

Oregon Tech AAUP Bylaws

Preamble

The university is a community of scholars dedicated to the highest standards of academic inquiry, learning, and service. Recognizing that knowledge is the fundamental wealth of civilization, the university strives to enrich the public that sustains it.

We the faculty are hereby united to strengthen the quality of education and research at Oregon Tech. We have the power in our union to shape the future of higher education, raising our collective voice for the preservation of public education and the role of faculty in governing our University.

For purposes deemed wise and good, our goal is to fairly and equally represent faculty in all matters pertaining to employment and professional relations, pursuant to Oregon State Law, and our own sense of professional responsibility.

In order to best address the needs of the students, the faculty, and the administration of Oregon Tech, it is essential that faculty members be informed and involved in all aspects of University matters. In order to promote increased faculty participation and to give voice to faculty in the planning, policy-making, and decision-making processes of the institution, we herein establish ourselves as Oregon Tech AAUP.

Article I: Name

The name of this organization is the Oregon Tech AAUP chapter of the American Association of University Professors (AAUP or the Association).

Article II: Purposes

The purposes of this chapter are to:

1. Support the policies and goals of the Association as set forth in Article 1 of the AAUP national constitution, and in all matters act in harmony with the principles and procedures of national Association and its constitution;
2. Facilitate the cooperation of teachers and research scholars in universities and colleges, and in professional schools of similar grade, for the promotion of the interests of higher education and research, and in general to increase the usefulness and advance the standards, ideals, and welfare of the profession.
3. Defend academic freedom at Oregon Tech and throughout academe;
4. Encourage faculty participation in governance at Oregon Tech;
5. Protect and advance the professional status and interests of all faculty;
6. Facilitate the dissemination of information on higher education principles and practices;
7. Inform the academic community about AAUP standards and policy statements; and
8. Negotiate on behalf of the faculty to improve the terms and conditions of employment of the faculty through the process of collective bargaining.
9. Develop necessary and proper chapter programs for the accomplishment of the aforementioned purposes.

In furtherance of the purposes described above, but not in limitation thereof, the chapter shall have power to conduct studies; to disseminate statistics and other information; to engage in appropriate fundraising activities; to conduct promotional activities, including advertising and publicity, in or by any suitable manner of media; to hold such property as is necessary to accomplish its purposes; and to employ individuals to further its purposes under Article II. This chapter is organized and operated for the above stated purposes, and for other nonprofit purposes. No part of its assets, income, or profits shall be distributable to, or inure to the benefit of, any individual, except in consideration of services rendered.

Article III: Members

Eligibility for membership in this chapter shall extend to all members of the Oregon Tech AAUP bargaining unit all full-time Oregon Tech faculty members (as defined by the OIT Faculty Constitution) who are national members of the American Association of University Professors, except for associate members. All chapter members may vote in chapter matters.

The OIT Faculty Constitution defines the Faculty as those individuals who hold the rank of professor, associate professor, assistant professor, instructor, research associate, or research assistant, and whose full time equivalent is at least fifty percent (50%) teaching, research, or administration.

A member in good standing is defined as a bargaining unit member who has been actively employed by the university in a bargaining unit position at any time during the last twelve months, has signed a union membership card, and pays regular membership dues.

Members in good standing have voting rights as described in the relevant section(s) below. The term "member" is used throughout this document to mean a member in good standing.

A member who is or was more than 30 days delinquent in dues payment while they were employed shall be considered to be a member in bad standing, and shall be promptly notified of such status. A member shall be removed from full membership in this union, with notice, following three months of dues nonpayment during a period in which they were employed, unless a plan to pay back dues is made and approved by both the Executive Council and the member.

No person shall be denied membership, nor shall this union ever discriminate against individual members or applicants for membership on the basis of political beliefs; individual or group identity characteristics, such as race, color, religion, national or ethnic origin, age, sex, sexual orientation, gender identity or expression; marital, civil union, or family status; disability, or veteran status.

Article IV: Officers and Organization

The officers of this organization shall be the president, vice president, secretary, and treasurer. The term of office shall be two years. Officers may serve no more than two consecutive terms.

Officers shall be elected in March of even years, with the exception of the first election, which shall be conducted simultaneously with the adoption of these bylaws. The Election Committee shall send a call for nominations to all members at least two weeks prior to the election date. Any member may nominate or self-nominate a candidate for any office.

The Election Committee shall determine if the persons nominated are members in good standing, compile a ballot, and conduct the election. All voting members will receive a reasonable amount of time in order to cast their vote according to the procedures established by the Labor- Management Reporting and Disclosure Act. Voting may take place using electronic means.

Candidates for office shall supply a written statement of between 250 and 500 words describing their qualifications for office, which shall be circulated to members along with the election ballot.

President: The duties of the president shall include carrying out the policies of the chapter, appointing all committees of the chapter, exercising general supervision over the activities of the chapter, and presiding at meetings of the chapter and executive committee. The president shall be a member ex officio of all committees, with the exception of the Elections Committee.

