## Fisher College of Business – OUT IN BUSINESS

**Article I - Name, Purpose, and Non-Discrimination Policy**

Section 1: Name:

 Out in Business (OiB)

Section 2: Purpose:

 We are an organization created to unify and advocate for all Fisher College of Business (FCOB) students, both undergraduate and graduate, who identify as: gay, lesbian, bisexual, transgender, intersex, queer, and questioning (LGBTQ). We also seek and welcome the participation of allies who may or may not identify as belonging to any of the above groups, but who believe in the organization’s intent noted above. We serve to positively affect the culture of Fisher so that all students feel encouraged to be their authentic selves among fellow students, faculty, and staff. We are committed to the core ideals of inclusivity, visibility, and professional development, which we work to support in the following ways:

1. Provide a safe space for LGBTQ students and allies to meet, socialize, bond, and professionally network
2. Educate and inspire all students, staff, and faculty to foster an on-campus environment and culture of inclusion for LGBTQ students
3. Partner with FCOB administration to ensure a college-wide commitment of support for LGBTQ applicants to FCOB programs and students currently at FCOB; this partnership is solicited from the Associate Dean for Diversity and Inclusion and the Senior Director of the Office of Diversity and Inclusion Student Services, among others.

In addition, we are committed to ancillary purposes (in no particular order) which are viewed as complementary in nature, but not mandated by this document:

1. Partner with other FCOB student organizations to offer co-sponsored educational and/or social programming relevant to our members.
2. Create and maintain strong mentorships between undergraduate and graduate students.
3. Invite and secure LGBTQ members of the central Ohio business community to speak about their professional and personal experiences.
4. Seek and share with members all careers, jobs, scholarships, grants, training, or other educational and professional opportunities available to them due to their LGBTQ status and academic performance.
5. Serve as a conduit between organizations seeking LGBTQ talent and members seeking to connect with such organizations.
6. Officially serve as a Reaching Out MBA (“ROMBA”) affiliate and encourage students to fully leverage any and all resources available as a result of this affiliation.

Mission Statement: Out in Business will provide Fisher College of Business students who identify as gay, lesbian, bisexual, transgender, intersex, queer, questioning (“LGBTQ”), and allies a supportive, inclusive, and affirming community amongst fellow students, faculty, staff, and the college as a whole.

Section 3: Non-Discrimination Policy

 This organization and its members shall not discriminate against any individual(s) for reasons of age, color, disability, gender identity or expression, national origin, race, religion, sex, sexual orientation, or veteran status.

**Article II – Membership: Qualifications and Categories of membership**

Out in Business is a student-initiated, student-led, and student-run organization. Those who participate in any of the organization’s events may self-identify as members. Such persons must be currently enrolled as graduate or undergraduate students at The Ohio State University Fisher College of Business (students who are designated as “pre-business” majors, business majors, or graduate-degree candidates) and who have expressed sincere interest in the organization. Membership is awarded at no charge; there are no dues, fees, or other monetary requirements. All decisions relating to the organization’s cause, purpose, events, initiatives or any other dimensions of the organization will be made exclusively by members of the leadership team, unless such members agree in totality to offer voting rights to non-leadership members. Individuals in the professional and academic communities (e.g. faculty, staff, alumni, professionals, or other student allies affiliated or not affiliated with the Fisher College of Business) are encouraged to become involved with Out in Business as non-voting mentors, advisors or honorary members, the latter two titles to be designated in totality by the leadership team.

**Article III – Membership removal process**

Members who are in poor standing with the organization will be subject to a review process by the current executive board. Poor standing includes - but not limited to - not attending meetings for an elongated period of time and negative behavior. Only two members of the executive board are required for discussing. Member in question may be removed from email list or spoken with about reason for dismissal.

**Article IV – Organization Leadership: Titles, terms of office, selection type, and duties.**

 The organization’s executive board will be elected by a majority vote by current leadership members in February of each academic year (excluding 2017) and will serve for a period of one year (summer of the current year through spring of the next). Elections may also take place at the beginning of any semester if executive positions are vacant.

The executive positions include President, Treasurer/Vice President of Membership, Vice President of Inclusivity, Vice President of Campus Relations, Vice President of Fundraising, Vice President of Professional Development, Vice President of Graduate Engagement, and Vice President of Marketing; each of these positions must be occupied for the organization to remain in good standing.

