BYLAWS

LATINX FACULTY AND STAFF ASSOCIATION (LFSA)

ARTICLE I. NAME

The Organization shall operate under the name of Towson University Latinx Faculty and Staff Association. The acronym for the Organization shall be LFSA.

ARTICLE II. MISSION STATEMENT

The Latinx Faculty & Staff Association's mission is to support the development of a network of Latinx faculty, administrators, and staff as well as encourage and promote the participation of Latinxs in all facets of Towson University.

ARTICLE III. OBJECTIVES

The mission of the Association is guided by these objectives:

1. To promote fellowship among TU faculty and staff of Latinx origin.
2. To facilitate the personal and professional growth of Latinx faculty and staff.
3. To support the University’s commitment to diversity to recruit and retain faculty and staff of Latinx heritage.
4. To advocate the needs and concerns of Latinx faculty and staff.
5. To collaborate with other cultural/civic/ethnic organizations within TU to promote common activities.
6. To serve as a liaison between TU administration and faculty and staff of Latinx origin.
7. To educate TU and Towson-Baltimore communities as well as communities in the region about Latinx issues.
8. To recruit and retain students of Latinx origin and provide an environment and opportunities to integrate them into the broader TU community.
ARTICLE IV. MEMBERSHIP

1. Members:
   Current and/or retired faculty and staff members of Towson University identified by self-reporting as being of Latinx/Hispanic origin and those who are supportive of the mission are eligible to become members of the association.

ARTICLE V. OFFICERS

1. The officers of the Association shall consist of:
   a. Faculty Co-chair
   b. Staff Co-chair

Officers must be full-time faculty or staff members of Towson University in accordance to Article IV.1

2. Election
   Nominations for the officer positions can be made by any member including self-nominations.

   a) Election may take place at a meeting of the LFSA or be conducted electronically.
   b) The nomination process will open one month prior to the end of the term of office of the LFSA current officers.
   c) A one week period will be allowed for the nomination process and another week for the acceptance of the nomination.

3. Terms
   Officers shall serve a two-year term of office with a maximum of two consecutive terms.

4. Any conduct or action by an officer that is deemed unprofessional or damaging to this Association may also be considered for removal.

ARTICLE VI. DUTIES OF CO-CHAIRS

1. Faculty Co-Chair
2. Staff Co-Chair

The faculty and staff co-chairs will coordinate general meetings and formulate the agenda.

1. Co-chairs shall co-sign all official documents.
2. Co-chairs will be responsible for the distribution of all official documents, including an annual progress report.
3. Co-chairs will take the lead in planning programs and activities consistent with the mission of the Association.

ARTICLE VII. MEETINGS

1. Co-chairs Meeting
i. Co-chairs of the Association shall meet on a monthly basis.
ii. Upon unanimous consent of the Co-Chairs, meetings can be canceled and rescheduled.

2. General Meetings
   i. General meetings are open meetings for all members and allies.
   ii. Co-chairs of the Association will schedule regular general meetings and formulate meeting agenda with input from membership.

3. Special Meetings
   i. Special meetings may be called by the Co-chairs.

ARTICLE VIII. VOTING PROCEDURES

1. Co-chairs shall strive for consensus in their decision making process, failing which decisions will be made by a simple majority vote.
2. Co-chairs shall seek the votes of members on matters pertaining to:
   Examples:
   a. Funding request submitted by an external group
   b. Funding proposal submitted by LFSA

3. Election Process as prescribed in Article V.2 will be adopted for the ballot-voting process for officers.

ARTICLE IX. AMENDMENTS

Any member can propose amendments to alter or repeal these Bylaws. Adoption of proposed changes to the LFSA Bylaws must be approved by a majority of the current LFSA membership. Votes may take place during LFSA meeting or may be conducted electronically.