

BUSINESS OUTREACH FOR LEADERSHIP AND DIVERSITY (BOLD) CONSTITUTION

B O L D

BUSINESS OUTREACH FOR LEADERSHIP AND DIVERSITY



Recognized Student
Organization

I. **Organization Name:** Business Outreach for Leadership And Diversity (BOLD)

II. **Organization Mission, Vision, and Values**

- A. **Mantra:** Inspiring Leadership, Embracing Diversity, Achieving Boldness.
- B. **Mission:** Develop and promote the Pride community within the Mays Business School and business world by educating, inspiring, and connecting students with professionals and alumni in their industry.
- C. **Vision:** Create and maintain a safe space and welcoming environment within the Mays Business School for anyone who identifies as LGBTQ+/Allies; and facilitate connections between all groups that individuals may identify with, including personal, religious, ethnic, legal, political, and educational.
- D. **Values:**
 - 1. Diversity, Equity, Inclusivity, Leadership
 - 2. Helping LGBTQ+ students be successful in a professional environment, while still being their true, authentic self

III. **Organization Activities and Operations**

- A. Diversity: Career Fair and Conference Registration and Attendance assistance
- B. Social activities
- C. Hosting Speakers
- D. Help organize and promote Draggieland
- E. Hosting and promoting the MBA Graduation Annual Gala

IV. **Membership Eligibility, Standards, and Requirements**

- A. All students, anyone who wants to celebrate Pride! While the main goal is to recruit LGBTQ+ students, anyone who considers themselves an Ally is also welcome to join

V. **Officer Eligibility and Requirements**

- A. Organization Requirements
 - 1. Officers required to be Full-Time MBA Candidates
 - 2. Elections in August of each year.
 - 3. Essay-based election stating reasons and interests in becoming an officer of the organization
 - 4. Current officers decide the next leadership (essay-based)
 - a) The reason for joining the organization must align with the mission/vision
- B. *University Requirements*
 - 1. *Have a minimum cumulative and semester grade point average (GPA) as stated below and meet that minimum cumulative and semester GPA in the semester immediately prior to the election/appointment, the semester of election/appointment, and semesters during the term of office.*
 - a) *For undergraduate students, the minimum cumulative and semester GPA is 2.00. In order for this provision to be met, at*

least six hours (half-time credits) must have been taken for the semester under consideration. In one limited circumstance, summer semester hours may be applied to this provision. In order for summer coursework to qualify toward a grade point average prior to election/appointment, at least six credit hours must have been taken during the course of either the full or two summer session(s).

- b) For graduate-level students, the minimum cumulative and semester GPA is 3.00 and for first-professional students, the minimum cumulative and semester GPA is 2.50. In order for this provision to be met, at least four hours (half-time credits) must have been taken for the semester under consideration. In one limited circumstance, summer semester hours may be applied to this provision. In order for summer coursework to qualify toward a grade point average prior to election/appointment, at least four credit hours must have been taken during the course of either the full or two summer session(s) unless fewer credits are required as they complete the final stages of their degree.*

2. Be in good standing with the university and enrolled:

- a) At least half time (six or more credit hours), if an undergraduate student (unless fewer credits are required to graduate in the spring and fall semesters) during the term of office. Students enrolled in the Blinn TEAM program are also eligible to hold an office, as long as they meet all applicable Blinn TEAM requirements and are in good standing with the program.*
- b) At least half time (four or more credits), if a graduate level student (unless fewer credits are required in the final stages of their degree as defined by the Continuous Registration Requirement) during their term of office*

VI. Officer Position and Duties

A. President

- 1. Lead the Organization
- 2. Maintain regular organization meetings
- 3. Meet and work with the advisor
- 4. Make sure the organization continues the required training to maintain recognition
- 5. Advise officers
- 6. Maintain documentation and rules

B. Treasurer

- 1. Maintain Finances with the university
- 2. Request funding for activities, if needed
- 3. Keep a detailed list of transactions

C. Other Potential Officer Roles

1. Vice President
 - a) The Vice President title will be held by one of the other officers to help substitute the president's role if the president is unavailable
2. Events
 - a) Communicate with new potential speakers
 - b) Reach out to organization alumni for successful event planning
 - c) Work with established organization connections
 - d) Plan events (annual and singular)
3. Communications / Alumni Relations
 - a) Support Events chair

VII. Officer and Member Disciplinary Procedure

A. Officer

1. *All reports about officers should be directed to the President*
 - a) *If a report is about the president, the reporter should report to the treasurer*
2. *A notice will be given to the officer immediately and they will be relieved of their duties until the issue is resolved*
3. *All officers meet with the advisor to discuss the issue and find a resolution*
 - a) *The officer will have a chance to share their perspective during the meeting*
4. *Once a decision is made officers will notify the reported officer*
5. *The decisions can be as follows:*
 - a) *Termination of officer and replacement with a new officer*
 - b) *Taking disciplinary action against officers and training them about the issue to reinstall them into the position*
 - c) *Reinstall them into their position if it is determined that there is no issue*

B. Member

1. *All reports about members should be directed to the President*
2. *A notice will be given to the member immediately and they will be barred from attending events until a conclusion is made*
3. *All officers meet to discuss the issue and find a resolution*
 - a) *The member will have a chance to share their perspective during the meeting*
4. *Once a decision is made president will notify the reported member*
5. *The decisions can be as follows:*
 - a) *Member will be banned from the organization*
 - b) *Taking disciplinary action against members and training them about the issue to reinstate them*
 - c) *Reinstate if it is determined that there is no issue*

VIII. Advisor expectations

- A. *Current organization advisor: Katie Stober (Mays Business School)*

1. *The advisor will work with the president to make sure the organization maintains its recognition*
2. *The advisor will meet with officers to find resolutions*
3. *The advisor will approve any and all events*
4. *The advisor will have final approval of any spending by the organization*

IX. Financial Procedures

1. *The organization is required to bank with the Student Organization Finance Center (SOFC) and/or the University Fiscal Department*
2. *All funds will be deposited within one business day of collection, and*
3. *The organization's advisor will sign and approve each expenditure before payment.*

X. Constitutional amendment procedures

- A. *Any amendment to the constitution will have to be presented to members with a simple majority to pass to the officer for a vote. Officers will then need a 2/3 majority for the amendment to pass.*
 1. *In case of a 50/50 vote, the advisor will act as the tie-breaker vote*
- B. *The organization will annually submit a copy of its constitution to the Department of Student Activities for review.*
- C. *A copy will be made available to the organization members, upon request.*

XI. Statement of Annual Review: Acknowledge that the organization will annually submit a copy of its constitution to the Department of Student Activities for review. This copy will be made available to organization members, upon request.