



Bauer SPO Constitution

Prepared and Completed by: Tohfe Beidas, Victor B. Wayhan (May 2015)
Edited by: Sana Qais, Melody Taormina (April 2016), Reid Boutte (December 2016), Erika Espinosa (May 2017), Alvin Abraham (December 2017), Caroline Maddock, Wilfred Caraballo (January 2018), Caroline Maddock (June 2018)
Caroline Maddock, Jennylee Quach (November 2018)

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Article I. Designation

Section 1.01

The formal name of this organization shall be Bauer Sourcing and Procurement Organization.

Article II. Purpose

Section 2.01

This organization is conceived exclusively for charitable, scientific, and educational purposes. The organization shall be committed to providing the members with the highest quality career opportunities, networking events, industry knowledge, and personal and professional development within all legal and statutory guidelines required by the Center for Student Involvement at the University of Houston.

Section 2.02

This organization shall remain a Supply Chain Management student organization at the C.T. Bauer College of Business focused on Sourcing and Procurement.

Article III. Personal Liability

Section 3.01

No Member, Officer, or Faculty Advisor of Bauer SPO shall be personally liable for the debts or obligations of Bauer SPO in any form or fashion whatsoever. The property of the Members, Officers, or Faculty Advisor shall not be subject to the payment of the debts or obligations of Bauer SPO.

Article IV. Dissolution

Section 4.01

At the time of dissolution of Bauer SPO, the President, Executive Vice President, VP of Finance, and Faculty Advisor shall, after paying or making provisions for the payment of all debts, obligations, liabilities, costs, and expenses of Bauer SPO, dispose of all of the assets of Bauer SPO.

Article V. Membership

Section 5.01

To be a member of the organization, one must:

- a) Be an undergraduate student currently enrolled in the University of Houston system
- b) Pay all applicable Bauer SPO semester dues, including Officer Team
 - a. If any reasonable circumstance prevents an Officer from paying dues, alternative measures can be taken



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- b. Deadline for payment and opt-out excusal to be determined by President and Faculty Advisor
- c) Registration – Members must register online at www.bauerspo.org
- d) Voting rights – Members of Bauer SPO are allowed to vote at elections that shall be held each semester at a time and place determined by the President

Article VI. Point System

Section 6.01

The point system shall determine the active and gold status of paid members each semester.

- a) The President and Executive Vice President create the point system each semester
- b) There are 2 levels in the point system:
 - a. Active Members – Attain over 40% of total points offered in a given semester
 - b. Gold Members – Attain over 60% of total points offered in a given semester

Article VII. Vision and Mission

Section 7.01 Vision

Producing the most professional and knowledgeable Sourcing and Procurement students in the nation.

Section 7.02 Mission

To provide our members with the resources to become professionals at major corporations through career opportunities, business networking, industry knowledge, and professional development.

Section 7.03 Career Opportunities

To provide members with Career Opportunities through: semi-annual Career Fair, Career Mixers, and online employment opportunities.

Section 7.04 Networking

Bauer SPO provides our members with networking opportunities with both the members and industry professionals. Networking with industry professionals includes but is not limited to: General Meetings, Recruiting Events, Student Development Workshops, and Plant Tours.

Section 7.05 Industry Knowledge

Members gain additional industry knowledge through General Meetings, Plant Tours, and Student Development Workshops. Workshops provide specialized knowledge not provided through the Supply Chain curriculum.

Section 7.06 Professional Development

Through the Student Development Program, members gain key industry knowledge, skills and abilities. Members also



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gain the opportunity to network with and learn from industry professionals from our partners and alumni base.

Article VIII. Corporate Partnerships

Bauer SPO will partner with multiple organizations as either an Executive Partner or a Corporate Partner. These partnerships enrich the learning, development, and success of our members.

