

**MISSOURI UNIVERSITY OF SCIENCE AND
TECHNOLOGY**



**KMNR 89.7FM
Constitution and Bylaws**

**Last Revision
4/28/2025**



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Article I. Identity

1. Section 1: Name and Symbol

- 1.1. The name of this organization is KMNR 89.7 FM Rolla, which may be abbreviated as KMNR upon subsequent mentions.
- 1.2. The insignias of the organization are the call letters KMNR, the Snapman musical note, or the Jolly Roger.

2. Section 2: Objectives

- 2.1. KMNR shall provide educational and informative radio programs as a public service for the students, faculty, and administration of the Missouri University of Science and Technology, and for the members of the surrounding communities.
- 2.2. KMNR shall provide station members with technical experience and leadership opportunities.
- 2.3. KMNR shall provide engaging opportunities of live music, educational programs, and cultural events to students, faculty, staff, and the greater Rolla community. KMNR will also provide mobile sound equipment for campus and community events upon request. In addition KMNR will serve as a communications link between Missouri University of Science and Technology and local communities.

3. Section 3: Constitutional Adoption

- 3.1. This constitution is revised from the original constitution of KMNR on the Missouri University of Science and Technology campus. It was officially adopted on September 27th by a favorable two-thirds (2/3) vote of student members.
- 3.2. This constitution shall be presented to the Faculty Advisor, Missouri S&T Student Organization Recognition Committee, and the Faculty Senate or their designated representatives for approval. After such approval, it shall become operative and effective by the next Executive Board cycle..
- 3.3. Any and all previous constitutions of KMNR with any and all amendments shall thereto become void and are superseded by this constitution.

Article II. Membership

1. Section 1: Faculty Advisor

- 1.1.** As required by the Department of Student Life, KMNR shall have no less than one Faculty Advisor.
- 1.2.** The Faculty Advisor shall serve as a resource to the station staff and shall not assume any responsibility endowed to any student position unless specifically requested to do so by a member of the Executive Board.
- 1.3.** The Faculty Advisor shall be elected by a simple majority of the station staff. Any station staff member may nominate a Faculty Advisor candidate.
- 1.4.** The Faculty Advisor shall serve until he or she chooses to resign or is removed by a majority vote of the station staff. A proposal for the removal of the Faculty Advisor must be presented at least a month in advance of the removal vote.

2. Section 2: Station Member

- 2.1.** A member of the station must be a student at Missouri S&T. A station member must have completed the Disc Jockey training program and received a KMNR Operating License.
 - 2.1.1.** Membership will not be denied to any student based upon things such as race, color, religion, sex, gender identity, sexual orientation, national origin, age, pregnancy, health status, ability, or veteran status.
 - 2.1.2.** The Executive Board reserves the right to consider criminal history when accepting applications for any position.

3. Section 3: Requirements

- 3.1.** An active Disc Jockey shall be any station staff member who is not on academic or disciplinary probation by the university, holds a show that occurs no less often than weekly within the current semester, or substitutes for a regular Disc Jockey on average no less often than weekly within the current semester.
- 3.2.** An inactive Disk Jockey cannot hold an Executive Board or Station Council position, so long as they are not attending a weekly show for over three semesters. If they wish to become an active Disc Jockey again, they must reapply and pass the training once more.
- 3.3.** Any person hired through the Financial Aid Work-Study program, and is not a Disc Jockey nor any other position within KMNR, is not a station staff member, and is not awarded with any rights or privileges granted to station staff within this constitution and its by-laws.
- 3.4.** All station staff are subject to all rules and policies of the Missouri University of Science & Technology.
- 3.5.** As per the requirements set in place by the Federal Communications Commission, alcohol and illegal drugs may not be brought into or consumed within the KMNR building. Smoking of any kind is not allowed within the KMNR building.
- 3.6.** Any conduct for which student organizations are subject to sanctions, including theft of

any KMNR property, forgery, hazing, and anything else listed on the Standard of Conduct for Recognized Student Organizations, is strictly prohibited and must be reported to the University.

- 3.7. A member of the Missouri University of Science and Technology faculty or staff that possess a KMNR Operating License may have a scheduled radio show at the discretion of the Programming Director.

