

**Kent State University Asian, Asian American, & Pacific Islander Faculty and Staff  
Alliance, Kent State AAAPIFASA  
EMPLOYEE RESOURCE GROUP CONSTITUTION**

Consistent with Kent State University's vision to better our society through meaningful voice, KSU's mission and goals will involve creating a culture that values respect, kindness and purpose in all we do.

Human Resources in the Division of People, Culture and Belonging, assists departments in attracting, motivating, developing and retaining talented individuals in a positive, diverse, healthy and safe work environment. Human Resources (1) support participation in Kent State AAAPIFASA and provide them with access to university senior leadership; (2) utilize Kent State AAAPIFASA to assist in outreach to diverse organizations; (3) utilize Kent State AAAPIFASA as advisors to strategies and outreach on hiring, retaining and promoting a diverse workforce; and (4) support various programs that are sponsored by Kent State AAAPIFASA.

**ARTICLE I: NAME**

**1.1 NAME**

This organization shall be known as Kent State Asian, Asian American, & Pacific Islander Faculty and Staff Alliance.

**ARTICLE II: MISSION**

**2.1 MISSION**

Our mission is to build and foster a community that promotes AAPI cultures and values. We are committed to supporting its members' needs and voices.

In collaboration with other initiatives of diversity, equity, and inclusion, we host programs and events, creating sites for empathetic and effective allies.

- The KSU Asian, Asian American, and Pacific Islander Faculty and Staff Alliance (AAAPIFASA) is an Employee Resource Group (ERG) within the Division of People, Culture and Belonging
- Our mission is to build and foster a community that promotes AAPI cultures and values. We are committed to supporting its members' needs and voices.
- In collaboration with other initiatives of diversity, equity, and inclusion, we host programs and events, creating sites for empathetic and effective allies.

**ARTICLE III: MEMBERSHIP**

**3.1 ELIGIBILITY**

Membership in KSU AAAPIFASA is available to all KSU employees. All members are eligible to chair committees, become candidates for elected office, and vote in elections.

**3.2 MEETINGS**

There shall be regular meetings on a date and place designated by the President. This meeting shall be held at a specified location and announced to members KSUAAPIFASA through the listserv.

## **ARTICLE IV: OFFICERS**

### **4.1 OFFICER ROLES AND RESPONSIBILITIES**

**The following positions constitute the Executive Office of the KSUAAPIFASA.**

#### **President**

The President is responsible for scheduling meetings, creating the agenda for each meeting, and facilitating the discussion during the meetings. The President is also responsible for creating, in collaboration with the Treasurer, a budget. The President also serves as the liaison to other university and community departments/organizations (e.g., Human Resources, the Division of People, Culture and Belonging).

#### **Vice President**

The Vice President assists the President with the President's responsibilities as needed. Specifically, the Vice President assists in creating the agenda for each meeting and leads the meetings when the President is unable to attend. The Vice President also serves as the listserv manager.

#### **Treasurer**

The Treasurer is responsible for managing all university and private financial accounts. The Treasurer collaborates with university departments and offices to track financial transactions and ensure that KSU AAAPIFASA is in compliance with university rules and regulations.

### **4.2 ADDITIONAL OFFICERS**

The Officers, with approval of the majority of the membership present at a meeting with it as an agenda item, may appoint additional officers as necessary.

### **4.3 NOMINATION AND ELECTION OF OFFICERS**

Officer positions are evaluated annually in August, prior to the start of the fall semester, to ensure that the members of KSU AAAPIFASA continue to support the current officers. Members can nominate officers at this time and an online election will be held to vote on officers for new academic year. There is no term limit for officers. There are no limitations on the number of terms of office an individual may hold.

## **ARTICLE V: COMMITTEES**

In consultation with the members of KSU AAAPIFASA, the Officers establish committees and their chairs. Any member can become a committee member.