Section 8.01 Executive Partners

An Executive Partner of Bauer SPO donates a minimum of \$5,000 per calendar year. Each partner will be allowed 1 seat on the Executive Council with a maximum of twelve board members. The Executive Council shall meet at least once per academic semester to provide guidance to the current President and Faculty Advisor. The President and the Faculty Advisor shall be a member but with no voting right. Due to their contributions to Bauer SPO, all Executive Partners can attend events free of charge.

Section 8.02 Corporate Partners

A Corporate Partner of Bauer SPO donates a minimum of \$2,000 per calendar year with no limit on the number of partners. Due to their contributions to Bauer SPO, all Corporate Partners can attend events free of charge.

Section 8.03 Fund Allocation

Bauer SPO funds will be divided into two sections: strategic and operational. Within the Executive Council \$4,000 of the \$5000 contribution will be allocated to the strategic account which includes scholarship programs; the remaining \$1,000 will be allocated to the Bauer SPO operational fund. Within the Corporate Partners, the full \$2000 will be allocated to the operational fund.

Article IX. Affiliations

Section 9.01 Bauer Supply Chain Management Alumni

Bauer SPO partners with only the Bauer Supply Chain Management Alumni Organization for various events such as philanthropy events, alumni events, educational events, career opportunities, and social events. This is a mutually beneficial partnership.

Article X. Scholarship Programs

Section 10.01 Educational Enrichment Program (EEP)

The Bauer SPO Educational Enrichment Program is funded exclusively by our Executive Partners. A portion of contributions from each partner will be allocated to this program. Members will be chosen by the Faculty Advisor through an application/interview process to be placed into cohorts. Each cohort will receive access to online modules provided by IACCM that, once completed, will award members with entry certification in Contracts and Commercial Management. Each cohort will also attend multi-day negotiation training sessions held by Watershed Associates to



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enhance skills in this area. The program will develop/update over time to provide cohort members with knowledge, skills, and abilities decided on by the Faculty Advisor and the Executive Council on a semesterly basis.

Section 10.02 Victor B. Wayhan Leadership Scholarship

Each semester on election night, paid members will vote on which Officer has assisted and/or influenced them the most through Bauer SPO. They will also vote on which Alumni had impacted them the most. The selected Officer and Alumni will be recognized as an exemplary leader at the University of Houston, and will be presented with a \$500 scholarship (officer) and \$250 for (Alumni) at the end-of-semester banquet.

Article XI. Leadership

Section 11.01

Titles and roles – Bauer SPO shall be comprised of a leadership team that at a minimum shall contain the following:

- Senior Leadership – President, Executive Vice President, VP of Corporate Services, VP of Student Development, VP of Finance
- Full Officer Team – President, Executive Vice President, VP of Corporate Services, VP of Student Development, VP of Finance, VP of Logistics, VP of Procurement, VP of Alumni Relations, VP of Marketing, VP of Campus Activities, VP of IT, VP of Communications, VP of Public Relations
- Committee Members – allocated according to the needs of the Officer position; each committee member must be approved by the President and sign a contract detailing all the responsibilities and expectations of the position
- Faculty Advisor – to be agreed upon by the Officer Team

Qualifications

- Senior Leadership – Serve a minimum of one semester as an Officer for Bauer SPO. The following guidelines for the Officer Team apply (see exceptions below)
- VP of Student Development and VP of Corporate Services – Serve a minimum of one semester on the Student Development Committee or Corporate Services Committee, or serve a minimum of one semester as an Officer for Bauer SPO
- Officer Team:
 - Must attain active membership status or gold membership status in the current semester to run for an Officer position
- Committee Member – interviewed and selected by Officer in charge of the given committee; final approval by President is required

Term lengths

- No student may serve more than 2 semesters in the same office
- No student may hold more than one officer position in the same semester



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- Officers in any other Bauer student organization cannot hold an officer position

