



Bylaws

(Updated 5/30/2025)

Mission

In recognition of the role which represented staff employees fulfill in achieving the mission of the University and our participation in its planning and structure, the Salisbury University Staff Senate (SUSS) will be committed to reviewing and making recommendations on issues affecting the entire welfare of the University community and its employees (except those employees covered by collective bargaining), particularly in the area of human resource matters and its ultimate effect on staff.

Article I – Purpose

In recognition of this essential role, all eligible staff are afforded the opportunity to make recommendations relative to basic decisions affecting their welfare and the welfare of the University. These decisions should involve the assumption of having an informed participatory advisory role on administrative issues and in the functional support aspects of academic matters. Furthermore, all eligible University staff, except for the University President and his/her Senior Vice Presidents (officer group), and Associate Vice Presidents, will be considered as voting Salisbury University Staff Senate members.

Article II - Membership, Officers & Committees

Section I. Membership:

The Staff Senate membership will consist of all exempt, non-exempt and contingent employees not covered by collective bargaining (NCBCB).

Each category of staff will elect its own Senators.

The voting membership of the Executive Committee of the Staff Senate will consist of 16 elected Senators of whom there will be 6 exempts, 2 non-exempts, 2 contingent (exempt and/or non-exempt) and 6 CUSS representatives.

II.I.a Election of (PIN) Exempt Senators

There will be 6 elected exempt Senators from all exempt employees. All of these positions will be elected at-large with 2 Senate positions elected every year.

II.I.b Election of Non-exempt Senators

There will be 2 elected non-exempt Senators from all non-exempt employees not covered by collective bargaining. Each of these positions will be elected at-large with 1 Senate position elected every year except for the third year.

II.I.c Election of Contingent Senators

There will be 2 elected non-exempt Senator from all contingent (including Grants) employees. These positions will be elected at-large every year.

II.I.d Election of CUSS (Council of University System Staff)

There will be 6 elected CUSS representatives selected from all exempt, nonexempt, and contingent II employees not covered by collective bargaining. Preferably, these representatives will include members from all areas represented by CUSS and not covered by collective bargaining respectively. These positions will be elected at-large with 2 senate positions elected each year.

Section II. Term of Office:

II.II.a Exempt and non-exempt Senators and CUSS representative term of office will be for 3 years. Contingent senator and CUSS representative term of office will be for 1 year.

II.II.a.1 If a vacancy is created by a status change, conversion or resignation of a Senator, then an appointment will be made by the Executive Committee until the next regular election. The remaining term of the departed Senate position will be filled from this election.

II.II.b Attendance

Senators should make every effort to attend every meeting, but attendance is required at 2/3's of all scheduled meetings; failure to meet this requirement could result in the Senator being subject to recall by the voting members of the Executive Committee. Since participation in shared governance mainly occurs during the normal course of business, there should be reasonable expectation that excused absences will be incurred. As long as a Senator does not miss three consecutive meetings (excused or otherwise) and attends at least 50% of the regularly scheduled meetings, no recall will be commenced. Multiple consecutive absences constitute a Senator's inability to meet the expectation of participation and representation of his/her constituency.

II.II.c. Recall of Senators

Senators may be recalled at any time by a majority vote. A recall is affected by either of the following procedures and a vacancy exists immediately upon completion of either procedure:

- a) A petition of recall is signed by a majority of the entire constituency which elected the individual, effecting the immediate recall of the individual; or b) a petition of recall is signed by at least 10% of the constituency which elected the individual, a special meeting of the constituency is called and a majority of the entire constituency votes to recall the individual; or c) a vote of no confidence by 2/3 of the executive committee would call for a special meeting of the constituency and a majority of the entire constituency votes to recall the individual
- b) The vacancy created by a recall shall be filled by an appointment by the Executive Committee. (See II.II.a./a.1).

Section III. Officers:

The officers of the Executive Committee shall be designated as President, Vice President, Webmaster, and Secretary. In the absence of the President, the Vice President shall serve as President and the Webmaster shall serve as Vice President. These officers will be elected by and from the Senators. The President and officers shall be voting members of the Staff Senate and the Executive Committee. The term of office for each officer is one year.

Section IV. Duties of Officers:

II.IV.a. The President's duties shall include but not be limited to presiding at all meetings of the Staff Senate and the Executive Committee; will enforce the obligations imposed by the constitution and by-laws of the Staff Senate; may serve as an ex-officio non-voting member of all ad hoc and standing committees; shall direct and set meetings times,

agendas, dates and places; shall confer with the University administration as needed; shall initiate appointments as needed; shall be formally responsible to the administration for responding, notifying and/or submitting all official recommendations, in a timely manner; can provide leadership to Senators and committees; shall act as liaison between standing committees when necessary; shall perform other duties as the Executive Committee shall direct, and serves as the staff representative on the President's Advisory Team.