4. Section 4: Training and Licensure

- 4.1. Any person who wishes to sign up for and be assigned to a show in KMNR's programming schedule must possess a KMNR Operating License.
- 4.2. KMNR Operating Licenses can only be granted through KMNR's training program and may not be transferred from any other radio station or institution.
- 4.3. The Trainee Director(s), or Station Manager may refuse the licensing of any Member in Training if that member does not satisfy training requirements.

5. Section 5: Members in Training

- 5.1. Members in Training, or Trainees, are those persons training to become active Disc Jockeys under the supervision of the Trainee Director, Station Manager, and their trainer.
- 5.2. New members shall be considered Members in Training upon completion of a station meeting. They shall be considered station staff upon sufficient completion of the training program, as determined by the Trainee Director(s).
- 5.3. Members in Training are not awarded with any rights or privileges granted to station staff within this constitution and its by-laws.
- 5.4. Members in Training can be removed from their positions at any time with approval from the Trainee Director(s) and Station Manager.

6. Section 6: Disciplinary Actions

- 6.1. Violations of any provisions or guidelines presented in this Constitution and its by-laws, or any other rules or laws applicable to KMNR, will result in disciplinary action as enforced by the Executive Board.
- 6.2. The Executive Board reserves the right to impose a penalty for repetitive attendance problems, up to and including permanent removal of a staff member's KMNR Operating License.
- 6.3. A station staff member may have their Operating License suspended or revoked upon a positive two-thirds (2/3) vote of the Executive Board.
- 6.4. A 3-tier system will be used as the guideline for the presiding members of the Executive Board to determine how a member will be punished, independent of any University sanctions.
 - 6.4.1. 1st tier punishments include, but are not limited to:
 - 6.4.1.1. Meeting with the Station Manager
 - 6.4.1.2. Verbal warning

- 6.4.2.** 2nd tier punishments include, but are not limited to:
 - 6.4.2.1.** Probation: the station member is not allowed to be in the station by themselves or have a show without a co-host
- 6.4.3.** 3rd tier punishments include, but are not limited to:
 - 6.4.3.1.** Suspension from the KMNR station for a period of time determined by the Executive Board
 - 6.4.3.2.** Permanent removal from the KMNR station and revocation of station member's Operating License
- 6.5.** The Executive Board must vote to determine tier-system placement for offense and/or removal of station member
 - 6.5.1.** A majority vote will determine a member's tier-system placement.
 - 6.5.2.** A super majority vote ($\frac{4}{6}$) will determine a member's removal from the station.
- 6.6.** If the Executive Board does not vote on a punishment termination date, offenses will drop down one tier each year the offender remains as an active member of KMNR.
 - 6.6.1.** Example: A member is placed in the 2nd tier for an offense in the fall semester of the school year. At the beginning of the next fall semester, they will automatically drop down to the 1st tier.
- 6.7.** A station member has the option to follow through the appeal process for the 3-tier system.
 - 6.7.1.** Appeal process may begin immediately after offense and placement in the tier has occurred.
 - 6.7.2.** The offender may present themselves before all members of the Executive Board and defend themselves to their placement in the tier-system.
 - 6.7.3.** The results of the appeal process are determined by all members of the Executive Board
- 6.8.** All offenses shall be evaluated by the Executive Board on a case-by-case basis. Each offense must be documented in writing by the Executive Board.
- 6.9.** If an offense occurs that calls for an Equity and/or Title IX investigation, then the Executive Board and station members involved will follow the processes and regulations of the Title IX offices.
 - 6.9.1.** Despite the results of the investigation of the situation, the Executive Board must meet afterwards and take a final majority vote of whether the accused party will be allowed to remain a station member or not.
 - 6.9.2.** All KMNR investigations are independent of Equity and Title IX / University investigations.
- 6.10.** Any disciplinary actions enforced by KMNR are independent of any other University disciplinary sanctions.

- 6.11.** Any station member with a suspended license who attempts to perform any action in KMNR which requires a KMNR Operating License, may have their suspension extended or have their Operating License revoked entirely.
- 6.12.** All disciplinary actions must be recorded and kept in the station staff member's permanent personnel file.
- 6.13.** A consecutive disregard and violation of this Constitution is grounds for disciplinary action as decided by the Executive Board.