Section 11.02 President

1. Plan, execute, and manage Bauer SPO organizational strategy each semester
2. Plan and execute a minimum of 4 General Meetings per semester
3. Create an overall marketing, financial, and operational strategy for the semester
4. Preside over the Officer Team
5. Ensure all vacancies of the Officer Team are filled in an expeditious manner
6. Attend and represent Bauer SPO at university meetings when invited
7. Serve as the liaison to the faculty and staff at University of Houston
8. Ensure information is distributed to the Officer Team in a timely and accurate fashion
9. Ensure all organizational operations are conducted and executed with transparency
10. Handle duties as the main arbitrator for issues regarding Officers and members
11. Work directly with Faculty Advisor to develop and monitor long-term strategies
12. Assist VP of Corporate Services with the selection of Career Mixer candidates
13. Plan and coordinate the Officer Retreat with the Executive Vice President
14. Serve on the Executive Council with the Faculty Advisor
15. Responsible for signing up Bauer SPO in any Registered Student Organization (RSO) required events/seminars

Section 11.03 Executive Vice President

1. Serve as the operational leader of the Officer Team
2. Support the President's strategic vision and goals
3. Lead the weekly Officer Meetings and manage all Officer deliverables
4. Facilitate quality planning and execution of the organization's events
5. Assume the President's responsibilities in absence of the President
6. Develop short-term tactical initiatives for the Officer Team and for the organization as a whole
7. Ensure the accurate documentation of processes for the success of future teams
8. Support individual Officers with their tasked responsibilities in their absence or incapacity
9. Plan and coordinate the Officer Retreat with the President
10. Provide oversight to Bauer SPO finances including banking and expenditures

Section 11.04 VP of Corporate Services

1. Responsible for planning and executing the Career Fair and Career Mixers
2. Maintain company database and ensure it is continuously updated and organized
3. Responsible for maintaining existing Executive/Corporate Partner relationships and developing additional prospective contacts with the intent of continuing the growth of Bauer SPO
4. Ensure that all outgoing Corporate Services e-mail correspondence is courtesy copied (CC'd) to President and Executive Vice President

5. Send out “thank you” correspondence to companies within one week after the event date, ensuring the email is courtesy copied (CC’d) to all employer representatives who attended and President
6. Actively promote Bauer SPO to corporations through face-to-face meetings
7. Coordinate with VP of Finance to reserve Career Fair, Pre-Mixer, and Career Mixer location and layout, half a semester ahead of scheduled event
8. Coordinate with Faculty Advisor and President for the selection of Career Mixer participants

Section 11.05 VP of Student Development

1. Responsible for the members’ personal and professional development with the intent of assisting in the transition from student to business professional
2. Understand the curriculum of SCM to better assist members in achieving their academic goals
3. Plan, schedule, and execute workshops for Bauer SPO members based on relevant market trends, employer requests, and SCM curriculum
4. Help Dr. Dale Tibedeau host the Supply CHain Forum Case competition until further notice--Plan, schedule, and execute a Case Competition with a corporate host that provides students the opportunity to develop in areas such as supply chain knowledge, teamwork, strategic planning, and project presentations
5. Present at each Officer Team meeting the master workshop schedule and content details of the upcoming workshop
6. Ensure the succeeding Officer has prior experience with the planning, scheduling, and execution of Student Development core responsibilities to enable continuous improvement for members

Section 11.06 VP of Finance

1. Responsible for all room reservations; know points of contact and send follow-up email prior to events to confirm setup and AV requirements
2. Work with President and Executive Vice President to plan, design, and implement a projected budget using historical data to provide a financial analysis of the organization
3. Monitor and track individual Officer spend on a daily basis by documenting every receipt to encourage fiscal responsibility on behalf of the Officer Team and Bauer SPO
4. Provide visibility and expertise to President and Executive Vice President when making important financial decisions
5. Coordinate with Bauer Office of External Relations to accept all corporate donations, which requires thank you letter, envelope, and stamp sent by mail
6. In charge of PayPal account used for, but not limited to member payments, corporate donations (PayPal Invoice), and bake sale revenue
7. In charge of the Bauer SPO Bank Account and P-Card
8. Maintain two separate bank accounts for operating expenses and capital expenses
9. Responsible for tracking revenue from Bauer SPO events and Executive/Corporate Partners and comparing with expenditures to provide a current state of the budget
10. Provide reimbursement to Officers for expenses directly attributed to Bauer SPO operations within one week of receiving all relevant documentation



