

**CONSTITUTION**  
**of the**  
**Utah Higher Education Staff Association**

**ARTICLE I. NAME**

The name of the body shall be the UTAH HIGHER EDUCATION STAFF ASSOCIATION (UHESA), hereinafter referred to as "UHESA".

**ARTICLE II. MISSION**

The mission of UHESA is to unify, train, educate, and cultivate higher education staff and their associations; to create a powerful voice for staff within the state of Utah; to instill a sense of pride in higher education staff; and to educate the citizens of Utah regarding the worth of higher education.

**ARTICLE III. PURPOSE**

The purpose of the Utah Higher Education Staff Association, referred to as UHESA, hereby established to serve all staff employees in higher education will work together to:

1. Unify higher education staff associations toward common goals.
2. Provide representation and a powerful voice for staff employees in higher education in Utah.
3. Offer a means through which staff employees may have a voice in making decisions that affect employment, benefits, retirement, work environment, and any other matter pertaining to the work environment.
4. Improve relations of staff employees with the Governor of the State of Utah Office, Board of Regents, and Legislators within the various institutions of higher education.
5. Train staff association leaders on ways to help strengthen their associations and institutions, as well as instill in staff a sense of pride.
6. Present a means of association and inter-communication among the staff employees within the Utah System Higher Education.
7. Educate and encourage staff of the Utah System Higher Education institutions to become involved in the political process.
8. Educate the citizens of Utah regarding the worth of Higher Education in the state of Utah.

## ARTICLE IV. AMENDMENTS

Amendments to the Constitution may be proposed by any UHESA delegate or Executive Board member. Proposed amendments will then be presented to the general board by the next meeting.

Amendments to the Constitution will be approved by UHESA by a two-thirds majority vote of those delegates participating in the vote.

Approved amendments will become effective immediately.

*Ratified 1994*  
*Amended 1995*  
*Amended 1999*  
*Amended 2003*