Article III. Station Council

1. Section 1: Structure and Requirements

- 1.1.** The Executive Board consists of a Station Manager, Program Director, Chief Engineer, Personnel Director, Business Director, Music Director, and Public Relations Director.
- 1.2.** The Executive Board holds the authority to establish, change, and enforce the operation of KMNR, adjust decisions made by members of the Executive Board relating to their responsibilities, and interpret, enforce, and further define this constitution and its by-laws.
 - 1.2.1.** A reversal of any decision made by an Executive Board member shall require a favorable two-thirds (2/3) vote of the Executive Board.
- 1.3.** Executive Board members must have been an active Disc Jockey for at least one (1) full semester prior to holding office.
- 1.4.** An Executive Board member serves from the last day of the previous member's tenure to the last day of the following or current spring semester unless they decide to resign or are removed.
 - 1.4.1.** If needed, a grace period of May through August will be given to any Executive Board position if a newly elected position is not able to fulfill their duties until the fall semester begins.
- 1.5.** The Station Cabinet consists of any members appointed to a position by a member of the Executive Board.
- 1.6.** Station Cabinet members must have completed the Disc Jockey training program, as well as been awarded a KMNR Operating License prior to holding office. This requirement may be ignored with approval of the respective Executive Board members.
- 1.7.** A Station Cabinet member serves from the time of their appointment until the last day of the following or current spring semester unless they decide to resign or are removed.
- 1.8.** The Station Council is the governing body of KMNR and consists of both the members of the Executive Board and the Station Cabinet.
- 1.9.** The Executive Board must hold meetings at least once a week.
- 1.10.** Executive Board members must appoint a member to serve in the interim before resignation. A permanent replacement will be elected at the next station meeting.
- 1.11.** A Station Cabinet member must inform the executive board before resignation.
- 1.12.** A member of the station council may resign from their position for any reason.
- 1.13.** During the summer semester, an interim staff member may fill a position in the Station Council if approved by the Executive Board.

2. Section 2: Executive Board

- 2.1.** The Station Manager is responsible for the following:
 - 2.1.1.** Presiding over the Executive Board.
 - 2.1.2.** Acting as the Chief Executive Officer of KMNR.

- 2.1.3.** Enforcing the rulings of the Student Publications and Media Board.
 - 2.1.4.** Overseeing Executive Board meetings.
 - 2.1.5.** Ensuring that station operations are in compliance with the Federal Communications Commission
 - 2.1.6.** Representing KMNR to any external body as needed.
 - 2.1.7.** Enforcing disciplinary actions beyond the duties of Personnel Director.
 - 2.1.8.** Appointing the following:
 - 2.1.8.1.** Student Council Representative.
 - 2.1.8.2.** Office Managers
 - 2.1.8.3.** Risk Manager
 - 2.1.8.4.** The Station Manager may appoint any additional assistants as needed to aid in their duties.
- 2.2.** The Station Manager must have served as a member of the Executive Board or Station Cabinet for at least one full semester prior to holding office.
- 2.3.** The Program Director is responsible for the following:
 - 2.3.1.** Acting as Chief Executive Officer in the Station Manager's absence.
 - 2.3.2.** Ensuring that educational and informative programming is consistent with the format established by the Executive Board and is provided to station members for use on air.
 - 2.3.3.** Providing station members with advanced information on upcoming programming changes.
 - 2.3.4.** Completing Community Issue Quarterly Reports as required by the Federal Communications Commission.
 - 2.3.5.** Scheduling shows for Disc Jockeys each semester.
 - 2.3.6.** Scheduling required programming for play on-air.
 - 2.3.7.** Judging specific programming materials with regard to their influence on KMNR's audience and limiting the use of those materials to the extent that is considered appropriate and in the best interests of the listeners.
 - 2.3.8.** Appointing the following:
 - 2.3.8.1.** News Director
 - 2.3.8.2.** Production Room Director
 - 2.3.8.3.** Live Music Director
 - 2.3.8.4.** Automation Director
 - 2.3.8.5.** The Program Director may appoint any additional assistants as needed to aid in their duties.
 - 2.3.9.** Fulfilling any other duties as determined by the Station Manager.
- 2.4.** The Chief Engineer is responsible for the following:
 - 2.4.1.** Serving as Chief Operator of KMNR.

