

Mizzou Student Media Bylaws

MUTV, The Maneater, and the Mizzou Student Media Coordinator: Room 2509 MU Student Center, Columbia, MO 65211

KCOU: Room G234 MU Student Center, Columbia, MO 65211

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ARTICLE I. MISSION STATEMENT

1. Mizzou Student Media is made up of three independent media outlets who amplify the voices of Mizzou students and offer opportunities for students to explore media-related careers.

ARTICLE II. HIERARCHY OF MIZZOU STUDENT MEDIA BYLAWS

1. No outlet or departmental governing rules shall supersede the bylaws established in this document.

ARTICLE III. MEMBERSHIP

Section 1. Eligibility for Membership

1. In order for a person to be eligible for any position in MSM excluding Mizzou Student Media Coordinator, the person must be a graduate or undergraduate student attending the University of Missouri-Columbia. Journalism experience or admission into the Missouri School of Journalism is not required.
2. All other details regarding participation for a specific organization or department within said organization under MSM will be determined by their respective governing documents, but must include the two requirements above.

ARTICLE IV. ORGANIZATIONAL GOVERNING DOCUMENTS

Section 1. Drafting/Adaptation of Organizational Governing Documents

1. Each individual organization underneath the Mizzou Student Media umbrella shall establish their own bylaws, the contents of which to be reviewed and approved/denied according to the Mizzou Student Media Bylaws document and the MUTV General Manager, MUTV Assistant General Manager, The Maneater Editor-in-Chief, The Maneater Managing Editor, KCOU General Manager, KCOU Assistant General Manager, Mizzou Student Media General Manager, Mizzou Student Media Assistant General Manager, Mizzou Student Media Coordinator.
2. The positions mentioned above will take a vote regarding approval/denial of Mizzou Student Media and organizational documents, adaptations to the Mizzou Student Media Bylaws and other governing documents.

- a. A majority vote is needed for said document to go into effect or for an existing document to be adapted.
 - i. If said vote ends in a tie, a decision will be made by the advisory board.
3. If any document proposed or specific sections of a document proposed contradict what is stated in the Mizzou Student Media Bylaws, the document or section of said document will need to be revised or removed in order to not contravene with the Mizzou Student Media Bylaws, which, as stated in [ARTICLE II. HIERARCHY OF MIZZOU STUDENT MEDIA BYLAWS](#), supersedes any and all documents approved by/for Mizzou Student Media.

Section 2. Requirements for Organizational Governing Documents

1. Each organization shall draft and establish by simple majority of those present a governing document containing the following:
 - a. Election process for positions within the organization and individual departments/sections.
 - b. Impeachment process for positions within the organization and individual departments/staffers.
 - c. Admission and membership standards within the organization and individual departments.

ARTICLE V. MIZZOU STUDENT MEDIA EXECUTIVE BOARD

Section 1. Executive Board Positions

1. The Mizzou Student Media executive board shall consist of members whose positions and duties are laid out below.
 - a. Mizzou Student Media Coordinator:
 - i. Oversee multi-platform news operations, including student-run newspaper, TV, radio station, and video production. Maintain the financial budget for all operations as well as oversee 350+ students each semester. Generate revenue through direct ad sales and work with alumni to donate toward scholarships and gift funds.
 - b. Mizzou Student Media General Manager
 - c. Mizzou Student Media Assistant General Manager
 - d. The Maneater Editor-in-Chief:

- i. Oversees The Maneater and its functions as a whole, runs weekly budget meetings and assists with any problems that section editors may run into with their staff or anyone outside the organization. Handles any external issues as well as internal issues The Maneater may face. Alongside the Managing Editor, creates a platform and concrete system to run the news organization that will update and change from year to year and exec board to exec board.
- e. The Maneater Managing Editor:
 - i. The Managing Editor is responsible for conducting 3rd and 4th reads on stories and indicating when they are ready to post, assisting the Editor-in-Chief with staff management duties and issue resolution. Responsible for ensuring smooth operations of all sections and uphold quality standards for the publication.
- f. KCOU General Manager:
 - i. The General Manager shall preside over all meetings of the Executive Board membership. The General Manager shall have the following duties:
 1. To establish and execute an overall vision for KCOU
 2. To act as the official representative of KCOU in all meetings and correspondence with all administrative bodies of the University of Missouri
 3. To oversee the duties of the Executive Board of KCOU
 4. To act as representative of KCOU to other Mizzou Student Media bodies
 5. To take and store minutes of every Executive Board meeting
 6. To handle all issues relating to FCC Policy
- g. KCOU Assistant General Manager:
 - i.
- h. MUTV General Manager:
 - i. Oversees MUTV staff and ensures that operations are running smoothly. Makes sure content follows journalistic ethics, handles technical issues, acts as a spokesperson for the organization, works on recruitment/promotion to students and staff and trains/guides staff.
- i. MUTV Assistant General Manager:

- i. Oversees daily operations at MUTV and makes sure that things run smoothly. Must be available when anyone in the organization needs assistance. Must act as a leader in the MUTV community, and be prepared to speak out on the community's behalf. Be prepared to handle conflicts within the station as well.

Section 3. Tenure of Executives

1. All members of the Mizzou Student Media executive board, excluding coordinator, will have a tenure of one year. The executive will be selected and ushered in on a date decided by the person's individual organization during the spring semester.
2. Each individual organization shall devise and execute an election for their organization head(s). Upon election, the nominee from each organization shall be presented to the advisory board, which will vote to either approve or reject said nominee.

Section 4. Voting

1. See [ARTICLE IV. Section 1. 1a.](#)
2. In the absence of an advisory board, the MSM Executive Board will vote in its place, if a vote or approval is necessary.

