

Ithaca College Faculty and Staff Affinity Group Bylaws

Mission Statement

The Ithaca College Faculty and Staff Affinity Groups (F&S Groups) exist to uplift and support all current and future employees. Faculty and Staff Affinity Groups are designed to create cross-departmental connections and strengthen the campus community. All Staff and Faculty are encouraged to participate for their personal and professional benefit. All Ithaca College Faculty and Staff Affinity Groups are a benefit of working at Ithaca College, and thus membership in each group is open to all Ithaca College Faculty and Staff regardless of age, disability, marital status, national origin, race, color, religion, sex, sexual orientation, gender identity or expression, or military status.

Goal

Each Faculty and Staff Affinity Group will:

1. Build a space and sense of community among Ithaca College Staff and Faculty.
2. Support employee retention by connecting affinity group members with opportunities for professional development, career support, information, and resources to foster career growth and connection to the college.

Oversight

The Director of Staff Equity, Inclusion, and Belonging (the Director) will monitor the existing Faculty and Staff Affinity Groups to ensure the group's activity aligns with the stated goals of Ithaca College Faculty & Staff groups and adheres to college policy. Additionally, the Director will review requests for event sponsorship. All advertisements and other publicity materials for Faculty and Staff Affinity Groups shall be produced by the Center for Equity, Inclusion & Belonging.

Formation

*Sympathy marked by community of interest.*¹

Faculty and Staff Affinity Groups can be formed to support any communal interest that supports the college's mission, vision, and values. [Vision, Mission, Values | Ithaca College](#)

All proposals should be made directly to the Director for review. [\[FORM\]](#)

Faculty & Staff Affinity Group Organization

¹ Merriam-Webster. (n.d.). Affinity. In Merriam-Webster.com dictionary. Retrieved August 14, 2025, from <https://www.merriam-webster.com/dictionary/affinity>

Executive Committee

The Executive Committee will be the governing body of the Faculty and Staff Affinity Group and will be responsible for: the conduct of the group; hosting appropriate programming and activities; communication of pertinent issues to the membership; adherence to college policy, and new member recruitment.

The Executive Committee will be comprised of a Chair, Vice-Chair, and Secretary. All members must be active full-time or part-time employees to remain eligible to serve. In collaboration with the Director, the Executive Committee shall organize at least one event per semester aimed at inviting new membership.

Selection of Executive Committee Members

Executive Committee members serve two-year terms. At the end of each calendar year, the Chair or designee will initiate an open call for nominations to fill any vacant Executive Committee positions or those reaching the end of their term.

All nominees will be presented to the full group for consideration, and Executive Committee members will be elected by a majority vote of the group. Current Executive Committee members may be nominated for re-election if they wish to continue serving. There is no limit to the number of consecutive terms that an Executive Committee member may serve.

General Membership

The membership of all Ithaca College Faculty and Staff Affinity Groups will be open to all current College Staff and Faculty members, regardless of age, disability, marital status, national origin, race, color, religion, sex, sexual orientation, gender identity or expression, or military status. Each member is expected to participate by attending meetings and events, positively supporting recruitment activities, and sharing ideas to improve their group's experience at Ithaca College.

Adding Executive Committee Members

The addition or amending of Executive Committee Members and/or their roles and responsibilities can occur with the agreement of the existing Executive Committee and Director.

Removing Group Members

Any member of the affinity group shall be subject to removal by the Office of Human Resources for violation of these bylaws or Ithaca College Policy.

Affinity Group Liaison

Administrative Assistant to the CEIB, Affinity Group Liaison: The Liaison is appointed by Human Resources in collaboration with the CEIB Director. They are an ex officio, non-voting member of the Executive Committee, that aids the Executive Committee by performing the following tasks:

1. Assist with administrative scheduling, food ordering, promotional support, and general coordination for events.
2. Serve as liaison to the Director and Human Resources.

3. Maintain and store records, data, and other materials to assist with transitions between Executive Committee members.

Faculty & Staff Affinity Group Operation

Constitution

The affinity group has the authority to develop its own constitution on matters such as meeting procedures, voting, elections, and other organizational matters and needs of the group. The constitution may not be in conflict with these bylaws, Ithaca College policy, or any other governing body of the college recognized by the Board of Trustees of Ithaca College

Events

All Faculty & Staff Affinity Group events are open to all current staff and faculty members actively employed at the college, regardless of age, disability, marital status, national origin, race, color, religion, sex, sexual orientation, gender identity or expression, or military status.