



APAC Guidelines

(Updated ~~February 13, 2020~~ January 2025)

Table of Contents:

Article I: Name & Personnel	Page 1
Article II: Mission	Page 2
Article IV: Membership	Page 4
Article III: Organizational Structure	Page 2
Article IV: Membership	Page 4
Article V: Member Responsibilities	Page 6
Article VI: Officer Responsibilities	Page 6
Article VII: Vacancies	Page 7
Article VIII: Elections	Page 9
Article IX: Meetings	Page 10
Article X: Amending the Guidelines	Page 12

ARTICLE I. NAME & PERSONNEL

The name of this organization shall be: WASHINGTON STATE UNIVERSITY ADMINISTRATIVE PROFESSIONAL ADVISORY COUNCIL hereinafter referred to as the APAC.

Office Support Personnel~~Principal Assistant~~

1. The APAC will have an office support position. This position is shared with the Faculty Senate.
2. The office support position will be involved in APAC business and attend all APAC meetings, including Executive sessions.
3. The office support position has no voting privileges.
4. The ~~Office Support Personnel~~Principal Assistant is responsible for the following duties:
 - a. Provide a sign-in sheet at each meeting for guests

- b. Provide agendas at each meeting
- c. Document membership attendance at each meeting
- d. Record minutes of each meeting
- e. Distribute draft copies of minutes to all APAC members for review within two (2) weeks of each meeting
- f. Maintain the files and documents of the APAC
- g. Schedule rooms, dates, and times for the APAC meetings
- h. Serve as the point of contact for the APAC paperwork processing

ARTICLE II. MISSION

The Administrative Professional Advisory Council (APAC) will provide institutional level advocacy in support of all administrative professional (AP) personnel system-wide, will maintain a variety of channels of communication to ensure effective interactions occur on a regular basis between APAC and its constituents, and will provide opportunities for professional development and recognition for AP employees.

1. Meeting regularly with WSU senior administration, including the president and provost, the WSU Board of Regents, and various University committees and councils.
2. Developing marketing and communication strategies to ensure our constituents fully understand our mission and goals and the means available to them to communicate with APAC members.
3. Provide a clear list of goals and objectives, published and updated annually.
4. Fostering the idea that APAC will assist AP employees in supporting their professional experience and development.
5. Bringing relevant and effective professional development to AP staff through guest speakers, seminars, scholarships, events, workshops and on-line tools.
6. Provide routine, systematic events to solicit and receive feedback from AP employees system-wide. To include an institutional climate evaluation survey. This will be organized to be distributed in the academic year that HRS is not scheduled to survey the Ap staff.

ARTICLE III. MEMBERSHIP

Council Members

1. Council Members shall consist of AP representatives from across the Washington State University community. AP representation shall consist of no less than a FTE (Full-time Equivalent) ratio of 1:90 rounded down for each campus location or collective non-campus.

personnel. If there are less than 90 AP personnel at a campus location or collective non-campus locations then APAC representation will be 1. FTE counts will be taken as reported from WSU institutional research each January for the following year elections.

2. Council Members will have voting privileges and be entitled to participate in APAC business.

3. Committee may be formed for these topics and others as needed and approved by APAC, as listed:

- Budget
- Diversity, Equity, and Inclusion (DEI)
- Marketing & Communications
- Professional Development & Events
- Elections & Bylaws

4. Ex-officio presentation on committees

Alternates

1. Alternates shall consist of up to seven (7) AP representatives with a minimum of two (2) from Pullman Campus and as many as five (5) from across the Washington State University community.

2. Alternates do not have APAC Council voting privileges but Alternates are expected to participate in APAC business.

Ex-Officio Members

1. Ex-Officio members to APAC will be designated and voted on as needed by the APAC Councilmembers.

Liaison Member to the Northwest Coalition of Professional Staff (NCPS)

1. Said liaison member will be elected by the voting members for a two (2) year term.

2. Terms will run from July 1 through the end of the conference of the final year or June 30.

3. This position is renewable for an additional term of two (2) years to be voted on by council members.

4. This position will be a voting member of APAC.

5. This position is not subject to the representation ratio outlined in Article IV bullet one (1) for Council Members.

Resignations

1. At times members may need to resign from their membership on APAC. The APAC respects the decision of a member who must step down.