Vice president: The duties of the vice president shall include those usually appertaining to the office and those delegated by the president. In the absence of the president, the vice president shall serve in the president's stead.

Secretary: The duties of the secretary shall include keeping a record of all proceedings and correspondence of the chapter, certifying chapter delegates to the Association's annual meeting, preparing or overseeing the preparation of newsletters for distribution to the faculty if such shall be desired, maintaining official contact with the Association. It shall be the duty of the secretary to provide the secretary-treasurer of the Association the names of the officers of the chapter and the chapter bylaws and to conduct the correspondence of the chapter with the secretary-treasurer. In the absence of the president and vice president, the secretary shall preside at meetings of the chapter.

Treasurer: The treasurer shall keep an accurate record of all funds received and disbursed. At the request of the executive committee, the treasurer shall prepare an annual chapter budget and report of finances, and submit them for approval. It shall be the duty of the treasurer to remit to the Association and/or to the applicable state conference any dues collected on behalf of the Association and/or conference. In the absence of the president, vice president, and secretary, the treasurer shall preside at meetings of the chapter.

A majority of the Executive Council or a Petition of 40% of the membership may require a recall election of any officer or member of the Executive Committee. The membership shall vote on recall with a majority of those voting deciding.

When an officer has resigned or is disqualified, the office shall be filled by a special election of the chapter, which shall be held as promptly as is feasible. The executive committee is empowered to fill vacancies in any elective office until a special election is held. The person so elected shall hold office for the remainder of the term.

Article V: Dues

The chapter may establish chapter dues. Any chapter dues will be established by a secret ballot vote conducted among voting chapter members. The vote may be conducted either by mail

ballot or, after reasonable notice, at a regular or special membership meeting. Chapter members must pay current AAUP dues, any mandatory conference dues, and chapter dues.

Article VI: Committees

A. Executive Committee

The executive committee shall consist of the elected officers of the chapter, the immediate past president, and two members elected at large. One at large member shall be selected from among faculty whose primary duties are at the Klamath Falls campus of Oregon Tech, and the other from among faculty whose primary duties are not on that campus (this includes faculty whose duties are entirely online). The majority of the executive committee shall constitute a quorum for conduct of business of the committee. The executive committee shall assume responsibility for the chapter's continuing effective presence at the institution, keeping all positions on the executive committee filled as vacancies occur. The executive committee shall:

1. Meet regularly;
2. Respond to faculty members seeking assistance;
3. Conduct the business of the chapter between meetings;
4. Regularly recruit members and encourage maintenance of membership;
5. Make necessary appointments to complete an unexpired term of any officer;
6. Set the agenda with appropriate notice for chapter meetings;
7. Appoint members of the contract bargaining team;

8. Consult regularly with the administration on matters of mutual interest; and

9. Respond to inquiries from the media.

B. Membership Committee

The membership committee shall regularly recruit new members and encourage the maintenance of membership. Working with the treasurer and other applicable chapter officers, the committee shall promote the establishment of a dues deduction plan and other appropriate plans to encourage membership recruitment and maintenance.

C. Elections Committee

The Elections Committee shall conduct and supervise elections of the officers of the chapter. The committee shall consist of at least three members. Members of the executive committee are not eligible to serve on the elections committee.

D. Other Committees

The chapter may create additional standing and ad hoc committees as necessary to promote the welfare of the chapter. The president, with the advice of the executive committee, shall appoint the chair and members of these committees.

Article VII: Meetings

The chapter shall hold regular meetings at least three times each academic year, normally once per academic term. Written notice of regular meetings shall be provided to each member prior to the beginning of each academic year.

The president or a majority of the executive committee may call special meetings of the chapter. The secretary of the chapter shall provide written notice of such meetings to each member at least five days in advance of the meeting date. The president shall call special meetings of the

chapter within seven days of being so directed by the executive committee or by a petition signed by ten percent of the members.

The quorum required for the transaction of business at all meetings of the chapter shall consist of 20 percent of the members.

Article VII: Stewards

The President shall appoint stewards to provide a liaison with faculty members. Stewards shall be expected to become familiar with the chapter contract and bylaws, attend regular meetings of the chapter, and serve as the initial contact for faculty members who have questions related to the chapter. Each faculty office physical location (building) that houses ten or more faculty members shall have at least one steward. An at-large steward shall be appointed to serve faculty members at locations with fewer than ten offices and faculty members who work entirely online. Stewards shall be appointed from among faculty whose offices are in the physical location they serve, if possible. Stewards may serve more than one location.

Article IX: Dissolution

Upon dissolution of the chapter, its assets shall be distributed to the Association, a charitable and educational organization.

Article X: Amendments

These bylaws may be amended by majority vote of the members, provided that a notice setting forth the proposed amendment or amendments an explanation thereof and known objections thereto shall have been sent to each member at least thirty days prior to the vote. Any member of the chapter may initiate an amendment.

Article XI: Rules of Order

Roberts Rules of Order Revised shall be the authority for this chapter in matters of procedure not specified above.

Enacted this _____ day of _____ in the year _____.