

Global Intercultural Research Center (GLINT)
UNIVERSITY OF COLORADO COLORADO SPRINGS

ARTICLE I

PURPOSE

1.1. Purposes and Powers. The Global Intercultural Research Center (“GLINT”) shall have the purposes and shall exercise those powers in the furtherance of its purposes as stated in these bylaws and as permitted by the rules of the University of Colorado Colorado Springs (“UCCS”).

1.2. Mission of the Center. GLINT is an interdisciplinary research unit of the University of Colorado Colorado Springs that provides support for global intercultural scholarship. Our mission is to provide visibility, support services, and project development support for faculty research, teaching and outreach activities related to global intercultural scholarship, and to focus and leverage financial and human organizational resources to accomplish activities in this area, consistent with UCCS strategic objectives.

1.3. Goals and Objectives of GLINT. GLINT’s main goals are to promote international and/or intercultural research across disciplines at UCCS; create spaces that encourage interdisciplinary engagement, e.g. collaborative and co-sponsored campus events hosting. Advance international and/or intercultural dialogue through increasing research linkages within and beyond the campus

ARTICLE II

OFFICES

2.1. The principal office of GLINT shall be located at UCCS at the office of the Director. GLINT may have other offices at such locations as the Executive Committee, as defined in Section 4.4 below, may determine from time to time.

ARTICLE III

STATUS WITHIN UCCS

3.1 GLINT shall be recognized as a center within UCCS as part of the Office of Equity Diversity and Inclusion (EDI). GLINT will work with the Associate Vice Chancellor of Research to promote global intercultural research. At some point in the future, GLINT may become an institute as it expands its scope.

ARTICLE IV

GLINT'S GOVERNANCE

4.1. Director.

A. Qualifications. The Director of GLINT ("Director") shall be a tenure track faculty member of the University of Colorado ("the University"), as well as a regular faculty member of the University and have an active, ongoing professional interest in international and/or intercultural research.

B. Appointment, Term, Removal and Replacement. The Directorship is an at-will position that serves at the discretion of the Provost. Therefore, the Director shall be appointed and may be removed by the Provost at any time and for any reason. The Director shall be appointed from the current membership of the executive committee or have prior executive committee experience. The Director shall serve for an initial term of no more than three and a half (3) years, which will include a semester long transition period of overlap with the incoming Director, unless otherwise removed as permitted in these bylaws, but may be re-appointed for additional terms.

C. Duties. The Director shall report to the Associate Vice-Chancellor of EDI. Duties associated with the role of Director of GLINT, include but are not limited to (1) general and active control of GLINT's affairs and business, including oversight of the research directions of GLINT; (2) general and active supervision of the GLINT's agents and employees; (3) supervision of the annual budget; and (4) performance of all other duties incident to the office of Director as may from time to time be assigned by the Provost. The Director shall also be a member of the Executive Committee. The Director will:

- i. **Oversee functioning of GLINT:**
 - Develop and implement the strategic plan
 - Design and implement fundraising plan
 - Plan special events
 - Write grants
 - Manage revenue from grants, sponsors, solicitations and events
 - Monitor expenditures

4.2. Assistant to the Director.

The Assistant to the Director of GLINT ("Assistant to the Director") shall be a student or employee of the University.

A. Appointment, Term Removal and Replacement. The Assistant to the

Director of GLINT is an at-will position which serves at the discretion of the Director. The Assistant to the Director may be removed and/or replaced by the Director at any time in consultation with the Associate Vice-Chancellor of EDI.

B. Duties. The Assistant to the Director will report to the Director and will perform all duties as assigned by the Director. The Assistant to the Director will:

- i. Oversee the administration of GLINT:
 - Manage media relations and public affairs
 - Organize seminars
 - Guide the design and maintenance of the website
 - Manage volunteers and act as liaison between such volunteers and Director
 - Communicate with other UCCS departments, agencies, government entities and institutional partners as necessary
 - Maintain appropriate personnel records
 - Assist with budget expenditures and tracking

4.4. Center Executive Committee.

A. Members of the Executive Committee. The Executive Committee of GLINT (“Executive Committee”) will initially consist of five (5) voting members. The voting members of the Executive Committee shall all be University employees and will consist of: 1) the Director and four (4) Individual Members. Executive Committee members may be elected to the committee by a majority vote of the Executive Committee or may be appointed to the Executive Committee by the Director.

B. Duties. The Executive Committee will have responsibility for selecting the Affiliate Members as defined in paragraph 5.1 of GLINT. Decisions regarding these and other matters shall be by majority vote of the Executive Committee.

C. Appointment/Term. The members of the Executive Committee, other than the Director, shall serve renewable 3-year terms unless they resign or are removed as provided in paragraph 4.4.D below.

D. Removal and Replacement. The Individual Members of the Executive Committee may be removed by mutual agreement of the Director and Associate Vice-Chancellor of EDI at any time and for any reason. Upon the removal of the Director from their position as outlined in this document, that individual shall automatically forfeit their position on the Executive Committee, but not their position as an Affiliate Member. Vacancies resulting from resignation or removal shall be filled in the same manner as an initial appointment.

ARTICLE V

GLINT'S MEMBERSHIP

5.1. Affiliate Members.

A. Qualifications. Individual participants of GLINT ("Affiliate Members") need not be employees of the University but must be associated with the University. These individuals may be professionals or laypersons but must be actively involved in training, research, education, or clinical services relating to international and/or intercultural research. Affiliate Members must be actively involved in the conduct of research, educational, or outreach activities integral to the mission of GLINT.

