

**STAFF ASSOCIATION**

UNIVERSITY *of* WASHINGTON | TACOMA

# **PROPOSED BY-LAWS CHANGES**

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



# REASONS FOR CHANGES

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- > **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

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- > 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 uwtlne for review and feedback
- > May 31: Present to Chancellor’s Cabinet (tentative)



# ORGANIZATIONAL STRUCTURE

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- > **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

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- > 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

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## > 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)



# STAFF SENATE

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- > 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

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- > 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

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- > 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

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- > 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

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- > Should the UWTSa coordinate the senator selection process? Or should we allow divisions to select their own senators?

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# FROM HERE

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- > 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

