# Constitution and By-Laws of

# Healthcare & Life Sciences Consulting Club

## Article I- Name, Mission, and Non-Discrimination Policy of the Organization.

**Section 1- Name**: This organization shall be known as the Healthcare and Life Sciences Consulting Club, hereafter referred to as its full name, HLSCC, or ‘the organization’.

**Section 2- Mission Statement:** The mission of the organization is to create an interdisciplinary group dedicated to structured problem solving within the healthcare and life sciences space, while building an understanding of consulting ‘best practices’ and skills. This club will serve as an inclusive community for students with an interest in the practice of consulting, and will be dedicated to providing members with opportunities for analytical and leadership growth, as well as network expansion. These opportunities will include ‘real life’ case scenarios, skillset workshops, industry talks, information sessions, etc.

**Section 3- Official logo and colors:** The official logo of HLSCC will be the stylized triangle with the text ‘H & LS Consulting Club: problem solving for life’. The official colors of the organization will be black, white, and red.

**Section 4- Non-Discrimination Policy and Sexual Harassment Statement:** HLSCC does not discriminate on the basis of age, ancestry, color, disability, gender identity or expression, genetic information, HIV/AIDS status, military status, national origin, race, religion, sex, sexual orientation, protected veteran status, or any other bases under the law, in its activities, programs, admission, and employment.

As a student organization at The Ohio State University, HLSCC expects its members to conduct themselves in a manner that maintains an environment free from sexual misconduct. All members are responsible for adhering to University Policy 1.15, which can be found here: [https://hr.osu.edu/public/documents/policy/policy115.pdf.](https://hr.osu.edu/public/documents/policy/policy115.pdf)

If you or someone you know has been sexually harassed or assaulted, you may find the appropriate resources at [http://titleIX.osu.edu](http://titleix.osu.edu/) or by contacting the Ohio State Title IX Coordinator at titleIX@osu.edu**.**

## Article II- Membership: qualifications and categories of membership.

**Section 1- Specifications of the makeup of the organization:** As required by the Guidelines for Student Organizations, 90% of the membership of HLSCC will include current Ohio State University students. Active members and the Executive Board are able to make decisions regarding the membership of the community and other non-student members of an organization. Community or other non-student members may be temporarily suspended with a majority vote of the Executive Board as dictated by Article VII, Section 1 of this document.

**Section 2- Qualifications for membership:** The organization is open to all registered students at The Ohio State University, whether pursuing an undergraduate or advanced degree. There are currently no other qualifications for general membership. Members will have access to all HLSCC resources including industry professional contacts and casing materials. These clauses are subject to change at the discretion of the Executive Board, aided by advisors, if problems arise concerning qualifications for general membership.

***Article III- Organization Leadership/Executive Board:*** *titles, terms of office, type of selection, and duties of the leaders.*

**Section 1- Outline of leadership roles:** HLSCC leadership shall be vested in an Executive Board (hereafter referred to by its full name or the Board) which consists of the following required positions: Primary Leader (President), Secondary Leader (Vice President), Treasurer, CAB Representative, Head of Career Development, Marketing & Social Chair, and two Co-advisors. This is subject to change as the organization grows and new needs are addressed, and the decision to expand or modify the structure of the Executive Board is at the discretion of the majority of the Executive Board. The Executive Board will meet outside of regularly scheduled HLSCC meetings.

**Section 2- General statement on leadership selection:** The Executive Board is composed of Organizational Leaders, and these leaders will be elected or appointed from the ranks of the organization’s general membership. The titles of organization leaders, the length of terms, specification as to which leaders are elected or appointed and by whom, and the general duties of each leadership position will be clearly specified in sections 5-8 of Article III.

**Section 3- Methods for removing members and executive officers:**

1. If a member engages in behavior that is detrimental to advancing the purpose of this organization, violates the organization’s constitution or by-laws, or violates the Code of Student Conduct, university policy, or federal, state, or local law, the member may be removed through a majority vote of the officers in consultation with the organization’s advisor(s).
2. Any elected officer of the chapter may be removed from their position for cause. Cause for removal includes, but is not limited to: violation of the constitution or by-laws, failure to perform duties, or any behavior that is detrimental to advancing the purpose of this organization, including violations of the Student Code of Conduct, university policy, or federal, state, or local laws. The Executive Board may act for removal upon a two-thirds affirmative vote of the executive board in consultation with the organization’s advisor(s).
3. In the event that the reason for member removal is protected by the Family Educational Rights and Privacy Act (FERPA) or cannot otherwise be shared with members (e.g., while an investigation is pending) the Executive Board, in consultation with the organization’s advisor(s), may vote to temporarily suspend a member or executive officer.