- 2.4.2.** Keeping the station operating within the Standards of Good Engineering Practice of the Federal Communications Commission.
- 2.4.3.** Preventing breakdown or improper operation or use of station equipment.
- 2.4.4.** Maintaining high safety standards throughout the station.
- 2.4.5.** Purchasing new equipment and upgrading or replacing existing equipment.
- 2.4.6.** Acting as a contact point between KMNR and the Missouri S&T Information Technology Department.
- 2.4.7.** Renewing the SSL certificate and domain name for the KMNR website.
- 2.4.8.** Maintaining station security cameras in conjunction with the system administrator.
- 2.4.9.** Maintaining the Wheatstone devices and network at both the station and transmitter site.
- 2.4.10.** Managing and overseeing engineering projects for the station.
- 2.4.11.** Managing the Engineering Staff, which include Assistant Engineers and the System Administrator.
- 2.4.12.** Appointing the following:
 - 2.4.12.1.** Assistant Engineers
 - 2.4.12.2.** System Administrator
 - 2.4.12.3.** Chief Operator Designee
 - 2.4.12.4.** Any additional assistants as needed to aid in their duties.
- 2.4.13.** Fulfilling any other duties as determined by the Station Manager.
- 2.5.** The Personnel Director shall be responsible for the following:
 - 2.5.1.** Acting as the first authority over station members.
 - 2.5.2.** Maintaining complete and confidential employment records of all station employees, including the retention of any and all applicable Alumni KMNR Operating Licenses.
 - 2.5.3.** Maintaining station security, including issuing keys and monitoring parking space usage.
 - 2.5.4.** Accepting complaints from station members concerning policies, procedures, or Station Council members.
 - 2.5.5.** Maintaining records as required by the Department of Financial Aid for any work-study employees.
 - 2.5.6.** Keeping attendance records for radio shows and monthly station meetings.
 - 2.5.7.** Correcting the operating and programming logs.
 - 2.5.8.** Executing disciplinary actions.
 - 2.5.9.** Appointing the following:
 - 2.5.9.1.** Trainee Directors
 - 2.5.9.2.** Social Chair
 - 2.5.9.3.** Historian
 - 2.5.9.4.** St. Pat's Chair

- 2.5.9.5.** Intramural Chair
- 2.5.9.6.** Any additional assistants as needed to aid in their duties.
- 2.5.10.** Fulfilling any other duties as determined by the Station Manager.

2.6. The Music Director is responsible for the following:

- 2.6.1.** Obtaining, cataloging, and organizing music for use on-air.
- 2.6.2.** Compiling charts to send to the appropriate organizations.
- 2.6.3.** Maintaining good relations with promotion companies.
- 2.6.4.** Hosting a weekly New Music show.
- 2.6.5.** Encouraging the play of promoted music.
- 2.6.6.** Overseeing any library projects.
- 2.6.7.** Manage the Music Staff, which include Assistant Music Directors and Librarians.
- 2.6.8.** Appointing a
 - 2.6.8.1.** Any number of Assistant Music Directors
 - 2.6.8.2.** Any number of Librarians. The Music Director may appoint
 - 2.6.8.3.** Any number of Digital Librarians
 - 2.6.8.4.** Any additional assistants as needed to aid in their duties.
- 2.6.9.** Fulfill any other duties as determined by the Station Manager.

