences</td>
<td>64</td>
<td>1</td>
</tr>
<tr>
<td>Office of the President, Internal Audit</td>
<td>5</td>
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<tr>
<td>VP of Information Technology</td>
<td>177</td>
<td>2</td>
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<tr>
<td>VP of Legal Affairs (includes Legal Affairs, Public Safety and Office of Institutional Equity)</td>
<td>101</td>
<td>1</td>
</tr>
<tr>
<td>Library Services</td>
<td>35</td>
<td>1</td>
</tr>
<tr>
<td>VP of Research</td>
<td>43</td>
<td>1</td>
</tr>
<tr>
<td>College of Science and Math</td>
<td>56</td>
<td>1</td>
</tr>
<tr>
<td>VP of Student Affairs</td>
<td>157</td>
<td>2</td>
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<td><strong>Totals</strong></td>
<td><strong>2465</strong></td>
<td><strong>33</strong></td>
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