**Section 4- General premise, size, and composition of Executive Board:** The Executive Board (like a board of trustees or directors) represents the general membership, conducts business of the organization between general meetings of the membership, and reports its actions at the general meetings of the membership. In many organizations, this Board is comprised of the organization leaders, chairpersons of the standing committees, faculty advisors, and sometimes ex officio positions from related student organizations. This can also be the case in HLSCC, and the decision to integrate these positions into the Board is at the discretion of the majority of the Executive Board.

**Section 5- President role, obligations, and responsibilities:** The president shall have the following responsibilities:

1. Oversee the organization’s functions and operations;
2. Conduct general body and Executive Board meetings;
3. Report to advisor, alumni, and affiliated partners; and
4. Act as primary liaison to the university administration and public

The president’s elected term length will be two semesters. A legitimate reason for requesting to be relieved of the responsibilities of this Organizational Leader position will be assessed by the Executive Board. Legitimate reasons for being unable to serve a full two semesters in this role include but are not limited to: graduation (this must be addressed with the Vice President at least 2 months in advance of the graduation date), serious family or personal emergencies that prevent a person from being able to fulfill the above duties, and sickness or injury that prevents a person from being able to fulfill the above duties. Regardless of reason, planning to be relieved of the responsibilities of this Organizational Leader position must be conveyed in formal communication to the Vice President as soon as possible.

**Section 6- Vice President role, obligations, and responsibilities:** The vice president shall have the following responsibilities:

1. Direct constitutional revisions and amendment proposals;
2. Recruit new members;
3. Assist all other Executive Board officers;
4. Facilitate the election of the new Executive Board; and
5. Coordinate the transition meeting for the incoming Executive Board officers
6. Share equal responsibility and duties with the President

The vice president’s elected term length will be two semesters. A legitimate reason for requesting to be relieved of the responsibilities of this Organizational Leader position will be assessed by the Executive Board. Legitimate reasons for being unable to serve a full two semesters in this role include but are not limited to: graduation (this must be addressed with the President at least 2 months in advance of the graduation date), serious family or personal emergencies that prevent a person from being able to fulfill the above duties, and sickness or injury that prevents a person from being able to fulfill the above duties. Regardless of reason, planning to be relieved of the responsibilities of this Organizational Leader position must be conveyed in formal communication to the President as soon as possible.

**Section 7- Treasurer role, obligations, and responsibilities:** The treasurer shall have the following responsibilities:

1. Shall be the chief financial officer of the organization and shall control all financial accounts owned by the organization along with the Vice President;
2. Report the financial status of the organization to the Executive Board as needed;
3. Maintain the finances of this organization in the following ways:
	1. Collect and record all payments and donations made to this organization;
	2. Record all payments made by this organization;
	3. Apply for and maintain all operating and programming funding;
	4. Advise the Executive Board financially;
	5. Conduct an annual audit of the finances of this organization;
	6. Provide the advisor with a summary of financial records annually;
	7. Establish a budget and oversee fundraising operations

The treasurer’s elected term length will be two semesters. A legitimate reason for requesting to be relieved of the responsibilities of this Organizational Leader position will be assessed by the Executive Board. Legitimate reasons for being unable to serve a full two semesters in this role include but are not limited to: graduation (this must be addressed with the President and Vice President at least 2 months in advance of the graduation date), serious family or personal emergencies that prevent a person from being able to fulfill the above duties, and sickness or injury that prevents a person from being able to fulfill the above duties. Regardless of reason, planning to be relieved of the responsibilities of this Organizational Leader position must be conveyed in formal communication to the President and Vice President as soon as possible.