***President****: lead executive board meetings, create agendas prior to meetings, meet with administrators, attend Council of Presidents meetings, meet with Columbus professionals, provide supervision and support on all organization responsibilities, manage Ohio Union student organization page, and lead special initiatives; serve as a positive and inclusive OiB spokesperson, ambassador, and “point person”; collaboratively leverage skills and talents of leadership team*

***Vice President of Graduate Engagement (VPGE):*** *serve as spokesperson and visible representative of the organization to all graduate students at Fisher, organize ROMBA conference participation (as necessary), help plan all events, recruit LGBTQA graduate students, provide strategy and insight on executive board topics, ideate programming specific to graduate students’ interests, articulate viewpoints and opinions of the LGBTQA graduate student body as a whole, and help acquire funding for the organization*

***Vice-President of Membership/Treasurer:*** *Prepare and monitor the budget, keep executive board members updated on remaining balance at every meeting, make the majority of organization purchases, handle any membership reimbursements, complete any procedures necessary to obtain organization funding, monitor membership requirements, and organize social events*

***Vice President of Inclusivity:*** *Work to directly promote our pillar of inclusivity by means of planning events for membership and the college as a whole, engaging with the Multi-Cultural Center, working with the Office of Diversity and Inclusion, and promoting initiatives throughout the college to foster a sense of inclusion*

***Vice President of Campus Relations:*** *Work to directly promote our pillar of visibility by means of planning events for membership and the college as a whole, working with the Undergraduate Leadership and Engagement Office (ULEO), and collaborating and fostering relationships with other student organizations in the college*

***Vice President of Professional Development:*** *Work to directly promote our pillar of professional development by means of planning events for membership and the college as a whole, working with corporations to secure corporate sponsorships and partnerships, planning a program of development workshops for general membership, and preparing members to apply for Out for Undergrad and ROMBA*

***Vice President of Fundraising:*** *Plan and organize a diversity program of events to raise funds for the organization while also working with the Vice President of Professional Development to secure corporate sponsorships*

***Vice President of Marketing:*** *Maintain and update our online presence (including Facebook, FisherU, etc.), create marketing materials for all events, serve as the main contact to promote our events through the traditional means, and create marketing materials for recruitment*

Additionally, the preceding parties may choose at any time upon 100% agreement to create additional leadership positions and to select candidates either as a leadership team or via a vote conducted amongst all members. In such cases, the leadership team will create and execute a fair and reasonable way(s) of publicizing the positions, call for applications/formal shows of interest, and hold a vote in which majority rules; the person with the most votes “wins” the seat.

Notwithstanding the above creation of additional leadership positions, the formal election meeting to replace all current leadership positions will occur every February on a date to be determined and such election shall be determined solely by the current leadership team. Members who desire to run for seats may nominate themselves or others via email or in person as early as January of that year to serve for the next academic year. The nominee with a plurality of votes submitted by the leadership team shall be declared the holder of that position for the next term. In the event that only one member volunteers for the position, an election will not be required.

No member of the leadership team may serve for more than one academic year in the same executive position, i.e. the President may not serve as President again, except in the case of an undergraduate member of the leadership team who seeks re-election to the same position during his/her/their graduate studies.

Removal of a student from an executive position may occur only when at least two other executive members and any and all advisors agree to such removal. Removal may occur at any time and is reserved solely for egregiously harmful conduct or behavior. A student in an executive position is expected to remain in such position for the term outlined; if the student voluntarily resigns, a re-election will occur subject to the provisions above.

**Article V – Advisor:**

 Advisor(s) must be a full-time member(s) of university faculty or administrative & professional staff. The advisor(s) should be someone to whom the members can go for guidance about issues with the organization. The advisor(s) is expected to be available to the members and easily contacted if the need shall arise. Members of the academic and professional communities may serve in an advisory capacity for special events or programs at the request of the executive board. Duties of advisor(s) shall include, but are not limited to, general assistance with securing funding, oversight in planning and coordinating activities and facilitating outreach to other organizations at Ohio State, other colleges and universities, and the community.

**Article VI – Meetings of the Organization:**

 General meetings and leadership team meetings will occur on dates and times selected by the leadership team and such dates and times will be disseminated via email and the website.

**Article VII – Method of Amending Constitution: Proposals and Voting Requirements**

 Proposed amendments to the constitution may come only from executive board members at any time and require 100% agreement among such members.

**Article VIII – Method of Dissolution of Organization**

 The organization shall be dissolved if and when there is no longer an interest in membership and/or there is no longer a need for the organization. The organization shall not spend money in excess of assets available. In the event that a payment is due at the time of dissolution, the Treasurer must arrange payment of all debts before the organization may dissolve. Any excess assets at the time of dissolution that originated from The Ohio State University will be returned to the proper departments. The group advisor(s) will be consulted as to what to do with any excess assets owned solely by the organization.