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11. Provide specific payment PayPal code to VP of IT for Bauer SPO website
12. Send financial updates to Faculty Advisor as needed
13. Any requests from Officers to increase budget must be approved by the President and EVP

Section 11.07 VP of Logistics

1. Make timely setup arrangements for all materials required for organizational events
2. Ensure all Officers in charge of events submit a requisition form within 2 weeks prior to their event
3. Responsible for cleaning up after each Bauer SPO event, including reestablishing room to prior condition
4. Coordinate the transportation and setup of all equipment, goods, and materials necessary for Bauer SPO events
5. Provide inventory reports to Executive Vice President to ensure proper inventory levels are maintained Create surveys and collect member feedback to improve organization activities and promote continuous improvement within the organization
6. Create surveys and collect member feedback to improve organization activities and promote continuous improvement within the organization (at discretion of the officers event)
7. Responsible for updating all member points within one week after corresponding Bauer SPO event
8. Work with VP of Finance to create a database to record paid membership each semester
9. Responsible for creating and presenting safety moments for Orientation and every General Meeting throughout the semester
10. Responsible for tracking Officer attendance at every Officer Meeting

Section 11.08 VP of Procurement

1. Responsible for all purchases required for Bauer SPO
2. Accountable for catering all General Meetings, Student Development events, and Orientation
3. Communicate with VP of Logistics to provide 2 week lead time from date of Bauer SPO events to ensure proper coordination is available to cater events
4. Responsible for ordering name tags, business cards, member t-shirts, and Officer polos
5. Coordinate with Officer Team member responsible for any given Bauer SPO event to ensure timely delivery of refreshments and food
6. All receipts for purchases must be given to VP of Finance on the day of the purchase for proper documentation

Section 11.09 VP of Alumni Relations

1. Serve as chief liaison between Bauer SPO Alumni and active members
2. Responsible for generation and maintenance of alumni contact list
3. Pursue sponsorship and fundraising opportunities via alumni channels, not through existing corporate partnership relationships
4. Responsible for planning and executing a minimum of 3 plant tours per semester
5. Send out "thank you" correspondence to plant tour facilitators within one week after the plant tour, ensuring the email is courtesy copied (CC'd) to all individual employer representatives who assisted, as well as President and Executive Vice President



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6. Coordinate and execute Mentorship Program with SPO Alumni including a kickoff event and multiple checkpoints during the semester
7. Responsible for sending out monthly Alumni Newsletter
8. Responsible for coordinating and organizing Alumni Event - this can be Astros game or UH Tailgates

Section 11.10 VP of Campus Activities

1. Responsible for organizing and scheduling minimum of 3 bake sales per semester
2. Responsible for organizing and scheduling tailgates during the Fall semester; they should all be joint events with one or more Bauer student organizations or Alumni Relations for alumni tailgate
3. Responsible for organizing and managing sports teams for a minimum of 2 intramural sports each semester (optional)
4. Responsible for appropriate permit acquisition for tailgates and bake sales

Section 11.11 VP of Public Relations

1. Organize, plan, and execute a social following Orientation and each General Meeting
2. Organize, plan, and execute at least two community service/philanthropy events for Bauer SPO
3. Organize, plan, and execute a banquet at the end of each semester
4. Organize, plan, and execute Dr. Wayhan's Graduation Party at the end of the semester
5. Organize, plan, and execute a Committee Appreciation event at the end of the semester