**Section 8- CAB Representative role, obligations, and responsibilities:** The CAB Representative shall have the following responsibilities:

1. Act as the student liaison between CAB (Consulting Advisory Board) and HLSCC
	1. Attend CAB representative meetings
2. Share knowledge with the rest of the organization and work closely with the Head of Career Development to coordinate events/marketing materials

The CAB Representative’s elected term length will be two semesters. A legitimate reason for requesting to be relieved of the responsibilities of this Organizational Leader position will be assessed by the Executive Board. Legitimate reasons for being unable to serve a full two semesters in this role include but are not limited to: graduation (this must be addressed with the President and Vice President at least 2 months in advance of the graduation date), serious family or personal emergencies that prevent a person from being able to fulfill the above duties, and sickness or injury that prevents a person from being able to fulfill the above duties. Regardless of reason, planning to be relieved of the responsibilities of this Organizational Leader position must be conveyed in formal communication to the President and Vice President as soon as possible.

**Section 9- Head of Career Development role, obligations, and responsibilities:** The Head of Career Development shall have the following responsibilities:

1. Monitor career/informational opportunities on Handshake, LinkedIn, or company websites in a timely and scheduled manner
2. Effectively advertise opportunities to the organization members
	1. This could take the form of a biweekly newsletter/email, meeting announcements, or other communication channels deemed effective
3. Work with the CAB Representative to inform the entire consulting network of our organization’s opportunities

The Head of Career Development’s elected term length will be two semesters. A legitimate reason for requesting to be relieved of the responsibilities of this Organizational Leader position will be assessed by the Executive Board. Legitimate reasons for being unable to serve a full two semesters in this role include but are not limited to: graduation (this must be addressed with the President and Vice President at least 2 months in advance of the graduation date), serious family or personal emergencies that prevent a person from being able to fulfill the above duties, and sickness or injury that prevents a person from being able to fulfill the above duties. Regardless of reason, planning to be relieved of the responsibilities of this Organizational Leader position must be conveyed in formal communication to the President and Vice President as soon as possible.

**Section 10- Marketing and Social Chair role, obligations, and responsibilities:** The Marketing and Social Chair shall have the following responsibilities:

1. Operate and monitor all forms of social media on which the organization is active, including but not limited to:
	1. Updating followers on news, upcoming events, and statuses;
	2. Using social media to reach out to other organizations for potential collaborations;
	3. Monitoring messages on social media to look out for students requesting more information about our organization;
	4. Ensuring that HLSCC’s social media interactions are thoughtful, responsible, and safe;
	5. Posting in a timely manner so that followers are seeing new content from the HLSCC team
2. Lead marketing and recruiting efforts to grow HLSCC as an organization on campus, including but not limited to:
	1. Finding opportunities to showcase HLSCC and provide interested students more information about our organization;
	2. Leading Involvement Fair preparations and operations
	3. Attending events to speak about HLSCC, whether they be class sessions, other clubs’ meetings, etc.
3. Plan and execute social events and mixers for HLSCC members
4. Maintain the HLSCC brand throughout all marketing and social media efforts, which includes the use of consistent colors, logos, and verbiage

The Marketing and Social Chair’s elected term length will be two semesters. A legitimate reason for requesting to be relieved of the responsibilities of this Organizational Leader position will be assessed by the Executive Board. Legitimate reasons for being unable to serve a full two semesters in this role include but are not limited to: graduation (this must be addressed with the President and Vice President at least 2 months in advance of the graduation date), serious family or personal emergencies that prevent a person from being able to fulfill the above duties, and sickness or injury that prevents a person from being able to fulfill the above duties. Regardless of reason, planning to be relieved of the responsibilities of this Organizational Leader position must be conveyed in formal communication to the President and Vice President as soon as possible.

**Section 11- Advisor role, obligations, responsibilities, and qualification criteria:** The advisor(s) shall have or share the following responsibilities:

1. Attend as many general body meetings as possible.
2. Attend Executive Board meetings as requested.
3. Seek out opportunities for the organization, as it relates to the HLSCC mission statement.
4. Be available by phone, email, or face-to-face virtual communication to advise Executive Board members as it relates to events, membership, and general decision-making for the good of the organization.

Advisors of student organizations must be full-time members of the University faculty or Administrative & Professional staff. If a person is serving as an advisor who is not a member of the above classifications, a co-advisor must be chosen who is a member of these University classifications.

The advisor(s)’s appointed term length will be two semesters, with potential for reappointment to the position dependent on the desire of the advisor(s) and the Executive Board together. The advisor(s) will be appointed by the President and Vice President with council from the rest of the Executive Board.