2.7. The Business Director is responsible for the following:

- 2.7.1.** Presiding over all KMNR's financial responsibilities.
- 2.7.2.** Maintaining spending within the amount allocated to the station each semester.
- 2.7.3.** Submitting the station's budget proposal for the next academic year to the Student Activity Finance Board in a timely manner as required by SAFB.
- 2.7.4.** Working with the Station Cabinet to maintain current knowledge for the tangible assets held by the station.
- 2.7.5.** Obtaining goods and services for the station at the lowest cost consistent with desired quality.
- 2.7.6.** Overseeing all underwriting sales.
- 2.7.7.** Vetoing any purchase of goods or services not included in the station budget or not approved by the Executive Board.
- 2.7.8.** Acting as a point of contact between KMNR and the Missouri S&T Director of Student Life for issues related to card access.
- 2.7.9.** The Business Director may appoint any additional assistants as needed to assist in their duties.
- 2.7.10.** The Business director shall appoint an SAFB rep to go to meetings if required.
- 2.7.11.** Fulfilling any other duties as determined by the Station Manager.

2.8. The Public Relations Director is responsible for the following:

- 2.8.1.** Acting as the primary contact between KMNR and the general public.
- 2.8.2.** Producing advertising and promotion for a positive public image of KMNR.
- 2.8.3.** Scheduling and managing at least one large event per semester, such as a concert,

and shall determine the bands, artists, or entertainers performing at a concert, upon approval of the Executive Board.

2.8.4. Appointing the following:

2.8.4.1. At least one Roadshow Director

2.8.4.2. Assistant Public Relations Directors

2.8.4.3. Social Media Chairs

2.8.4.4. Merchandise Director

2.8.4.5. Any additional assistants as needed to aid in their duties

2.8.5. Fulfilling any other duties as determined by the Station Manager.

2.9. The chain of command shall be as follows:

2.9.1. Station Manager

2.9.2. Program Director

2.9.3. Personnel Director

2.9.4. Chief Engineer

2.9.5. Business Director

2.9.6. Music Director

2.9.7. Public Relations Director

2.9.8. Faculty Advisor.

2.10. Each Executive Board member holds the authority to remove any member of their own appointed staff.

2.11. A Disk Jockey may be terminated from or denied an Executive position by the Executive Board given that they have resigned or been terminated prior.

3. Section 3: Station Cabinet

3.1. The Student Council Representative is responsible for the following:

3.1.1. Attending all Student Council Meetings.

3.1.2. Representing KMNR's best interests in the Student Council.

3.1.3. Any additional duties as determined by the Station Manager.

3.2. The Historian is responsible for the following:

3.2.1. Maintain contact information for alumni.

3.2.2. Keep alumni informed of any station events that may be of interest to them.

3.2.3. Publish alumni newsletters at a minimum of once per semester.

3.2.4. Take pictures at KMNR events for historical purposes.

3.2.5. Maintain any historical documents or photographs in KMNR files.

3.2.6. Any additional duties as determined by the Personnel Director.

3.3. The Social Chair is responsible for organizing social events with other campus organizations and shall perform any other duties as determined by the Personnel Director.

3.4. The Trainee Director is responsible for the following:

- 3.4.1.** Maintaining a formal training program that encompasses all aspects of station operation.
 - 3.4.2.** Integrating new members into KMNR.
 - 3.4.3.** Certifying station members who have successfully completed the training program in full and have shown qualification for becoming licensed Disc Jockeys.
 - 3.4.4.** Any additional duties as determined by the Personnel Director.
- 3.5.** The Office Manager is responsible for the following:
 - 3.5.1.** Taking minutes at the Executive Board, Station Council, and Station meetings.
 - 3.5.2.** Making minutes available to the appropriate persons.
 - 3.5.3.** Maintaining the organization and cleanliness of the station.
 - 3.5.4.** Retrieving and delivering station mail.
 - 3.5.5.** Any additional duties as determined by the Business Director.
- 3.6.** The Risk Manager shall manage the risk management plan and its application.
- 3.7.** The News Director is responsible for the following:
 - 3.7.1.** Providing and updating all forms of news acquired or generated at or through KMNR, including Town and Campus News and Concert News.
 - 3.7.2.** Maintaining a qualified news service provider for the News and Weather segment.
 - 3.7.3.** Any additional duties as determined by the Program Director.
- 3.8.** The Assistant Engineers shall aid the Chief Engineer in their regular duties and shall perform any other duties as determined by the Chief Engineer.
- 3.9.** The System Administrator shall be responsible for the following:
 - 3.9.1.** Maintaining and updating computer systems, Linux servers, and other network connected devices for the station.
 - 3.9.2.** Maintaining and updating station email listservs and the KMNR Google Suite accounts.
 - 3.9.3.** Maintaining, revising, and updating the KMNR website.
 - 3.9.4.** Managing and administering KMNR user accounts.
 - 3.9.5.** Managing KMNR software project repositories.
 - 3.9.6.** Maintaining station security cameras in conjunction with the Chief Engineer.
 - 3.9.7.** Assisting the Chief Engineer in maintaining the KMNR Wheatstone devices and network at the station and transmitter site.
 - 3.9.8.** Any other duties as determined by the Chief Engineer.
- 3.10.** The Chief Operator Designee must be a member of the Engineering Staff or Executive Board, and is responsible for maintaining EAS logs, including updating EAS logs on a weekly basis, and any other responsibilities as required by the Federal Communications Commission.