II.IV.b. The Vice President's duties shall be the President Elect unless otherwise designated by the Executive Committee; shall act as assistant to the President; in the absence of the President shall have all power and prerogatives of the President; and shall perform other duties as directed from the Executive Committee.

II.IV.c. The Webmaster shall, in the absence of the President and Vice President, assume all of the power and prerogatives of the President; shall assist the President and Vice President; shall be responsible for updating and maintaining the Staff Senate Website; and shall perform other duties as directed from the Executive Committee.

II.IV.d. The Secretary shall prepare and distribute to the Executive Committee, for approval, minutes of all meetings of the Staff Senate and the Executive Committee; shall officially update all approved by-law changes; shall distribute approved minutes and the meeting agendas to the Executive Committee; and shall perform other duties as directed from the Executive Committee.

II.IV.e. The Chair of any standing committee and/or any ad hoc committee shall be a Senator. Senators, with the exception of Officers and CUSS representatives, shall be required to serve as voting members of at least one standing committee or ad hoc committee created; shall with the advice and consent of the Staff Senate and the Executive Committee appoint ad hoc committees and its members as necessary; and shall receive requests, information, and questions for action from his/her constituency.

Section V. Recognized Standing Committees:

The following committees will be considered Standing Committees of the Staff Senate.

1. Human Resources Committee
2. Outreach Committee
3. Membership and Elections Committee
4. Engagement Committee

II.V.a. Human Resources Committee Function:

This committee will review and make recommendations relative to proposals and changes from the campus, USM (BOR) and the State Personnel Office for all exempt, non-exempt and contingent employees not covered by collective bargaining. Items would include, but not be limited to: classification structure, pay ranges, COLA, merit, tuition remission, annual leave, sick leave, personal leave, compensatory leave. This committee will also be responsible for monitoring and making recommendations in helping to develop, sponsor and implement staff development opportunities for the campus. This committee should also be alert to other staff development training opportunities made available system wide.

II.V.b. Outreach Committee Function:

The Outreach Committee will be responsible for communication and engagement between the Staff Senate and its constituents, including exempt, non-exempt, and contingent employees. This committee will develop effective communication strategies, increase awareness of Staff Senate initiatives, and manage constituent feedback. This committee will be responsible for developing targeted outreach efforts, such as informational sessions, newsletters, and collaborative partnerships across campus.

II.V.c. Membership and Elections Committee Function:

This committee will be responsible for organizing and administering elections for Senators to the Staff Senate Executive Committee as well as any requested Consortium Committee representatives. This committee will also be responsible for maintaining complete, accurate and current listings of staff members by employee type (regular exempt, regular non-exempt, contingent exempt and non-exempt).

II.V.d. Engagement Committee Function:

The Engagement Committee will develop and implement opportunities for staff to connect, celebrate, and engage with the university community. This committee is responsible for planning and organizing events such as Employee Appreciation Day, Snack & Chats, and other social events open to all constituents. As campus needs evolve, this committee will be responsible for assessing and adapting initiatives based on input from staff, other committees, and the broader campus community.

Section VI. Adding, Canceling or Changing Committee Structure:

Any change to the original chartered Standing Committees will be by by-law amendment only. [See Article IV.]

Section VII. Committee Representation:

II.VII.a. Each Standing Committee will be chaired by one Senator elected by plurality of Senators and up to five other Senators.

II.VII.b. Any Standing Committee may also recruit any “expert” necessary for consulting purposes on an ongoing basis (such as a Human Resource professional) who shall be a non-voting member.

II.VII.c. Standing Committee members will be elected by a ballot vote of plurality of Senators.

Section VIII. Committee Term:

II.VIII.a. Each Standing Committee member’s term of office shall be for 1 year.

II.VIII.b. Elections for Committees will be held in July of each year.

II.VIII.c. Committee positions vacated by elected members before the end of term shall be appointed by the Committee Chair after conferring with its membership. Any unfilled committee vacancies due to lack of interest may be appointed by the Staff Senate Executive Committee.

Section IX. Committee Member Recall:

Committee members may be recalled by a majority vote of the established committee and its membership.

Article III: Rules and Meetings

Section I. Rules:

III.I.a. Robert’s Rules of Order will be used unless otherwise specified. The latest edition of *Robert’s Rules of Order* shall provide parliamentary procedures for conducting the business of the Staff Senate and its committees.

III.I.b. The By-laws of the Staff Senate shall be amended only after a posted specified period and a ballot vote by the eligible staff members. Amendments may be proposed by any staff member. A proposed amendment must be presented to the Executive Committee through the predetermined process (see Article IV.II.d).

