

PENN PROFESSIONAL STAFF ASSEMBLY BY-LAWS

Revised Fall 2020 to take full effect March 1, 2021

Article I: Name

The name of this organization shall be Penn Professional Staff Assembly (PPSA).

Article II: Membership

Members ~~of this organization~~ shall all be employed by the University of Pennsylvania as monthly paid, exempt staff, excepting ~~senior level administrators and those individuals having primary academic appointments (*Senior level administrative positions are defined as those employees assigned to a non-numerical grade category, known as "ungraded" (UNG).)~~

Article III: Purpose

The purposes of ~~this organization~~ the PPSA shall be to provide:

- A forum whereby opinions of members can be collected and expressed on issues facing the University and higher education and to act as liaison to express the views, opinions, and concerns of the members to the senior administration.
- A mechanism for supplying staff perspectives and voting representatives to serve on all major University committees.
- ~~Monthly Regularly scheduled~~ Executive Board meetings whereby communication lines within the University can be fostered and maintained.
- Relevant information to its members regarding resources available within the University and the field of higher education enabling staff to remain current in the field and promoting professional development.
- Regular programming that connects the Penn community by providing a supportive network to assist the University in achieving its goals and objectives.

Article IV: Officers and Executive Committee

The officers shall consist of a Chair, a Past Chair, and a Chair-Elect. There shall be an Executive Board, consisting of the three (3) officers and eight (8) Members-at-Large. The Executive Board promotes representation of departments throughout the University. In addition to the functions described elsewhere in these by-laws, the Executive Board shall be consulted by the officers for guidance in all matters on which action is indicated, or on which consultation with the senior administration of the University is contemplated. The Executive Board shall also nominate persons to serve on consultative committees. A quorum of the Executive Board shall be seven (7).

In response to the University's request for additional staff members to serve on University committees, the officers will recruit new committee members.

Chair:

- Shall be the principal executive officer.
- Shall convene and preside over monthly Executive Board meetings.
- Shall convene and preside over an Annual Retreat in July or August that includes the Chair-Elect, Past Chair, Executive Board, and Committee Representatives.
- Shall, ~~{in consultation with the Chair-Elect and Past Chair,}~~ prepare meeting agendas and any written public statements with regard to the PPSA's assembly's activities. The Chair should also consult the Executive Board ~~should also be consulted~~ on all public statements.
- Shall, ~~{in consultation with the Executive Board,}~~ appoint new member(s) to advisory boards and ad hoc committees.
- ~~Shall~~ appoint a nominations committee each year to organize and conduct PPSA elections.
- Shall serve on University Council (UC) and the UC Steering Committee.
- Shall designate ~~maintenance of the listserv and website to an~~ Executive Board member(s) to serve as Listserv Manager, Webmaster, Secretary, and Treasurer, or shall create a special non-voting positions specifically for ~~this these~~ functions, ~~And~~ and shall coordinate the responsibilities of these positions.
- Shall maintain a current membership list.
- Shall make every effort to attend, along with the Chair-Elect and Past Chair, quarterly meetings with the EVP and VP of HR, and will schedule these meetings.
- Shall succeed the Past Chair after a one-year term.

Chair-Elect:

- Shall be elected by the general body and serve for three years on the Executive Board, one year ~~in each office as:~~ Chair-Elect, Chair, and Past Chair.
- Shall make every effort to attend monthly Executive Board meetings.
- ~~Shall~~ serve on University Council (UC) and the UC Steering Committee.
- Shall serve on the UC Committee on Committees.
- Shall coordinate the efforts to hold the Employee Resource Fair each fall.
- Shall make every effort to attend, along with the Chair and Past Chair, quarterly meetings with the EVP and VP of HR.
- Shall serve on the Models of Excellence Selection Committee.
- Shall serve as the By-laws Committee Chair (see article VIII).

- Shall ~~in consultation with the Chair,~~ prepare meeting agendas and any written public statements with regard to the Assembly PPSA's activities. The Chair-Elect shall also consult the Executive Board ~~shall also be consulted~~ on public statements.
- In the absence of the Chair or at his/her their request, the Chair-Elect shall substitute for the Chair when necessary.
- Shall succeed the Chair after a one (1) year term.

Past Chair:

- Shall coordinate the appointment of PPSA representatives to all University Council committees and serve as liaison between representatives and the Executive Board.
- Shall make every effort to attend monthly Executive Board meetings and the Annual Retreat.
- ~~Shall make every effort to attend, along with the Chair and Chair-Elect, quarterly meetings with the EVP and VP of HR.~~
- ~~Shall serve as the PPSA representative on University Council's Committee on Committees.~~
- Shall serve on the University Council Committee on Honorary Degrees in the year following service as Past Chair.
- Shall serve in an advisory capacity to the Chairs and Chair-Elect and the Executive Board.

Eight (8) Members-at-Large:

- Shall make every effort to attend monthly Executive Board meetings.
- Shall make every effort to attend the Annual Retreat.
- Shall lead and serve on sub-committees to plan and execute events.
- Shall advise the officers on issues, concerns, and opinions relevant to the membership.
- Shall vote on issues brought before the Executive Board.
- Shall serve for two (2) years, ~~four (4) being elected each year.~~ Members-at-Large may run for a second two-year term, but may not serve more than four years total as a Member-at-Large.
- Terms of Members-at-Large shall be staggered such that four (4) are elected each year.