2. Resignations shall be submitted to the APAC Chair in writing, providing as much notice as possible.

3. Resigning from the APAC does not exclude a person from future membership on the APAC, or from assisting with the APAC sub-committees and projects.

Removal from Appointment – Council Member

1. A Council Member may be removed who fails to meet the identified "Member Responsibilities" in the APAC Guidelines.
2. Any Council Member who is in violation of the Member Responsibilities will be contacted by the Chair to discuss the issues/concerns.
3. If the issues/concerns are not resolved the APAC will convene an executive session to discuss and vote on removal.
4. Any member may be removed from the APAC by a 2/3 vote of the currently appointed APAC Council members.
5. Written notification of the issues/concerns and consequent removal from the APAC will be provided to the member.

Removal from Appointment - Officer Position

1. An Officer may be removed who fails to meet the identified "Officer Responsibilities" in the APAC Guidelines.
2. The Executive Committee will contact the Officer who is in violation of the Officer Responsibilities to discuss the issues/concerns.
3. If the issues/concerns are not resolved the APAC will convene an executive session to discuss and vote on removal.
4. Any Officer may be removed from the Officer position by a 2/3 vote of the currently appointed APAC Council members.
5. Written notification of the issues/concerns and consequent removal from the Officer position will be provided to the Officer.

ARTICLE IIIV. ORGANIZATIONAL STRUCTURE

The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern APAC in all cases in which they are inconsistent with the Elections and Bylaws and any special rules of order APAC shall adopt.

Council Members

1. Each Council Member will be appointed to serve a three (3) year term.
2. Terms will be staggered every third year, allowing one third of the membership to be nominated and appointed each year when possible.
3. Terms will run from July 1 through June 30.
- ~~4. Consecutive terms of membership may be allowed for a total of up to two (2) regular terms.~~Council members may serve two (2) consecutive regular three (3) year terms; serving a total of six (6) years. Special circumstances may warrant a council vote to allow a member to serve additional terms.
5. A new Council Member appointed to a partial term of less than eighteen (18) months will

remain eligible for two additional three (3) year terms.

6. Any Council member who has reached the consecutive term limits will be eligible for reappointment to the Council after a one (1) year break in service. Consecutive term limits will start over after this one (1) year break in service.

~~7. The NCPS Liaison Council Member's term shall be two (2) years with an option to be elected to serve one additional two (2) year term. Consecutive term limits will start over after a two (2) year break in service.~~

Alternates

1. Each Alternate will be appointed to serve a one (1) year term.
2. Terms will run from July 1 through June 30.
3. Alternates may serve an indefinite number of one (1) year terms, whether consecutive or not.

Officers

~~1. Officer positions must be held by a full council member (no alternates).~~

~~2.~~ Officer positions will be for a one (1) year term.

~~2.3.~~ Terms will run from July 1 through June 30.

~~3.4.~~ Officer positions will take effect the same year as the election.

~~4.5.~~ A Council member may hold a specific Officer position for up to two (2) consecutive terms. Any Council member who has reached the consecutive Officer Term limits will be eligible for election to that specific Officer position again after a 1-year break in service. Consecutive limits will start over after this 1-year break in service.

Executive Committee

1. The Executive Committee will consist of:
 - Chair
 - Vice Chair
 - Treasurer
 - Past Chair (if not holding another executive committee title and willing to serve)
 - Past Vice Chair (if not holding another executive committee title and willing to serve)
2. Will represent the APAC at meetings with University Administration or other entities for discussing issues pertinent to AP employees.
3. Be vested with the authority and powers of the APAC when the APAC is not meeting; and will report back to the APAC any actions taken.

Voting

1. Council members may vote in person, electronically, or by submitting an Absentee vote.
2. Electronic voting via e-mail response from Council member's official WSU e-mail address is

allowed.

3. Absentee voting by e-mail response from Council member's official WSU e-mail address and/or by Council member's signed written document delivered to the APAC office prior to the actual Council meeting vote is allowed.

