PROPOSED BY-LAWS CHANGES

Presented: UWTSA All-Staff Meeting, 5/10/16
REASONS FOR CHANGES

> **University Growth:** there are now over 330 staff members on the UW Tacoma campus (as of 4/13/16).
  - Professional: 207
  - Classified: 137

> **Shared Governance:** The UWTSA is being asked to provide for more input on behalf of all staff members.

> We currently do not have a representative body of staff created.

> In recent years, the UWTSA has not been seen by staff as a place to vocalize issues.

> Have been told that the UWTSA is only “party planners”.

> It’s been 10 years since the by-laws were created and reviewed.

> More opportunities for staff professional development.

> **Align** similarly to Faculty Assembly and ASUWT.
PROPOSED TIMELINE

> January – April: Created draft
> April 29: Met with Chancellor to discuss changes
> May 10: Present at UWTSA All-Staff Meeting
> May 10: Release proposal and survey to staff via uwtline for review and feedback
> May 31: Present to Chancellor’s Cabinet (tentative)
ORGANIZATIONAL STRUCTURE

> **Staff Association (UWTSA):** Overarching organization and name; all UW Tacoma staff members are an automatic member.

> **Executive Board:** Comprised of elected officials and committee chairs; this group leads the direction of the organization and fulfills the organization’s basic responsibilities and tasks.

> **Staff Senate (UWTSS):** Serves as the representative body of staff members on campus who can discuss and vote on issues pertaining to staff.
PROPOSED CHANGES

> Chair & Vice-Chair Model

> Better Detail on Elected Officer Responsibilities

> Creation of Staff Senate (UWTSS) and Senators

> Shifting in Association Committees

> Minor changes to elections timelines, recalling an officer, and by-laws changes procedure
ELECTED OFFICERS & RESPONSIBILITIES

> Chair & Vice-Chair
  – Shift from current co-chair model
  – Elected as Vice-Chair for first year, assume Chair role in second year
  – Will help to create more consistency and structure

> Shifting of Responsibilities
  – Chair will assume responsibility of chairing the Staff Senate
  – Vice-Chair will oversee all committees and committee chairs, as well as take-on all elections processes (officers, committee chairs, senators)
Creation of the “UW Tacoma Staff Senate” (UWTSS) to serve as a representative body of staff members who:

- Support the activities of the UWTSA and its committees
- Serve in an advisory capacity to UW Tacoma Leadership
- Recommend staff representatives for campus-wide committees
- Vote and provide feedback on items of interest for the UWTSA

Chaired by the UWTSA Chair and will meet monthly or as needed

Members shall be comprised of:

- 13 Staff Senators (voting)
- UWTSA Chair, Vice-Chair, Secretary & Treasurer (voting)
- Ex-officio non-voting members invited:
  - SEIU Steward/Representative
  - WFSE Union Representative
STAFF SENATORS

> Senators (13 total) will be selected from the following areas:
  
  - 1 Professional & 1 Classified Staff Member from:
    > Academic Affairs
    > Student and Enrollment Services
    > Advancement
    > Finance & Administration
    > Information Technology
  
  - 1 Library staff (professional or classified)
  
  - 1 staff member (professional or classified) from Equity & Inclusion
  
  - 1 staff member (professional or classified) from Office of the Chancellor

> Senators will be the first group to recruit committee chairs from

> **Current Proposal:** Each division selects their own senators
  
  - Possible for UWTSA to coordinate senator selection
ASSOCIATION COMMITTEES

> Current:
  – Elections Committee (also coordinates Association awards)
  – Mentoring Committee

> Proposal:
  – Mentoring Committee
  – Recognition Committee
  – Events Committee

> All election responsibilities have been moved to the Vice-Chair

> Future committee growth possible and encouraged
MINOR CHANGES

> Updated timeline for elections
  - Previously timeline was much longer than what is needed

> Addition of “Recalling an Elected Officer” section
  - Currently not possible; allows for future membership to recall an elected officer should they feel the need to do so

> By-Laws Edits
  - Created two separate articles for future By-Laws changes – one for small edits that do not alter the overall document and one for large, redraft of the by-laws
THOUGHTS & FEEDBACK

> Should the UWTSA coordinate the senator selection process? Or should we allow divisions to select their own senators?
FROM HERE

> Proposed changes and this presentation will be sent via uwtline with a Catalyst survey for staff to review – please encourage your office and colleagues to look at it!

> Review all feedback and make edits as necessary

> Release final proposal and official ballot to all staff members - please vote and encourage your office and colleagues to do so too!
  - 20% of staff serves as quorum (68 staff members)
  - Simple majority will constitute approval

> Implement in Summer