- 3.11.** The SAFB Chair shall attend SAFB meetings, should the Business Director not be able to go.
- 3.12.** The St. Pat's Chair is responsible for the following:
- 3.12.1.** Communicating any relevant information about the St. Patrick's Day celebration activities to the station members.
 - 3.12.2.** Organizing any relevant events regarding the St. Patrick's Day celebration.
 - 3.12.3.** Ensuring all relevant paperwork is completed for participation in St. Patrick's Day celebration activities.
 - 3.12.4.** Any additional duties as determined by the Personnel Director.
- 3.13.** The Intramural Chair is responsible for the following:
- 3.13.1.** Organizing participation in intramural sports.
 - 3.13.2.** Managing team rosters.
 - 3.13.3.** Any additional duties as determined by the Personnel Director.
- 3.14.** The Assistant Music Director aids the Music Director in their regular duties and may focus their efforts on a particular genre or media type as delegated by the Music Director.
- 3.15.** The Librarian is responsible for the following:
- 3.15.1.** Shelving new albums in the library.
 - 3.15.2.** Maintaining a list of missing or broken albums.
 - 3.15.3.** Ensuring that all albums have been shelved in the library correctly.
 - 3.15.4.** Maintaining the library catalog.
 - 3.15.5.** Digitizing the library.
 - 3.15.6.** Relabeling mislabeled albums to their respective genre or artist.
 - 3.15.7.** Any additional duties as determined by the Music Director.
- 3.16.** The Roadshow Director is responsible for the following:
- 3.16.1.** Appointing and managing the KMNR Roadshow Team.
 - 3.16.2.** Maintaining the Roadshow closet and equipment organized and inventoried.
 - 3.16.3.** Enforcing proper policies for checking out equipment.
 - 3.16.4.** Any additional duties as determined by the Public Relations Director.
- 3.17.** The Assistant Public Relations Director shall aid the Public Relations Director in their regular duties and shall perform any other duties as determined by the Public Relations Director.
- 3.18.** The Social Media Chair shall maintain KMNR's social media accounts and shall perform any other duties as determined by the Public Relations Director.
- 3.19.** The Merchandise Director shall manage the production, distribution, and sales of KMNR merchandise and shall perform any other duties as determined by the Public Relations Director.

3.20. The Automation Director is responsible for the following:

- 3.20.1.** Maintaining and updating the automation server and playlists.
- 3.20.2.** Facilitating the expansion of the programming offered on automation.
- 3.20.3.** Soliciting programming from station members or the Production Room Director.
- 3.20.4.** Any additional duties as determined by the Program Director.

3.21. Production Room Director is responsible for the following

- 3.21.1.1.** Oversee the operation of the production room and the studio
- 3.21.1.2.** Oversee the operation of the sound equipment as it pertains to station events
- 3.21.1.3.** Be responsible for taking inventory of sound equipment, as well as the maintenance of said equipment
- 3.21.1.4.** Be responsible for the trainee requirements, or delegating the responsibility

3.22. The Live music directors are responsible for the following:

- 3.22.1.** Running sound for any KMNR hosted concert.
- 3.22.2.** Running sound for any live on-air performance.
- 3.22.3.** Setting up and overseeing on-air interviews as needed.
- 3.22.4.** Contacting and scheduling artists for live on-air performances and interviews.
- 3.22.5.** Any additional duties as determined by the Program Director