ARTICLE IV. MEMBERSHIP

Council Members

1. ~~Council Members shall consist of AP representatives from across the Washington State University community. AP representation shall consist of no less than a FTE (Full time Equivalent) ratio of 1:90 rounded down for each campus location or collective non-campus personnel. If there are less than 90 AP personnel at a campus location or collective non-campus locations then APAC representation will be 1. FTE counts will be taken as reported from WSU institutional research each January for the following year elections.~~
2. ~~Council Members will have voting privileges and be entitled to participate in APAC business.~~
3. ~~Committee may be formed for these topics and others as approved by APAC, as listed:~~
 - ~~Budget~~
 - ~~Speaker/Presentation~~
 - ~~Events~~
 - ~~Communication/Marketing~~
 - ~~Professional Development~~
 - ~~Strategic Planning/Guidelines~~
 - ~~Elections/Membership~~

4. ~~Ex-officio presentation on committees~~

Alternates

1. ~~Alternates shall consist of up to seven (7) AP representatives with a minimum of two (2) from Pullman Campus and as many as five (5) from across the Washington State University community.~~
2. ~~Alternates do not have APAC Council voting privileges but Alternates are expected to participate in APAC business.~~

Ex-Officio Members

1. ~~Ex-Officio members to APAC will be designated and voted on as needed by the APAC Councilmembers.~~

Liaison Member to the Northwest Coalition of Professional Staff (NCPS)

1. ~~Said liaison member will be elected by the voting members for a two (2) year term.~~
2. ~~Terms will run from July 1 through the end of the conference of the final year or June 30.~~
3. ~~This position is renewable for an additional term of two (2) years to be voted on by council members.~~

- ~~4. This position will be a voting member of APAC.~~
- ~~5. This position is not subject to the representation ratio outlined in Article IV bullet one (1) for Council Members.~~

Resignations

- ~~1. At times members may need to resign from their membership on APAC. The APAC respects the decision of a member who must step down.~~
- ~~2. Resignations shall be submitted to the APAC Chair in writing, providing as much notice as possible.~~
- ~~3. Resigning from the APAC does not exclude a person from future membership on the APAC, or from assisting with the APAC sub-committees and projects.~~

Removal from Appointment – Council Member

- ~~1. A Council Member may be removed who fails to meet the identified "Member Responsibilities" in the APAC Guidelines.~~
- ~~2. Any Council Member who is in violation of the Member Responsibilities will be contacted by the Chair to discuss the issues/concerns.~~
- ~~3. If the issues/concerns are not resolved the APAC will convene an executive session to discuss and vote on removal.~~
- ~~4. Any member may be removed from the APAC by a 2/3 vote of the currently appointed APAC Council members.~~
- ~~5. Written notification of the issues/concerns and consequent removal from the APAC will be provided to the member.~~

Removal from Appointment – Officer Position

- ~~1. An Officer may be removed who fails to meet the identified "Officer Responsibilities" in the APAC Guidelines.~~
- ~~2. The Executive Committee will contact the Officer who is in violation of the Officer Responsibilities to discuss the issues/concerns.~~
- ~~3. If the issues/concerns are not resolved the APAC will convene an executive session to discuss and vote on removal.~~
- ~~4. Any Officer may be removed from the Officer position by a 2/3 vote of the currently appointed APAC Council members.~~
- ~~5. Written notification of the issues/concerns and consequent removal from the Officer position will be provided to the Officer.~~

ARTICLE V. MEMBER RESPONSIBILITIES

Professionalism

1. All APAC members must remember that they are representatives of Washington State University, the APAC, and thereby must act professionally.
2. All members are expected to understand confidentiality and respect the thoughts and ideas of other Council members, constituents, and guests.
3. All information discussed and shared during an Executive meeting session is confidential.

Attendance

- ~~1. All members are expected to attend a minimum of 70% of regularly scheduled meetings.~~
- ~~2. If unable to attend a meeting, the member must contact the APAC office support staff prior to or as soon after the missed meeting as possible.~~
- ~~3. Meeting minutes will reflect attendance.~~

Service

1. The APAC is a working Council and relies on active participation from its membership.
2. All members are expected to actively participate at the meetings and in sub-committee work and constituent visits.
3. Members will generally have the ability to identify what sub-committee(s) they would like to be appointed to.
4. The APAC reserves the right through the executive committee to appoint members to specific sub-committees based on need.
5. Members are expected to interact with constituents; sharing information and bringing concerns forward to the APAC.
6. Sub-Committee initiatives will be provided to APAC one month after the beginning of their working cycle.