***Article IV- Elections:*** *general premise, rules and procedures, eligibility for office, nominating process, design of ballots, balloting procedures, and special circumstances.*

**Section 1- Election of Organization Leadership:** During the month of March, the current Executive Board will elect the Executive Board for the following school year, which will begin in August of that year. The process for elections will be as follows:

1. Collect applications from members of the organization
	1. If a member wishes to run for multiple positions, they may do so.
	2. If an Executive Board member wishes to run again, they may do so.
2. The Executive Board shall read and review all applications.
3. The Executive Board shall invite all applicants to an Executive Board meeting and enter Executive Session where no minutes may be taken. The election process shall be as follows:
	1. The Executive Board will prepare a list of 5-10 questions relevant to the position for the applicant to answer. The applicant will not know of the questions beforehand. The applicant will have time to answer these questions. This process will take no more than 30 minutes per applicant, regardless of how many positions for which they’ve chosen to run.
	2. The candidate will be excused, and the next candidate will be invited into the session.
	3. This process will be repeated until all of the candidates have been vetted.
	4. The Executive Board will discuss the best fit for each candidate as a group.
	5. The Executive Board shall perform a secret ballot vote for each position to determine the winning candidate.
	6. The newly elected officers assume their positions with the start of the Fall Semester immediately following the election.

**Note:** As it relates to the semester of HLSCC’s official start at The Ohio State University (Autumn of the year 2020), the Executive Board will be appointed by Meghan Shea and Apoorva Vallampati. This decision is made on September 1st, 2020 by both co-founders in order to install a capable leadership team to uphold the mission statement while the organization is still in its naissance. As such, the first election to vote on the Executive Board for the 2021-2022 school year will take place in March 2021 and will be dictated by Article IV, Section 1.

**Section 2- Impeachment initiation**: Impeachment hearing shall commence when two Executive Board members elect to file impeachment proceedings.

**Section 3- Impeachment process:** The impeachment proceeding shall occur as follows:

1. The President listed as Primary Leader shall be the presiding officer.
	1. If the Primary Leader President is the officer in question, then the Secondary Leader President shall be the presiding officer. In the case of HLSCC, this will be the Vice President.
2. The officer in question has five minutes to address the Executive Board on why they should retain their position
3. Another Executive Board officer has five minutes to address the Executive Board on why the officer in question should be removed from their position.
4. The Executive Board then casts a secret ballot vote on whether the member should retain their position.
5. If the majority of the Executive Board agree to remove the officer in question, then the officer is removed from the position. If there are not enough members of the Executive Board to have a majority at any time, advisors, chairpersons of standing committees, or ex officio position officers may serve as Executive Board leaders in this case, as dictated by Article III, Section 4.
	1. The removed officer can still retain membership in the organization if no severe transgressions have been committed.

**Section 3- After impeachment:** Following the removal of an officer, the Secondary Leader (Vice President) shall assume the role of the impeachee and the Executive Board shall start the elections process no later than one week following the impeachment. Alternatively, the Executive Board, as a majority, can choose to appoint a candidate to the impeachee’s position if this candidate submits an application and is vetted appropriately.

***Article V- Standing Committees***: *purpose, size, and composition.*

**Section 1- Standing Committee general premise:** The purpose of a Standing Committee is to serve the organization leadership, the Executive Board, and general membership by providing an opportunity to focus on a certain topic, issue, or specialization within the field of consulting. Standing committees are permanent and designed to carry out the basic functions of the organization. The chairperson of a committee will be appointed by the organization leadership.

**Section 2- Initiating a Standing Committee:** An active general body member can approach any member of the Executive Board with a proposal for a new Standing Committee. It is also required of this general body member to provide the names of 4 other active members that are interested in serving on this committee.

**Section 3- Dissolving a Standing Committee:** The dissolution of a Standing Committee is at the discretion of the President, Vice President, and Treasurer of the organization, and it is encouraged that these 3 leaders discuss the desire for dissolution with an advisor prior to enactment. The reasons for the dissolution of a Standing Committee include but are not limited to: lack of interest in the committee, merging with another committee, or intolerant/discriminatory behavior towards any member.