Article IV. Broadcast Policies

1. Section 1: Broadcast Content

- 1.1.** Announcing Disk Jockeys may not speak profanities, indecencies, or obscenities on-air, even during safe harbor hours, under any circumstances.
- 1.2.** Obscenities are not protected by the First Amendment and thus no station member shall broadcast obscenities on the air, per the requirements set in place by the Federal Communications Commission.
 - 1.2.1.** Obscenities shall include any material that appeals to the prurient interest, depicts or describes sexual content in a patently offensive way, or, taken as a whole, lacks any serious literary, artistic, political, or scientific value.
 - 1.2.2.** The Executive Board reserves the right to further define obscenities or specify obscene material proposed by the Programming Director, but not in a retroactive manner.
- 1.3.** No station member shall broadcast indecent material on-air outside of safe harbor hours per the requirements set by the Federal Communications Commission.
 - 1.3.1.** Indecent material shall include any material that contains patently offensive sexual or excretory material that does not rise to the level of obscenity.
 - 1.3.2.** The Executive Board reserves the right to further define indecencies or specify indecent material, but not in a retroactive manner.
- 1.4.** Profane material shall be treated as indecent material and may only be broadcast during safe harbor hours per the requirements set by the Federal Communications Commission.
 - 1.4.1.**
 - 1.4.2.** Profanities shall include, but not be limited to, racial or ethnic slurs, the words “fuck,” “cunt,” “shit,” “piss,” “cocksucker,” “motherfucker,” “tits,” “twat,” “turd,” “asshole,” and any variations thereof, and the words “faggot” and “fag”.
 - 1.4.3.** The Executive Board reserves the right to further define profanities or specify profane material, but not in a retroactive manner.
- 1.5.** Station members may not broadcast material that calls the audience to participate in illegal activity, including drug use, per the requirements set by the Federal Communications Commission.
- 1.6.** Station members may not broadcast any material on the air while under the influence of alcohol or illegal drugs.
- 1.7.** Station members must adhere to any additional rules outlined by the Federal Communication Commission regarding the operation of a station with a noncommercial-educational operating license.

2. Section 2: Operation Policies

- 2.1.** Safe harbor hours shall be between 10 p.m. and 6 a.m. local time.

- 2.2. Only KMNR station members may operate KMNR broadcast equipment. Members in Training may operate KMNR broadcast equipment provided they are supervised by a licensed station member.
- 2.3. Unlicensed guests may participate in on-air activities only with the permission of the on-air Disc Jockey, provided their comments can be actively censored by the on-air Disc Jockey. The on-air Disc Jockey is responsible for any repercussions caused by the guest's presence on-air.
- 2.4. Bands, artists, or other talent may be interviewed on-air provided that the person(s) accept a written agreement with the Executive Board indicating the person(s) shall adhere to all of KMNR's broadcast policies and shall be accountable for any fines incurred as a result of a violation of any of KMNR's broadcast policies.
- 2.5. Material that has been released without the expressed consent of its copyright owners or their representatives shall not be played on air.
- 2.6. Disc Jockeys shall play and log all required programming at the appropriate times as presented by the Program Director.

3. Section 3: Elections

- 3.1. Executive Board members shall be elected by the station staff during the first station meeting in April, or as needed.
- 3.2. Nominations for any elected position shall occur at least one week before an election. Any station staff member may nominate any other qualified station staff member for any elected position.
- 3.3. Elections shall be decided by a simple majority vote of the station staff. A tie shall be decided by an additional casting of votes between the tied members. If the additional vote results in another tie, the result of the election will be decided by a simple majority vote of the Executive Board in which no member can abstain.
- 3.4. Votes shall be cast by paper ballot if the meeting is being held in person.
 - 3.4.1. In the case of a single person running unopposed for a position, a vote by acclamation may be called by a station staff member not on the Executive Board.