Section 5. Executive Salaries

1. Executive salaries will be determined by the MSM Coordinator and approved by the Student Media Advisory Board.

Section 6. Executive Board Meetings

1. The Mizzou Student Media executive board will hold weekly meetings with members mentioned in [ARTICLE V. Section 1.](#) The time and location of these meetings will be determined by the Mizzou Student Media executive board prior to the start of the University of Missouri's fall semester.
2. Records and agendas of these weekly meetings will be kept and provided to the members of the Mizzou Student Media executive board in respective shared documents. Along with discussing notes filled out on the Mizzou Student Media agenda, individual organizations will also update Mizzou Student Media Coordinator on their specific outlet at the beginning of each weekly meeting.

- a. Example of Mizzou Student Media yearly record notes:
 - i. [Mizzou Student Media Notes.](#)
- b. Example of Mizzou Student media yearly agenda notes:
 - i. [Mizzou Student Media Agenda.](#)

ARTICLE VI. CONDUCT AND INCLUSIVITY STANDARD

Section 1. Hate Speech Policy

1. Hate speech, abusive or threatening speech or writing that expresses prejudice against a particular group, including speech or writing from before a member's presence on staff, especially on the basis of race, religion, gender identity, or sexual orientation, will not be tolerated from any member of Mizzou Student Media staff and will result in immediate suspension, effective until members of the Mizzou Student Media executive board, located in [ARTICLE V., Section 1.](#), and the members of the Mizzou Student Media advisory board, come to a decision regarding the member's punishment.
 - a. The punishment of a member who expresses any form of hate speech shall be determined by the Mizzou Student Media executive board and the Mizzou Student Media advisory board on a case-by-case basis.
 - b. All instances of hate speech, the executive board votes on punishment, with a majority needed to allocate punishment. The verdict of this vote must be presented to the advisory board, or to the executive board in its absence. If the student chooses to appeal, the advisory or executive board will vote to uphold or overturn the outlet's decision.
 - c. In all instances of hate speech, if a member is not expelled from their individual organization within Mizzou Student Media for the first instance, if a second instance occurs the member will be immediately expelled from the organization. All instances of hate speech will be reviewed and considered on a case-by-case basis.
 - i. Under no circumstances will a member who has been removed from their organization under the Mizzou Student Media umbrella be allowed to join another organization under Mizzou Student Media.
 - ii. If a member is already part of two outlets, their status in the outlet they were not expelled from will be reviewed by the advisory board or executive board on a case-by-case basis.
 - d. Students may appeal the decision of the Mizzou Student Media board once if they wish to do so, and the student's request and letter of appeal

will be brought up before the Mizzou Student Media executive board and Mizzou Student Media advisory board.

Section 2. Removal of Mizzou Student Media Executive Board Members

1. The members of the Mizzou Student media executive board, located in [ARTICLE V., Section 1.](#), shall be required to carry out their general duties of office in accordance with the subsections of [ARTICLE V., Section 1.](#).
2. Conduct that may be subject to disciplinary action includes, but is not limited to, the following:
 - a. Failure to maintain work performance standards as outlined in the job description and handbook for each publication. These include, but are not limited to the subsections below.
 - i. Neglect of duties or failure to meet standards of efficiency, accuracy and productivity.
 - ii. Consistent failure to meet deadlines.
 - iii. Refusal to follow instructions, procedures or guidelines.
 - iv. Repeated tardiness or absence without proper notification or satisfactory reasons.
 - v. Failure to cooperate with supervisors or co-workers.
 - vi. Disruptive conduct.
 - vii. Plagiarizing any part of a story or any other material, fabricating sources, quotes or other information.
 - viii. Knowingly publishing or broadcasting inaccurate information or knowingly allowing such information to be published or broadcast.
 - ix. Failure to follow rules, policies and guidelines established by the Mizzou Student Media Bylaws, the Mizzou Student Media executive board and the Mizzou Student Media advisory board.
 - x. Neglect or abuse of equipment or facilities.
 - xi. Theft or unauthorized use of institutional property including equipment, supplies, records or confidential information.
3. If there is evidence that any of the MSM Executive Board members are in violation of any of the above referenced rules and regulations, the Mizzou Student Media Coordinator shall be the final authority on removing a student from his or her position and/or prohibiting him or her from submitting material for publication or broadcast.
4. If there is evidence that any member of the Mizzou Student Media executive board is in violation of any of the above referenced rules and regulations, the Mizzou Student Media executive board members not in violation and the Mizzou

Student Media advisory board shall come to a decision regarding the alleged violations and position of said Mizzou Student Media executive member. That review shall be subject to procedures as determined under the authority of the Mizzou Student Media executive board and the Mizzou Student Media advisory board stated below.

- a. Provisions they are charged with having violated.
 - b. Opportunity to be informed of any evidence to be considered against him or her and an opportunity to rebut and to present evidence on his or her own behalf.
 - c. Decision of the operating board.
5. Removal of any student media management from their duties shall require a majority vote of voting members of the board.

Section 3. Hiring of an Executive Board Member

1. If the General Manager of KCOU, General Manager of MUTV, or the Editor-in-Chief of The Maneater is removed before their term is fully completed, the advisory board will make a case-by-case decision on next proceedings.

ADOPTION OF BYLAWS

Adopted and approved by the Mizzou Student Media Executive Board at the University of Missouri Columbia on April 27, 2022.

Izzy Colon, KCOU General Manager

MUTV General Manager

Anna Colletto, The Maneater Editor-in-Chief

Gillian Koptik, KCOU Assistant General Manager

MUTV Assistant General Manager

Chamberlain Bauman, The Maneater Managing Editor

Sydney Lewis, General Manager of Mizzou Student Media