## Article VI – Meetings and events of the Organization: required meetings and their frequency.

**Section 1- Required meetings:** There is not a set number of meetings required to be a general body member of HLSCC. To be considered an active member, 2 meetings are required to be attended per semester. Attendance will be logged using an electronic log-in sheet made available to all meeting attendees. Attendees are responsible for ensuring that they log their name to be counted in attendance.

**Section 2- Frequency of meetings:** General meetings will take place once a month. Workshops, professional panels, and Standing Committee meetings will follow the general schedule of meetings once every other week. This is subject to change based on speaker availability and member availability. Member availability will often be surveyed through email by requesting that members complete a form about their schedule for the weeks ahead. Lastly, all meeting schedules can be modified at the discretion of the Executive Board.

## Article VII – Attendees of Events of the Organization: Required events and their frequency.

**Section 1- Member removal:**General body members (GBMs) who repeatedly disrupt events/meetings/discussions etc. will be asked to remove themselves from the event space, whether it be virtual or in-person. HLSCC aims to be a safe space for people to openly express themselves, and tolerance is expected of each and every attendee. Any groups or individuals that express disrespectful, hateful or otherwise unnecessary negative words or actions during events may be dismissed.

**Section 2:** In the event that a verbal altercation or transgression occurs, an executive board member will step in and mediate any arguments that occur. Physical altercations will have zero tolerance and all parties involved will be removed from the space. Further action may be taken depending on the severity of the transgression.

## Article VIII – Method of Amending Constitution: Proposals, notice, and voting requirements.

**Section 1:** Any proposed amendments should be presented to the organization in writing and should be read in full by the entirety of the Executive Board, including faculty advisors. Afterwards, the proposed amendments should be read in the general meeting, then read again at one subsequent general meeting, as well as the general meeting in which the votes will be taken. Two-thirds of voting members will be required to vote ‘yea’ on an amendment for it to be successfully added to this constitution. The constitution should not be amended easily or frequently.

**Section 2- Standing committees:** Since Standing Committees are installed and a chairperson appointed solely by the Executive Board, an addendum to initiate a Standing Committee is not required to be voted on by the general body members of the organization. However, subsequent addendums concerning Standing Committees shall be voted on through the process dictated by Article VIII, Section 1.

## Article IX – Method of Dissolution of Organization

**Section 1:** Upon the official dissolution of the organization, Student Activities staff must be contacted to remove organization information from its website by an Executive Board member.

**Section 2:** Organization assets will be transferred by the Treasurer to Student Activities as dictated by the requirements of undergraduate campus organizations. If any debts should exist, the Treasurer will communicate this information accordingly to Student Activities.

**HLSCC By-Laws**

By-laws contain the standing (permanent) rules of procedure of HLSCC. Items in the by-laws may be covered in appropriate detail in the constitution. By-laws usually contain more detail and are subject to change more than that of the constitution and, therefore, may require different procedures for amending.

When amending the by-laws, as with the constitution, previous notice of any changes are usually required to be given to the membership and should not be changed in the same meeting in which proposed. By-laws are more permanent, however, than passing a general motion, which may require only a simple majority vote of voters present at a general meeting of the membership (a quorum being present). By-laws cannot run contrary to the constitution.

*Article 1– Parliamentary Authority*

**Section 1:** The rules contained in Robert’s Rule of Order shall govern the organization in all cases to which they are applicable, and in which they are not inconsistent with the by-laws of this organization.

*Article II- Membership*

**Section 1:** To become a member, one is required to attend a meeting and ask an Executive Board member to be added to the HLSCC Contact List. There are no dues to be a member of HLSCC. Termination of membership is at the discretion of either the member or the Executive Board in majority if for a legitimate reason as outlined in the constitution.

*Article III- Election / Appointment of Government Leadership*

**Section 1:** Executive Board members are elected by the previous Executive Board, and advisors are appointed by the Executive Board. The length of this office is two semesters. To be eligible for office, one must be an active member in the organization.

**Section 2:** Members are able to nominate themselves and must submit an application to the Executive Board to become a candidate in the running for a leadership position, as dictated by Article IV, Section I of the constitution. The candidate interview process and secret ballot process are also dictated by Article IV, Section I of the constitution. Elections will take place each March.

**Section 3:** In the event of special circumstances, such as impeachment, the process will be dictated by Article IV, Section 2-3 of the constitution. Resignation will ultimately be up to the discretion of both the leader in question and the Executive Board.