B. Duties. Affiliate faculty can serve GLINT in several different ways. Affiliates are encouraged to engage with one another on promoting and furthering their research/scholarship. Affiliates are also encouraged to support activities hosted or promoted by GLINT. GLINT may choose to request and keep up to date vita of affiliates. Affiliate faculty will be informed of the GLINT's activities, programs, scholarship and/or research opportunities.

C. Appointment/Term. Persons may petition to become Affiliate Members directly to the Director or may be nominated by the Executive Committee. Petitions and nominations must be submitted in writing to the Director. Requests to become an Affiliate Member shall be approved and appointed by a majority vote of the Executive Committee. Individuals shall remain Affiliate Members for a two-year term at which point membership may be renewed by the Director.

D. Removal. Any Individual Member may be removed by a majority vote of the Executive Committee.

5.2. Institutional Members.

A. Qualifications. Any Institution with an interest in collaborating with GLINT may petition to become an Institutional Member ("Institutional Member"). Institutional Members and Affiliate Members shall together constitute the "Membership" of GLINT.

B. Duties. The duties of an Institutional Member shall be the same as the duties of an Individual Member and will be based upon that institution's area of expertise.

C. Appointment/Term. An institution that wishes to become an Institutional Member must do so by petition or nomination by someone associated with GLINT. The petition or nomination must be submitted in writing to the Director. Requests to become an Institutional Member shall be approved by a majority vote of the Executive Committee. An institution shall remain a member until it resigns from GLINT. Resignation entails a letter indicating the desire to resign from the institutions executive officer.

D. Removal. Institutional Members may be removed by a majority vote of the Executive Committee.

ARTICLE VI

ADVISORY BOARD

6.1. Membership.

A. Qualifications. All members of the Advisory Board for GLINT (“Advisory Board”) shall be nationally or internationally recognized in their fields or have a keen interest in and be committed to furthering the mission of GLINT. The Advisory Board will consist of at most five (5) members. Two (2) of these members will be UCCS leadership - the Associate Vice-Chancellor of EDI and the Associate Vice Chancellor for Research. Three of the Advisory Board members need not be UCCS employees nor must they be associated with the University.

B. Duties. The members of the Advisory Board shall provide advice regarding overall direction and vision for GLINT, which shall assist GLINT to define, develop and achieve its educational goal, and shall help facilitate GLINT’s relationships with the community, including appropriate fund-raising mechanisms and activities. The members of the Advisory Board shall have no governance responsibility or appointing authority for personnel matters.

C. Appointment/Term. The members of the Advisory Board shall be nominated by the Affiliate Members or Institutional Members and shall be appointed by a majority vote of the Executive Committee. Each member of the Advisory Board shall serve renewable 3-year terms unless that individual resigns or is removed as otherwise set forth in these bylaws. The members of the Advisory Board shall be added gradually such that there is an overlap in membership terms.

D. Removal and Replacement. Any member of the Advisory Board may be removed by a majority vote of the Executive Committee.

ARTICLE VII

PROVISIONS FOR CHANGING BYLAWS

7.1 Subject to applicable University policies, these bylaws or any part therein may be changed, amended, or repealed and new bylaws adopted by GLINT after approval by a unanimous vote of the Executive Committee, the Associate Vice-Chancellor of EDI, and the Provost.

ARTICLE VIII

TERMINATION OF GLINT

8.1 The period of GLINT's existence shall commence with the date of its approval by the Provost as an academic center and shall terminate eight (8) years thereafter unless formally re-authorized by the Provost.

ARTICLE IX

Facilities and Administrative (F&A) DISTRIBUTION

9.1 The F&A recoveries (formerly referred to as ICR) by Academic Affairs are used to create and sustain an infrastructure for research and sponsored programs activity. F&A funds recovered by Academic Affairs as a unit (i.e., 40% provided to unit receiving award) will be divided between the VCAA, the supporting Office, GLINT, and the principal investigator (PI). The VCAA will retain 15%, the Office providing grant administrative support will be given 25%, GLINT will receive 35% and the PI will be given 25%. Unless otherwise negotiated with the Office of the Provost, the above described F & A distribution will be used for externally sponsored programs affiliated with GLINT.

ARTICLE X

MISCELLANEOUS PROVISIONS

10.1. Limitation of Activities. Notwithstanding any other provisions of these bylaws, GLINT shall not conduct or engage in any activities not permitted pursuant to the educational entity exemption from federal income tax under Section 501(c) (3) of the Internal Revenue Code. Furthermore, GLINT shall not conduct or engage in any activities not permitted to be carried on by, or in a manner prohibited by, UCCS policies.

10.2. Distribution of Assets. Upon GLINT's termination, any assets remaining after payment, or provision for payment of its legitimate obligations, shall be distributed as directed by appropriate University personnel in accordance with University policies and consistent with the University's tax-exempt status.

10.3. Prohibition Against Private Inurement. No part of GLINT's net revenue shall inure to the benefit of, or be distributable to, its officers, advisors, staff, fellows, or other private persons except: 1) as reasonable compensation for services rendered; 2) as provided by in agreements concluded with funding parties or agencies in accordance with University policies and as approved by appropriate University personnel; and 3) as otherwise permitted by University policies consistent with the University's exempt status, including, but not limited to, policies related to intellectual property and technology transfer.