

By LAWS OF THE CREIGHTON UNIVERSITY GRAYBACKERS

Adopted December 3, 1987, Last Amended October 1, 2019

ARTICLE I. NAME

The name of this organization shall be "Creighton University Graybackers."

ARTICLE II. PURPOSE

The purpose of the organization shall be to provide a means of fellowship for former employees of Creighton University, to maintain liaison with the University for discussion of matters of common interest, to continue the Creighton family spirit of helpfulness and good will, to perpetuate those principles that have come to be regarded as the ideals of the University, and to participate in activities that are of service to the individual and the University.

ARTICLE III. MEMBERSHIP

Section 1. QUALIFICATIONS.

a. Membership in the Creighton University Graybackers shall be open to any former member of the faculty, administration, or support staff of Creighton University who meets one of the following qualifications:

1. A person age 55 or older who has terminated University employment and has completed 10 or more years of service to the University. Part, or all, of the service may have been classified as contributed services.
2. A former University employee not meeting the qualifications specified in Section 1.a.1 who is granted regular membership by special action of the Board of Directors.
3. Spouses of deceased Graybackers may become associate members by paying the annual membership and will be eligible for all membership privileges except voting rights and the right to serve as an officer or director.

Section 2. FEES.

The annual membership fee shall be \$15, payable January 1, the start of the membership year. However, a person eligible for membership may join anytime during the calendar year upon paying the regular fee. For those paying the fee and becoming members between January 1 and June 30, the fee for the following year is payable January 1. For those paying the fee and becoming members between July 1 and December 31, membership for year beginning January 1 is included.

Section 3 FEE-FREE MEMBERSHIP.

Members of the Graybackers in good standing may become eligible for fee free membership in one of two ways:

a. Graybackers who have been members for five or more years and are no longer able to regularly attend meetings may request Complimentary Membership or be nominated for it by another member. In each case the Graybackers Board of Directors must approve the awarding of Complimentary Membership.

b. Graybackers who have been members for 20 or more years are awarded Life Membership automatically.

Complimentary and Life Members are eligible for all benefits of regular membership.

ARTICLE IV. OFFICERS AND DIRECTORS

Section 1. OFFICERS.

Officers of the organization shall be President, Vice President, Secretary and Treasurer. Terms of office shall be one year. Officers may serve no more than three consecutive years in the same office, except a person serving as Secretary or Treasurer may be re-elected for an unlimited number of consecutive one-year terms in that office.

Section 2. BOARD OF DIRECTORS.

The Board of Directors of the organization shall consist of seven members including the President, Vice President, Secretary and Treasurer, and three other elected members. The three members other than the officers shall serve for three years, one being elected each year. A director may be elected for one additional three-year term.

Section 3. NOMINATION AND ELECTION.

a. Election of officers and directors shall be held at the annual meeting in the month of October.

b. The President shall appoint a Nominating Committee of up to three from the membership. The Nominating Committee shall present a slate of candidates, one nominee for each elective office, in writing in advance of the October meeting for transmittal to the membership with the annual meeting notice.

c. Additional candidates may be nominated from the floor at the annual meeting. If no nominations are made from the floor (and there are, therefore, as many candidates as there are positions to be filled, but no more), a motion to close the nominations is in order. If such a motion receives two-thirds of the legal votes cast, the candidates are thereby duly elected to the positions. If additional nominations are made from the floor, all elections shall be by written ballot.

d. A majority of all legal ballots cast is required to elect a candidate.

Section 4. OFFICER/DIRECTOR VACANCY.

A vacancy in the membership of the Board of Directors by reason of resignation, death, or otherwise shall be filled by a majority vote of the remaining members of the Board, except that a vacancy in the office of the President shall be filled by the Vice President. Such appointee shall serve until the vacancy is filled at the earliest annual meeting. A person elected to fill an unexpired term shall serve for the balance of that term and may be a candidate for the following full term.

Section 5. DUTIES OF OFFICERS.

