

Staff Council Membership Criteria

Original committee members were selected by members of the President's Advisory Counsel. These members will serve for two years after the initial first year to accommodate the developmental process of the committee. During the first year, the committee selected three additional members to better represent the staff; an additional member for athletics and two members representing housekeeping and maintenance. Staff members have been divided into groups to attempt to provide equitable representation for the committee.

Term length varies from a two-year term to a four-year term for the original committee members and two years for elected members beginning 2004-05.

The term of future committee chairman will be a four year commitment; one year as chairman-elect, two years as chairman, and one year as past chairman. A chairman-elect will be selected by the committee at the beginning of the second year of the chairman's term to ensure continuity of leadership. The first chairman-elect will be selected in the summer of 2005.

During the academic year 2004-05, if the chairperson of the committee leaves the College or vacates the office, a special election will be held among the remaining members to elect a member to fulfill the remainder of the chairman's term. The first chairman-elect will also be selected by the committee at the beginning of the academic year 2005-06. Beginning the academic year 2005-06, if the chairman of the committee leaves the College or vacates the office, the chairman-elect will take over the position and a special election will be held among the remaining members to elect another chairman-elect. At the beginning of the academic year 2006-07, the chairman will move into the past-chairman position and will be available to fill in if the chairman leaves the College or vacates the office. After this initial time period, there will be a chairman along with either a chairman-elect or a past chairman at all times. These positions will be used to fulfill the chairman's position if necessary.

The secretarial position will be designated as a two year term. This position will be available for replacement in the summer of 2005. If the secretary leaves the College or vacates the position, a special election will be held among the remaining committee members to replace the position.

Beginning in the summer of 2005, initial members will be replaced using the following selection criteria:

- Minimum of two years of employment as a staff member to be eligible for membership.
- Nominations for replacement membership will be solicited from the designated "group" as defined at that time. Staff members of the designated group will vote on the nominees for their representative.
- If a member ceases to be employed by the College before their term is completed, the committee will request nominations for a replacement from the former member's "group" as defined at that time.
- Members will not be allowed to serve consecutive two-year terms, but are eligible to serve another non-consecutive term.

Initial members designated for two year terms will be replaced in the summer of 2005. Initial members designated for three year terms will be replaced in the summer of 2006. Initial members designated for four year terms will be replaced in the summer of 2007. This initial rotation allows for staggered membership to the committee to maintain the ratio of experienced membership to continue the process of staff advancement at Catawba College. All members elected to replace an initial member will serve a two year term.

* Elected member, two year term.

Addendum to Membership Criteria: March 2006

Members shall serve a three-year term beginning with those members elected in June 2005. This revision will prevent a loss of two-thirds of the Council membership in the summer of 2007.

The term for the office of Secretary will be one year.