Section 11.12 VP of Marketing

1. Responsible for updating and executing a master marketing campaign
2. Create and update the Bauer SPO bulletin board with current officer positions and pictures
3. Design and decorate SPO tri-fold to be used during Rush Week
4. Implement all marketing updates through social media: Facebook, LinkedIn, Instagram, Bauer TV and Remind 101
5. Responsible for ensuring the proper coordination of the Officer Team and all materials needed for a successful Rush Week
6. Serve as primary administrator for Bauer SPO social media outlets
7. Maintain and update SPO event calendar to be displayed on newsletters, website, and social media
8. Collaborate with VP of Communications and VP of IT to form Outreach team acting as the promotional leg of Bauer SPO
9. Responsible for designing fliers, online banners, and member t-shirts

Section 11.13 VP of Communications

1. Record minutes from all official Bauer SPO meetings and prepare a summary to distribute to the Officer Team
2. Take photos at all Bauer SPO events and post the pictures on Facebook and Website
3. Responsible for designing and preparing weekly Bauer SPO Newsletter to ensure that members are aware of all Bauer SPO events; obtain Executive Vice President's approval of Newsletter before sending it out



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4. Update Officer Roster with current Officers' contact information: name, position, personal and organization email, phone number, and class schedules
5. Manages the REMIND101 texts for the organization
6. Collaborate with VP of Marketing and VP of IT to form Outreach team acting as the promotional leg of Bauer SPO
7. Create Table Schedule and Class Announcement Schedule for Officers during Rush Week

Section 11.14 VP of IT

1. Solely responsible for updating and maintaining the organization website and host
2. Collaborate with the President and EVP to implement the vision of the organization
3. Collaborate with VP of Marketing and VP of Communications to form Outreach team acting as the promotional leg of Bauer SPO
4. Responsible for the research and implementation of new tech programs
5. Provide assistance and tech solutions to SPO Officers
6. Dedicated to providing training to successor in a timely manner with the intent of a seamless transition of Officers from semester to semester

Section 11.15 Past-President (optional)

1. Appointed by newly elected President
2. Must be a current student enrolled in the C.T. Bauer College of Business
3. Must have served as President of Bauer SPO in a previous semester
4. In the absence of a Past-President, the past Executive Vice President may serve upon consent of the newly elected President
5. If none of the above are present, or if the newly elected President does not need this role to be filled, the role will not exist
6. Will work closely with current President and Faculty Advisor to assist in strategic initiatives
7. Levels of engagement are determined by the newly elected President and Faculty Advisor prior to the start of the semester

Section 11.16 All Officers

1. Communicate with VP of Finance two weeks prior to date of all scheduled events to ensure location arrangements are properly made
2. Submit requisition form to VP of Logistics two weeks prior to the confirmed event date
3. Submit all event details to VP of Marketing, Communications, and IT two weeks prior to the confirmed event date through reverse requisition form
4. Update sustainability documents throughout the semester to aid future Officer Teams and add to the continuous growth and improvement of the organization
5. Officers are required to sign a confidentiality (non-disclosure) agreement regarding the exchange of the organization's internal information



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Article XII. Committees

Committees may be created by the leadership team as necessary to provide support and coordination of organizational goals in accordance with the By-Laws.

Article XIII. Disciplinary Measures

All Officers must perform in accordance with the guidelines set forth in the Constitution and By-Laws.

Section 13.01 Requirements

- a) All Officers must attend Officer Meetings, General Meetings, and other organizational events; failure to attend will result in disciplinary measures determined in the By-Laws
- b) No Officer may use the organization's corporate contacts and relationships without the approval of the President and Faculty Advisor
- c) All Officers must act in accordance with all legal and statutory guidelines required of Student Organizations at the University of Houston by the C.T. Bauer College of Business
- d) All Officers shall be required to pay standard membership dues of \$50, unless President and EVP consent is given

Section 13.02 Officer Impeachment

If an Officer has breached the requirements set forth in the Constitution or the By-Laws, they shall be relieved of their duties by the President and Executive Vice President within one week of the incident in question.