Section II. Staff Senate Meetings:

III.II.a. The Staff Senate shall meet in open plenary sessions at least once during any calendar academic year. The notice, agenda and supporting documents shall be made available to the membership no later than two days prior to each regular meeting unless otherwise approved by the Executive Committee.

III.II.b. All meetings of the Staff Senate shall be open to represented staff members of the University community.

III.II.c. The agenda for the scheduled Staff Senate meetings will be prepared by the Executive Committee prior to the regular meeting.

III.II.d. Special meetings of the Staff Senate may be called in any of the following ways with the manner to be specified in the call:

- upon request of the presiding officer of the Staff Senate;
- upon request of the President of the University;
- by a majority vote of the Executive Committee of the Staff Senate or;
- upon receipt, by the President of the Staff Senate, of a written petition signed by the majority of the elected members of the Staff Senate.

III.II.e. The scheduling of a special meeting shall reflect the urgency of the matters specified in the call, the requirement of reasonable notice and the availability of the membership.

III.II.f. The notice of a special meeting shall include the agenda and shall be sent to the members of the Staff Senate as far in advance of the meeting as possible. The agenda of a special meeting may specify a scheduled time of adjustment.

Section III. Executive Committee Meetings:

III.III.a. All Executive Committee meetings will be in open session unless otherwise requested and announced for matters regarding confidentiality.

III.III.b. The Executive Committee shall meet at least 10 calendar days prior to the regularly scheduled Staff Senate meeting. In addition, the Executive Committee (via the Executive Committee Chair) shall prepare the agenda. Staff Senate members may submit requested agenda items in writing to the Executive Committee for action.

Section IV. Quorums:

A quorum for the Staff Senate open plenary sessions shall require a minimum representation of 10% of the represented staff. If a quorum is not met, a non vote will be referred to the Staff Senate Executive Committee for resolution.

Section V. Voting:

III.V.a. Unless otherwise specified in *Robert's Rules of Order*, motions in meetings of all Staff Senate groups described in these By-laws shall be passed by majority vote of those in attendance provided a quorum is present when the vote is taken.

III.V.b. Ballots will be provided to represented staff and must be submitted for any By-law change and election process. The Executive Committee will determine all other issues requiring a ballot vote. The Executive Committee will determine the method and/or procedure for balloting which will be forwarded to the Elections Committee for administration.

III.V.c. Elections will be held in May of each year and any new term for a Senator will commence July 1.

Article IV: By-laws

Section I. Adoption:

IV.I.a. The initially prepared Constitution and By-laws will be published for a minimum of 15 calendar days before the first reading and can be allowed a longer period of time as determined by the founding Senate (a/k/a Staff Advisory Council) in advance of ratification.

IV.I.b. The newly-created Constitution and By-laws shall be presented to the represented staff for consideration and comment, discussed openly at the first reading and second reading, voted and ratified by a majority of the Staff Senate members voting (by ballot) within each constituency group.

IV.I.c. The Constitution and By-laws shall be adopted by an absolute majority of those members voting for the Staff Senate (based on constituent representation of exempt, non-exempt and contingent staff members voting by regular ballot). Results of the ballot voting (within each constituency) will determine the vote (2 of the 3 groups' majority representation must approve).

IV.I.d. The newly-ratified Constitution and By-laws will be submitted by the Founding Senate (a/k/a Staff Advisory Council) to the President of the University for review and approval. Should the President not concur with this ratified document, then the Founding Senate may meet with the President to negotiate a satisfactory resolution. After review and approval by the President, approval and ratification by the Staff Senate, the aforementioned Constitution and Bylaws shall become effective on the designated date.

Section II. Approving or Amendment of By-laws:

IV.II.a. Any Staff Senate member may submit By-law Amendments, in writing, to the Executive Committee at any time. A petition endorsement of at least 10% of the represented staff will be required before the Executive Committee will review and prepare an agenda item for a future Staff Senate meeting. In addition, any elected Senator can propose/sponsor a by-law change at an Executive Committee meeting in lieu of the 10% petition.

a) The appropriate petition form can be obtained from the Executive Committee.

b) A recommendation may be made by the Executive Committee for further study and/or referred to an appropriate committee.

IV.II.b. The Executive Committee will be responsible for adding any endorsed By-law Amendment to the agenda of a Staff Senate meeting within 60 days of receipt along with any studies or information received in relation to the original request.

IV.II.c. Voting on aforementioned By-law Amendment will occur after the complete By-law Amendment has been communicated to the campus community for at least 20 calendar days after the initial introduction to the represented staff.

IV.II.d. Any By-law Amendment must have the approval of at least two thirds (2/3) of those voting; Voting will be by written or electronic ballot. (See Article III.V.b)

IV.II.e. Unless specified otherwise by the By-law Amendment, these amendments shall take effect immediately upon approval by the Staff Senate.

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