Attendance

1. All members are expected to attend a minimum of 70% of regularly scheduled meetings.
2. If unable to attend a meeting, the member must contact the APAC Principal Assistant staff prior to or as soon after the missed meeting as possible.
3. Meeting minutes will reflect attendance.

ARTICLE VI. OFFICER RESPONSIBILITIES

Chair

1. Newly elected Officers will preside over the APAC retreat
2. Lead and organize the APAC meetings; develop meeting agendas
3. Represent the APAC at the Board of Regents meetings and others at the request of the President
4. Participate in Commencement ceremonies
5. Prepare the APAC Annual Report to be presented to the President; identifying accomplishments of the past year
6. Be the primary liaison with Administration for AP employees
7. Assist Administration as necessary to further AP career growth at WSU
8. Serve on University committees as requested
9. Represent the APAC at University functions

~~10. Review and understand Robert's Rules of Order Revised for APAC meetings~~

Vice Chair

1. Newly elected Officers will preside over the APAC retreat
2. Assist the Chair in leading and organizing the APAC
3. Perform all duties of the Chair when he/she is unable to do so
4. Oversee all of the APAC Sub-Committees

~~5. Review and understand Robert's Rules of Order Revised for APAC meetings~~

Treasurer

1. Newly elected Officers will preside over the APAC retreat
2. Oversee APAC budget and process approved allocations for the sub committees
3. Provide monthly budget reconciliation
4. Track ongoing commitments
5. Provide a treasurer's report at the annual retreat

~~6. Review and understand Robert's Rules of Order Revised for APAC meetings~~

ARTICLE VII. VACANCIES

Council Members

1. If a vacancy occurs prior to the end of a Council Member's term the APAC will evaluate and determine by majority vote of Council members in attendance whether to fill the position immediately or wait until the regular nomination session.
2. If a vacancy occurs prior to the end of a Council Member's term and the APAC determines that it needs to be filled prior to the regular nomination session, the position will be filled with

one of the Alternates.

3. In an executive session by majority vote, the APAC Council Members will elect which Alternate will be appointed to fill the unexpired term.
4. If no Alternates are available to fill the vacancy, the APAC will call for a special nomination session in order to fill the vacancy.
5. The new Council Member will be appointed to fill the remainder of the unexpired term.

Alternates

1. If a vacancy occurs prior to the end of an Alternate's term the APAC will evaluate and determine by majority vote of the Council members in attendance whether to fill the position immediately or wait until the regular nomination session.
2. If a vacancy occurs prior to the end of an Alternate's term and the APAC determines that it needs to be filled prior to the regular nomination session, the APAC will call for a special nomination session in order to fill the vacancy.
3. The Alternate position will be filled with an appointment for the remainder of the unexpired one (1) year term.

Special Nomination Session

1. Once the APAC determines that a special nomination session is needed to fill Council Member or Alternate position vacancies a notice of Nominations will be posted.
2. Nominations of potential Council Members and Alternates will be accepted for thirty (30) days or as determined by the Council.
4. Names of nominees will be submitted in writing to the APAC Office.
5. The Chair of the Election sub-committee will ensure that all Council Members receive a copy of the nominations for review prior to the executive nomination review session.
6. The APAC will hold an executive nomination review session following the close of nominations.
7. In the executive nomination review session, the APAC will review all nominees and vote on a list of names for recommendation of appointment to Council Member positions.
8. The recommendation list will be submitted to the ~~Ex-Officio Administration-representative~~ APAC Principal Assistant, who will extend the final appointments in writing.
9. The new Council members and Alternates will be invited to attend the first regularly scheduled Council meeting after receiving their written notice of appointment.

ARTICLE VIII. ELECTIONS

Officer Requirements

Chair

1. Be elected from within the membership of the APAC
2. Have served on the APAC a minimum of one (1) year prior to election.

- a. The one year term can be as an Alternate or Council Member.
- b. Be in good standing in accordance with Article V.

Vice Chair

- 1. Be elected from within the membership of the APAC
- 2. Have served on the APAC a minimum of one (1) year prior to election.
 - a. The one year term can be as an Alternate or Council Member.
 - b. Be in good standing in accordance with Article V.

Treasurer

- 1. Be elected from within the membership of the APAC
- 2. Have served on the APAC a minimum of one (1) year prior to election.
 - a. The one year term can be as an Alternate or Council Member.
 - b. Be in good standing in accordance with Article V.