If an Officer disagrees with the decision of removal, they may submit a written request to the President or Executive Vice President for an in-depth review process with the Faculty Advisor, which must occur within one week of the impeachment.

The written request must be no longer than one page in length and include the following information if it is to be considered:

1. Date of submission
2. Officer name
3. Officer position
4. Official reason(s) for being impeached based on the Constitution or By-Laws
5. Brief summary of the objections to impeachment
6. Signature of the Officer in question

Section 13.03 Impeachment of President or Executive Vice President

The Officer Team may choose to impeach the President or Executive Vice President based on a 75% majority vote that does not include the President and Executive Vice President.

To propose the removal of either the President or Executive Vice President, a written request must be submitted to the



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Faculty Advisor and must be signed by a minimum of five officers.

Article XIV. Operational Model

Section 14.01

All Officers are required to attend weekly Officer Team meetings:

- a) The length of each meeting shall be determined by the President.
- b) The Executive Vice President shall be the arbitrator and mediator of the Officer Meetings.
- c) The President will present the deliverables to the Senior Executive team and the Executive Vice President will present the deliverables to the rest of the team.

Section 14.02 Decision Making Model

- a) The Executive Vice President shall run and determine the agenda, structure, and deliverables of the Officer Team meetings.
- b) In the event that the Executive Vice President is unable to attend, the President shall be appointed to these duties until the Executive Vice President's return.
- c) If both the President and Executive Vice President are unable to attend, a meeting will not occur.

Section 14.03

The President shall have sole discretion to bring an item to a vote during an Officer Meeting:

- a) Unless explicitly stated otherwise in the Constitution, any decisions brought to a vote during an Officer Meeting must be approved by a majority of the Officer Team.

Article XV. Elections

At the end of each semester, active members will be allowed to run for Officer positions within Bauer SPO. There will be a designated election night. The date of the election will be announced through the Bauer SPO website prior to the designated date. The purpose of the election process is to choose the Officer Team for the following semester.

Section 15.01 Eligibility

To be eligible to run for Senior Leadership (President, Executive Vice President, VP of Finance, VP of Corporate Services or VP of Student Development), a student must have served as an Officer in a previous semester and satisfy all Officer guidelines.

In the case of VP of Student Development and VP of Corporate Services, committee members belonging to either of these positions may be considered eligible due to acquiring knowledge that can only be achieved through the direct interaction with the Student Development and/or Corporate Services process.



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To run for any other Officer position, a student must attain active or gold membership status in the current semester.

Lastly, all potential candidates must attend pre-elections night which will be announced on the Bauer SPO website beforehand. Here, potential candidates will confirm the position they plan to run for during elections.

Section 15.02 Members

On election night, each paid member will cast a single vote per position on the members running for office. The majority winner of each position will receive the Member Vote.

Section 15.03 Current Officer Team

On election night, each current Officer will cast a single vote per position on the members running for office. The majority winner of each position will receive the Officer Vote.

Section 15.04 Faculty Advisor

On election night, in event of a tie between the Member Vote and the Officer Vote, the current Faculty Advisor will break the tie.

Section 15.05 Counting of the Votes

The election ballots shall be counted by SPO Alumni to maintain transparency and avoid possible conflicts of interest. The current President will be informed of the results within one hour after the last vote is counted.

Article XVI. Events

Section 16.01

All events shall be for the benefit of Bauer SPO members.

Section 16.02 Major Events (Educational & Professional)

- a) Orientation
- b) General Meetings
- c) Student Development Workshops
- d) Case Competition
- e) Career Fair
- f) Career Mixers
- g) Plant Tours

Section 16.03 Secondary Events (Social/Weekend)

- a) Rush Week



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- b) Community Service/Volunteer Events
- c) Socials (after Orientation and General Meetings)
- d) Intramural Sports
- e) Bake Sales
- f) Tailgates (Fall only)
- g) Alumni Event
- h) Banquet
- i) Dr. Wayhan's Party

Section 16.04 New Events

New events shall only be added upon approval by the President, Executive Vice President, and Faculty Advisor.