Committee Representatives:

- Shall make every effort to attend committee meetings.
- Shall provide committee a written reports to the Executive PPSA Board after each committee meeting.
- Shall make every effort to attend at least two one Executive Board meetings per semester year.
- Shall make every effort to attend the Annual Retreat.

Article V: Elections

Section I: Nominations

By ~~March-May~~ 1, the nominations committee chair shall circulate to the ~~members~~general body a notice of the positions to be filled by election and an invitation to suggest candidates for those positions. The nominations committee shall select and secure acceptance of nomination of two or more candidates for each position to be filled by election.

If only one nomination is received for a position, the nominations committee chair shall solicit at least one more nomination. If one cannot be found, the one nomination will be put forward to the membership.

All nominees must submit the following:

- A personal statement not to exceed 250 words. The statement should focus on the nominee's interest in the position.
- A ~~resume~~ résumé.
- A letter of recommendation. ~~This could be~~ from the nominee's supervisor or a colleague.

The nominations committee will screen and review all nominations and will submit to the membership a list of all nominations for the nominees deemed qualified to run for election.

~~The purpose of screening the N~~ominations for the Member-at-Large positions will be screened on to determine whether the nominee's resume-submitted materials demonstrates commitment to leadership through service ~~and whether the personal statement is~~ in alignment with the PPSA's goals.

Nominations for the Chair-Elect position will be screened on the same criteria. In addition, nominees for the Chair-Elect position must have at least five years of full-time service to the University in a paid position. Candidates for the Chair-Elect position should have prior PPSA Executive Board or PPSA-appointed committee ~~representative~~ service. If no candidates emerge with prior Executive PPSA BBoard or committee service, ~~the position may be open to the membership~~ other candidates from the membership may be sought.

At the spring meeting, the nominations committee shall formally nominate its candidates for the respective positions.

Section II: Voting

After the nominations have been presented at the final spring meeting, a vote of the membership shall be taken electronically. All positions are elected by a plurality voting system. There shall be no voting by proxy.

Article VI: Vacancies and Succession

If a vacancy occurs in the leadership of the Executive BBoard it shall be filled in the following manner. If the Chair-Elect is unable to move into the Chair position, the current Chair may choose to remain in the position for another year.

If the current Chair is unable to remain in the position, the Past Chair will be asked to serve as Chair and the Executive BBoard will elect a Chair-Elect from amongst itself to succeed at the appropriate time, and

the Chair, in consultation with the ~~Executive Board~~, will appoint a former board member to serve as Past Chair.

If the Chair is unable to ~~move into~~ assume the Past Chair position, the current Past Chair may choose to remain in the position for ~~another~~ an additional year. If the Past Chair is unable to remain in the position, the Chair, in consultation with the ~~Executive Board~~ will appoint a former ~~Executive Board~~ member to serve as Past Chair.

Whenever a vacancy occurs among the Members-at-Large of the Executive Board who do not serve ex-officio, the Executive Board shall appoint a successor, who shall serve until the final spring meeting, at which time a successor shall be elected for the balance of the unexpired term. If a first year Member-at-Large chooses to run for Chair-Elect, they shall forfeit the remainder of their term, which must be filled by general body election.

Article VII: Meetings

The Executive Board shall hold monthly (September-June) meetings (minimum) open to any general body ~~PPSA~~ member to attend. The meeting times and locations shall be made public via the website and the *Almanac*.

The Executive Board and Committee Representatives will participate in an annual retreat in July or August of each year.

General body meetings shall be scheduled as deemed necessary, excepting for the annual spring meeting for the purpose of holding elections as provided by these by-laws and for such other business as may come before the general body membership. The time and place of the annual spring meeting shall be subject to the approval of the Executive Board.

A general body meeting will be held in January and May of each year. ~~At least one professional development meeting will be held during the year.~~ A quorum of the ~~PPSA assembly~~ shall consist of thirty (30) general body members.

Article VIII: By-laws Committee

The ~~Chair in conjunction with the~~ Chair-Elect ~~will serve as and the Past Chair will appoint a~~ the By-laws Committee Chair (BCC) at the beginning of their term. The BCC will convene a committee and review the By-laws each fall. The By-laws committee will make recommendations for by-laws revisions as needed and will present them to the Executive Board by the December meeting.

Article IX: Amendments

~~Except when proposed by the By-laws Committee, a~~ Amendments to the By-laws must be initiated by a letter signed by at least ten (10) general body members and submitted to the Chair, and will be reviewed by the Chair, Chair-Elect, and Past Chair. The officers will present amendments to the ~~Executive Board~~ who ~~which~~ may choose to refer the submission to the By-laws Committee (see article VIII) for investigation or ~~will~~ vote on submitting the amendments to the general body membership for a vote.

Article X: Parliamentary Authority

The rules contained in Robert's ~~ss'~~ Rules of Order shall govern meetings of the ~~PPSA is assembly~~ in all cases ~~in which they are applicable, and in which are not~~ that are inconsistent with these by-laws.

Article XI: Adoption

These by-laws shall be adopted when approved by a two-third vote of the ~~members~~general body present and voting at the organization meeting.

Amendments must be submitted to the general body ~~membership~~ at least thirty (30) days in advance of the meeting at which they are to be acted on. A majority vote is necessary for approval. Voting may be conducted electronically or in person.