The duties of officers shall be as follows:

a. President

1. To preside at all meetings of the organization and the Board.
2. To have general supervision over the activities of the organization and its committees.
3. To appoint with the advice of the other Directors the following committees:
Auditing, Benefits, Courtesy, Editorial, Membership, Nominating, and Program.
4. To serve as an ex officio member of all committees.

b. Vice President

1. To assist the President and to assume the responsibility of the President in his/her absence or inability to serve.

c. Secretary

1. To maintain the minutes of the meetings of the organization and the Board.
2. To receive and answer correspondence of the organization.
3. To distribute correspondence from the University (i.e. Creighton Today, President's Newsletter, Prayer Request and Notices) to the members.
4. To provide members notice of meetings at least two weeks in advance of each meeting. Notice of the annual meeting shall include the slate of nominees for elected offices to be filled.
5. In conjunction with the Chair of the Membership committee and Treasurer maintain a list of current members and contact information.

d. Treasurer

1. Collect all fees and event registrations
2. Deposit all receipts, pay all approved expenses and keep accurate bank statement. Payment of bills of \$100 or more requires the approval of the President.
3. In conjunction with the Secretary and Chair of the Membership Committee, maintain a list of all members current in the payment of fees and those delinquent in payment of fees.
4. Report to the Board annual contributions and payments made in the prior year for possible renewal.

Section 6. DUTIES OF BOARD MEMBERS.

- a. The Board of Directors shall have power and authority to regulate and govern the affairs of the organization and to control its assets. The Board shall determine policies and changes therein within the limits of the Bylaws of the organization, shall take such action as it considers necessary to carry out the purposes of the organization, and shall perform such other functions as the membership may direct.

b. The Board shall meet quarterly prior to the regular meetings and as called by the President.

ARTICLE V. COMMITTEES

Section 1. STANDING COMMITTEES.

There shall be the following standing committees:

a. Auditing. The Auditing Committee, consisting of up to three members, shall examine the financial records of the organization prior to the annual meeting. The committee shall report on the cash balances, receipts and disbursements and any other financial information deemed relevant. A copy of this report shall be made available to all members.

b. Benefits. The Benefits Committee, consisting of up to three members, shall be responsible for keeping up to date on matters pertaining to retiree benefits. A member who is an official retiree of the University, as defined under Article III. Section 1. a. 1., shall serve as chair of this committee and serve also as the Graybackers representative on the University Committee on Benefits.

c. Courtesy. The Courtesy Committee, consisting of up to three members, shall extend courtesies to members in case of illness or death, and shall carry out telephone communication with the membership as needed.

d. Editorial. The Editorial Committee, consisting of an editor and up to three members, shall be responsible for updating and monitoring the Graybackers website and gathering data for and publishing the Graytonian and the Directory.

e. Membership. The Membership Committee shall consist of up to three members representing the various areas of the University. The committee shall initiate and maintain liaison with prospective retirees and promote membership and participation in the Graybackers.

f. Nominating. The Nominating Committee shall consist of up to three members. The committee shall present a slate of candidates, one for each elective office, prior to the annual meeting.

g. Program. The Program Committee shall consist of up to three members. The committee shall be responsible for the programs and activities of the organization as requested by the Board.

Normally, chairs of the standing committees, or their representative, are invited to attend the regular meetings of the Board of Directors for the purpose of reporting on and coordination of activities. They shall have a voice, but no vote.

Section 2. SPECIAL COMMITTEES.

Special committees may be established as needed by the Board of Directors or by action of the members.

ARTICLE VI. MEETINGS

Section 1. REGULAR MEETINGS.

Regular meetings of the organization shall be held quarterly, with the annual meeting being held in the month of October.

Section 2. SPECIAL MEETINGS.

Special meetings of the membership may be called by the President, by a majority of the Board of Directors or upon written petition of twenty-five percent of the membership. Special meetings may act on such business only as was indicated in the notice of the meeting.

Section 3. QUORUM.

Thirty members shall constitute a quorum for the transaction of business.

ARTICLE VII. DISSOLUTION

Upon dissolution of the organization, the Board of Directors, after paying all outstanding debts, shall direct the remainder of the treasury to the Creighton University Foundation.

ARTICLE VIII. AMENDMENT OF BYLAWS

These Bylaws may be amended at any regular business meeting by a two-thirds majority of the legal votes cast, provided a notice of the proposed amendment was transmitted to the last known address of each member at least two weeks before the meeting.