Election Process Outline

- 1. Each year in January, the ~~Office Support Personnel~~Principal Assistant will notify any member who is eligible to renew their APAC Membership for an additional term. By the February APAC meeting, the eligible member will submit their written request to the Election ~~Sub-Committee~~& Bylaws committee.
- 2. ~~Each year~~On even years (beginning in 2024) in February, the Election sub-committee will compile the open vacancies list including Council Members, Alternates, NCPS liaison and Officers. They will also provide APAC with a recommendation for representation in areas needing to be strengthened or decreased based on 1:90 ratios, which will be included in the nomination process and announcements.
- 3. Following the APAC review and approval, requests for nominations, announcements and advertising to the AP community will be conducted in February of each year.
- 4. Nominations of potential Council Members, Alternates and Officers will be accepted in writing for thirty (30) days. Names of nominees will be submitted in writing to the APAC Office.
- 5. The Chair of the Election sub-committee will ensure that all voting Council Members receive a copy of the nominations for review prior to the executive session for election by the end of March.
- 6. The day of the regularly scheduled April meeting, APAC will hold an executive session for election following the regularly scheduled monthly meeting.
- 7. In the executive session for election, the APAC will review all nominees, vote, and generate a selected list of names of appointees. The selected list will be submitted to the HRS Ex-Officio Administration representative, who will extend the final appointments in writing.
- 8. ~~Alternates shall consist of up to seven (7) AP representatives with a minimum of two (2) from Pullman Campus and as many as five (5) from across the Washington State University community~~

9.8. The new Council members and Alternates will be invited to attend the first regularly scheduled Council meeting after receiving their written notice of appointment.

Nominations & Requirements

1. Nominations will be submitted in writing to the APAC Office during the open 30 day nomination period. Self nominations are also accepted.
2. Any member nominated has the right to decline the nomination. The APAC respects the decision of a member who declines a nomination. All nominees are contacted for an opportunity to decline before the packets are sent to the APAC voting Council Members.
3. Current Council Members will need to be in good standing in accordance with Article V.
4. All Officer position nominees shall include a letter detailing how they are qualified for the position with their nomination packet per the advertised requirements.
5. All Alternate and Council Members nominees will ~~completed~~complete the APAC online nomination web form.

Voting

1. The election of officers will take place during an executive session for election after the regularly scheduled April meeting with the other elections.
2. Officer positions will be elected in the following order: Chair, Vice Chair, and Treasurer
3. The Chair of the Election sub-committee will read the list of nominations for all the positions being elected.
4. At this time, any member nominated has the right to decline the nomination. The APAC respects the decision of a member who declines a nomination.
5. During the election executive session, the candidate(s) will be asked to prepare a brief presentation for up to five minutes and take Q&A from the voting APAC Council Members for up to five minutes each. Candidate(s) will be asked to leave the room for an opportunity for group discussion before the vote. Discussion will be limited to five minutes.
6. The Chair of the Election sub-committee will call for discussion of the candidates.
7. The candidates have the right to vote in the election and will be brought back into the room prior to the actual voting.
8. The Chair of the Election sub-committee will call for a vote of the candidates by ballot.
9. In the event of a tie the top candidates will be asked to leave the room again. They will be brought back in one at a time and will have the opportunity to address the Council.
10. The Chair of the Election sub-committee will call for a second vote of the candidates by ballot.
11. In the event of a second tie the election will be determined by lot.

Process for Absence of Officer Nominations

Process for when there are no applicants for an officer position(s):

1. Sitting officers remain in their positions following elections until June 30, so there is no

need to appoint an immediate interim

2. If no Treasurer, Vice Chair or Chair is elected:
 - a) A second call for eligible APAC members to apply with a 3-week deadline to follow with an application period
 - b) A special election session will be held after the May regular meeting
 - c) Regular special election and voting processes will be followed
3. If after the special election there is no Chair:
 - a) The immediate past chair will be offered the position. If they decline or are no longer in APAC, then
 - b) The position will be offered to the newly elected Vice Chair
4. If after the special election there is no Vice Chair:
 - a) The immediate past vice chair will be offered the position. If they decline or are no longer in APAC, then
 - b) The duties will roll to the Chair position
5. If after the special election there is no Treasurer:
 - c) To ensure fiduciary transparency, the chair of the Budget Committee will provide oversight to the chair on the budget