Article XVII. Faculty Advisor

Section 17.01

Dr. Victor Wayhan is the original and current Faculty Advisor of Bauer SPO. Upon his retirement, Dr. Wayhan may recommend a future Faculty Advisor. If a Faculty Advisor is not designated, the current Officer Team may vote on candidates chosen by the President to be reappointed each year.

Section 17.02

The Faculty Advisor's duties shall include but are not limited to:

- a) Meeting with the organization's Senior Leadership once a semester
- b) Attending organization meetings and activities
- c) Support the organization's overall goals and objectives
- d) Act as a mediator and arbitrator in organizational disputes
- e) Assist President and VP of Corporate Services with Career Mixer candidates
- f) Break ties between the Member Vote and Officer Vote on election night

Article XVIII. Financials

Section 18.01

- a) The organization shall have 2 separate accounts:
 - i. Operational Expenditures (OPEX)
 - ii. Capital Expenditures (CAPEX)
- b) OPEX shall be funded by Corporate Partners, membership/officer dues, bake sales, and any unique fundraising events per semester.



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- i. OPEX will be used for all event expenses.
- c) CAPEX shall be funded by the Executive Partners.
 - i. CAPEX is used for scholarship programs (EEP Program and Victor B. Wayhan Leadership Scholarship)
 - ii. CAPEX may be used to purchase long-term tangible assets upon approval of the President and Faculty Advisor.

Section 18.02

- a) Membership dues shall be \$50 per semester.
- b) Membership dues may be changed by the President, Executive Vice President and Faculty Advisor prior to the start of a semester.
- c) Students must be paid members to be eligible to attend Student Development Workshops, Pre-Mixers, Career Mixers, Career Fair, Plant Tours, Case Competition, and Elections.
- d) All officers on the Officer Team shall be required to pay standard membership fee of \$50 unless consent of President and Executive Vice President is given.

Article XIX. Amendments

Section 19.01

- a) Amending the constitution may be completed in two ways:
 - a. A two-thirds vote of the Officer Team and approval by the Faculty Advisor
 - b. A unanimous vote by the Officer Team

Section 19.02

- a) A proposed amendment to the constitution must be submitted in writing to the President and Executive Vice President at least two weeks before being voted upon.
- b) Upon approval by the President and Executive Vice President, an amendment may be brought to the Officer Team for a vote.

Section 19.03

Proposed amendments must be specific in scope and made in good faith.

Section 19.04

In the event that the two-thirds vote results in a non-integer value, that value shall be rounded up to the next nearest integer.



Bauer SPO Constitution

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Caroline Maddock, Jennylee Quach (November 2018)

Version 1.7

Article XX. By-Laws

Section 20.01

The By-Laws shall be determined by the President and Executive Vice President in accordance with the guidelines described here in the Constitution.

Section 20.02

The By-Laws shall serve as the operational guidelines and policies of the Officer Team and shall be subject to revision each semester by the incoming President and Executive Vice President.

Article XXI.

Section 21.01 Non-Discrimination Clause

As a Registered Student Organization at the University of Houston, we adhere to the University of Houston's Non-Discrimination Policy. The University of Houston is an Affirmative Action/Equal Opportunity institution. The university provides equal treatment and opportunity to all persons without regard to race, color, religion, national origin, sex, age, genetic information, disability, or veteran status except where such distinction is required by law. Additionally, the System prohibits discrimination on the basis of sexual orientation, gender identity or gender expression.

Section 21.02 Anti-Hazing Clause

This organization will not initiate, participate in, or be witness to any act that inflicts or intends to inflict physical or mental harm or discomfort or which may demean, disgrace, or degrade any person, regardless of location, intent, or consent of participant(s).