*Article IV- Executive Committee*

**Section 1:** The president shall have the following responsibilities: oversee the organization’s functions and operations, conduct general body and Executive Board meetings, report to advisor, alumni, and affiliated partners, and act as primary liaison to the university administration and public.

**Section 2:** The vice president shall have the following responsibilities: direct constitutional revisions and amendment proposals, recruit new members, assist all other Executive Board officers, facilitate the election of the new Executive Board, coordinate the transition meeting for the incoming Executive Board officers, and share equal responsibility and duties with the President.

**Section 3:** The treasurer shall have the following responsibilities: shall be the Chief Financial Officer of the organization and shall control all financial accounts owned by the organization along with the Vice President, and report the financial status of the organization to the Executive Board as needed. The treasurer will also maintain the finances of this organization in the following ways: collect and record all payments and donations made to this organization, record all payments made by this organization, apply for and maintain all operating and programming funding, advise the Executive Board financially, conduct an annual audit of the finances of this organization, provide the advisor with a summary of financial records annually, and finally establish a budget and oversee fundraising operations.

**Section 4:** The CAB Representative shall have the following responsibilities: act as the student liaison between CAB (Consultant Advisory Board) and HLSCC, attend CAB representative meetings, share their knowledge with the rest of the organization, and work closely with the Head of Career Development to coordinate events/marketing materials.

**Section 5:** The Head of Career Development shall have the following responsibilities: monitor career/informational opportunities on Handshake, LinkedIn, or company websites, effectively advertise opportunities to the organization members, and work with the CAB Representative to inform the entire consulting network of our organization’s opportunities.

**Section 6:** The Marketing and Social Chair shall have the following responsibilities: operate and monitor all forms of social media on which the organization is active, lead marketing and recruiting efforts to grow HLSCC as an organization on campus, plan and execute social events and mixers for HLSCC members, and maintain the HLSCC brand throughout all marketing and social media efforts, which includes the use of consistent colors, logos, and verbiage.

**Section 7:** The advisor(s) shall have the following responsibilities: attend as many general body meetings as possible, attend Executive Board meetings as requested, seek out opportunities for the organization, as it relates to the HLSCC mission statement, and be available by phone, email, or face-to-face virtual communication to advise Executive Board members as it relates to events, membership, and general decision-making for the good of the organization.

*Article V- Standing Committees (if needed)*

Specific duties of each committee and their responsibilities to the organization leadership, Executive Committee, and general membership.

**Section 1:** As and how Standing Committees are formed in HLSCC, their purposes and specific duties will be added to both the constitution and the by-laws.

*Article VI - Advisor/Advisory Board Responsibilities*

**Section 1:** The advisor(s) shall have the following responsibilities: attend as many general body meetings as possible, attend Executive Board meetings as requested, seek out opportunities for the organization, as it relates to the HLSCC mission statement, and be available by phone, email, or face-to-face virtual communication to advise Executive Board members as it relates to events, membership, and general decision-making for the good of the organization.

**Section 2**: Advisors of student organizations must be full-time members of the University faculty or Administrative & Professional staff. If a person is serving as an advisor who is not a member of the above classifications, a co-advisor must be chosen who is a member of these University classifications.

**Section 3:** The advisor(s)’s appointed term length will be two semesters, with potential for reappointment to the position dependent on the desire of the advisor(s) and the Executive Board together. The advisor(s) will be appointed by the President and Vice President with council from the rest of the Executive Board.

*Article VII - Meeting Requirements*

**Section 1:** General meetings for the good of the organization will follow the general timetable of occurring once a month, subject to change based on member and Executive Board availability and need.

**Section 2:** Workshops, case study practice session, and panels (special events) will follow the general timetable of occurring once every other week, subject to change based on member and Executive Board availability, as well as guest speaker/professional guest availability.

**Section 3:** Two-thirds of voting members are required to vote ‘yea’ on decisions placed before the general membership, executive, and standing committees.

*Article VIII - Method of Amending By-Laws*

**Section 1:** Since these by-laws are apt to change more often than the constitution, amending the by-laws will require a proposal in writing to be read by the entirety of the Executive Board. Then, the proposed change will be read at a general meeting of the membership and then brought to a vote at the next general meeting with a 2/3 majority vote of the membership present (a quorum being present) for the decision to be moved forward.

Constitution Rev.

9/2/2020