If none of the candidate(s) receive a majority vote for an officer position(s):

1. The first vote will have two options: yes = 1 or abstain = 0
2. If a majority vote is not reached, there will be an option for additional five minutes of Q&A, the candidate(s) will leave the room for group discussion before a re-vote is taken.
 - a) There will be a re-vote on the top vote-getting candidate only with two options: yes or abstain
 - b) If the number of yes votes are more than abstain, then the candidate will fill the officer position
 - c) If requested, feedback of the unsuccessful candidate will be provided by the Elections and By-Laws Committee.

There is not a majority vote for an alternate or council member position:

- a) Same process as for officer positions

Process for reviewing the continuing council members on June 30 to see if they have met the member responsibilities for the fiscal year before starting the next fiscal year:

1. Elections committee reviews professionalism, service and attendance performance and makes recommendations to Chair
2. Chair has conversation with council member not meeting Member Responsibilities about their lack of performance
3. As soon as a member has missed two meetings in a fiscal year they will receive an email from the Chair reminding them of the attendance requirements

~~Process for addressing executive officer performance issues during the tenure of the position:~~

- ~~1. Submit concerns to APAC Executive Committee~~
- ~~2. Executive Committee and Election Committee reviews concerns with the officer.~~

ARTICLE IX. MEETINGS

Parliamentary Authority

- ~~1. Robert's Rules of Order Revised shall be the parliamentary authority for the APAC except where the APAC Guidelines supersede them. (<http://rulesonline.com/>)~~

Commented [BD1]: APAC previously voted to add Parliamentary Authority position to the Bylaws. No member has shown interest in this position and we feel it is not necessary if all APAC is governed by Roberts Rules of Order.

Quorum

1. A quorum will consist of a simple majority of Council members present at a duly called meeting.
2. No official meeting may occur without a quorum of Council members.
3. If a quorum is not reached at any given meeting the meeting may still occur but will be considered informational.

Frequency

1. The APAC meetings will occur monthly from September through June.
2. The annual retreat will be held prior to the September meeting.

Agenda

1. The agenda for each meeting will be prepared by the Chair, one week prior to each meeting, and a copy distributed to all members.

Minutes

1. Minutes will be recorded at each meeting of record.
2. Minutes of each meeting and any other information from the meeting that should be shared with all APs will be placed on the APAC website.

Budget

1. Yearly operating budgets will be established during the annual retreat.
2. Each sub-committee must submit their yearly budget requests at this time; supporting documentation should be attached.
3. Once each yearly operating budget has been approved by the entire Council, specific expenditure requests throughout the year will be submitted to the chair for approval.
4. If the chair believes the expenditure request is outside of the approved budget, the request will be brought to the entire Council for review.

Special Meetings

1. The Chair, in consultation with the Executive Committee, may call for special meetings with

adequate notice being given to all members.

2. Any APAC member and/or Administration may call for a special meeting for a specific purpose with adequate notice being given to all members.
3. Specific topics for discussion will be identified by the member(s) requesting the special meeting and discussions will be limited to those topics.
4. The Council will determine at the beginning of each special meeting whether minutes will be taken.

Executive Sessions

1. Upon occasion, the ~~APAC Executive Committee~~ may decide that a ~~an~~ closed Executive Session is necessary. This meeting will be for members only.
2. If included as part of a regularly scheduled meeting, all guests will be asked to leave prior to council members going to the closed Executive session.

APAC Executive Committee

1. Meetings of the Executive Committee will be convened as necessary.
2. Any member of the Executive committee may call for a meeting with adequate notice being given to all Executive Committee members.

ARTICLE X: AMENDING THE GUIDELINES

1. These By-Laws may be altered, amended, or replaced, and new By-Laws adopted by a 2/3 vote of the currently appointed APAC Council members.
2. The foregoing By-Laws were revised by the Administrative Professional Advisory Council and adopted on October 9, 2008, amended on June 11, 2009, March 30, 2012, January 10, 2013, May 8, 2014, May 12, 2016, ~~February 2020, January 2025-~~
3. Restructuring of Guiding Principles and By-laws to form new Guidelines completed February 2018.