Article V. Constitutional Procedures

1. Section 1: Constitutional Amendments

- 1.1.** Amendments to this constitution or its by-laws may be suggested or presented to the Executive Board by any station staff member. There must be at least one week between the presentation of and the vote on the amendment.
- 1.2.** The constitution may be amended by a favorable two-thirds ($2/3$) vote of the Executive Board and by a majority vote by the station members.
- 1.3.** Any amendment shall not be in effect until it has been presented to the station members at a station meeting and submitted to the Department of Student Affairs. Any amendments to this constitution or its by-laws must be referred to the Student Affairs Committee and the Academic Council.

2. Section 2: Bylaws

- 2.1.** The bylaws are established for the execution of duties and regulations as outlined in this Constitution.
- 2.2.** The by-laws may be suspended by a majority vote of the station members.

By-Laws

1. Section 1: Pay

- 1.1. Executive Board members are eligible to receive payment as outlined by a payment plan curated by the Business Director and SAFB.
- 1.2. All positions are eligible to receive such payment based upon the organization's available budget and approval from the Station Manager and Business Director.
- 1.3. All positions receiving payment shall receive a semesterly stipend, of amount decided upon by SAFB and the Business Director.
- 1.4. In order to set up payment, station staff members must be approved by both the Business Director and the Station Manager..
- 1.5. The Station Manager has final say in which members will be paid.
- 1.6. The Executive Board reserves the right to end or alter payment to any station staff member at any time if deemed necessary. The payment will be ended or altered upon a majority vote of the Executive Board.

2. Section 2: Seniority

- 2.1. Seniority is a points system for the station members that tracks attendance and participation over the course of each station member's career in KMNR. Seniority is taken into consideration in the assignment of show slots at the beginning of each semester.
- 2.2. The Seniority system will be calculated as follows:
 - 2.2.1. Completion of a semester-long show will give 1 point of seniority.
 - 2.2.2. Completion of a production, claiming a rented show, creating an automation playlist, or completing an artist feature will give 0.1 points of seniority. A station member may not receive more than 1 point of seniority per semester for each of the following: making productions, renting shows, or creating automation playlists.
 - 2.2.3. Unexcused absences from scheduled shows will subtract 0.25 points of seniority on the first offense and 0.5 thereafter.
 - 2.2.4. Members of KMNR must attend at least two of the Station Meetings per semester and the Election in the Spring in order to be eligible for membership in the station
 - 2.2.4.1. Unexcused absences from station meetings will subtract 0.25 points of seniority, given more than two consecutive infractions 0.50 points will be subtracted.
 - 2.2.4.2. A third unexcused absence from a Station Meeting in a semester will result in the loss of card access to the station the following semester
 - 2.2.4.3. All absences must be reported to the Station Manager 1 week prior to the Station Meeting or as soon as possible in the event of an

emergency.

2.2.4.3.1. Absences can be excused by the discretion of the Station Manager and the Personnel Director. Acceptable absences can include, but are not limited to: Family emergencies, sickness, prior engagements, work, etc.

2.2.5. Unexcused absences or excessive tardiness of an Executive Board Member to an Executive Board Meeting will subtract .50 points of seniority, unless given extenuating circumstance

2.2.6. Incorrect completion of a Programming and Operating Log will subtract .25 points of seniority upon multiple offenses.

2.2.6.1. After losing seniority for three offenses, the person who incorrectly filled out the operating log must meet with the Personnel Director to pass an Operating Logs quiz before being able to resume their shows.

2.2.7. Consecutive failure to file physical music after its use will result in a subtraction of 0.25 points of seniority.

2.3. Seniority may be awarded or subtracted for other reasons as determined by the Station Manager upon the approval of the Personnel Director.

2.4. All Station Cabinet Members ineligible for pay get one 1 point of seniority per semester.

2.5. Disc Jockeys with fewer than zero points of seniority may only have one show. They may have additional shows provided they are being hosted with additional station members.

2.6. When using seniority to decide show slots, each show a station member requests past the second show will be weighted with half as much of that member's seniority as the previous request.

2.7. Missouri S&T Staff Members have a constant of 0 seniority.

2.8. A suspension from the University or from KMNR for any reason results in forfeiture of all seniority.

3. Section 3: Rule Exemptions

3.1. A station member may call a meeting of the Executive Board in order to be granted a one-time exemption from a rule.

3.2. An exemption may be granted with a ($\frac{4}{6}$) majority vote of the executive board.