

CONSTITUTION OF THE ASSOCIATION FOR FUTURE HEALTHCARE EXECUTIVES AT THE OHIO STATE UNIVERSITY

ARTICLE 1: Name & Purpose

Section 1. Name

The name of this organization shall be the Association for Future Healthcare Executives (AFHE) at The Ohio State University.

Section 2. Purpose

The purpose of this organization shall be operated exclusively to promote an environment conducive to the educational and ethical development of personal, professional, and social skills in a manner that will enhance the attainment of an effective leadership position in health services organizations.

In furtherance of such purposes, the organization shall: (1) Foster a spirit of connection among fellow graduates, alumni/ae, and current students of Association for Future Healthcare Executives (AFHE); (2) Serve in extending knowledge of the aims and achievements of AFHE to current students and alumni/ae in the region; (3) Influence outstanding, aspiring health care leaders to be a part of the AFHE organization; (4) Promote the interest of all current members and alumni/ae in the academic and extracurricular activities through AFHE; (5) Represent the interests of AFHE in the region; (6) Cooperate with the faculty to strengthen the AFHE and encourage the establishment of new members; (7) Promote and encourage communication between the AFHE and its alumni/ae residents in the area.

Section 3. Non-Discrimination Policy

This organization 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, AFHE 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>.*

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

ARTICLE II: CHAIRS AND EXECUTIVE BOARD

Article II of the Bylaws for the Association for Future Healthcare Executives outlines the eligibility criteria, membership categories, and leadership structure. The organization emphasizes a student-centric approach while extending opportunities to non-student individuals. As a member of this dynamic organization, individuals gain access to a wealth of benefits designed to provide a comprehensive and enriching experience.

The affairs of the organization shall be administered by an Executive Board, which includes a President, Vice President, Secretary, Treasurer, Diversity

Enhancement Chair, Professional Development Chair, Programming Chair, Community Service Chair, and Fundraising Chair. In addition, a First-Year Representative will be an additional member.¹

Membership in the Association for Future Healthcare Executives brings forth numerous advantages, including professional development opportunities such as exclusive workshops, seminars, and conferences featuring prominent healthcare leaders. These events not only enhance academic knowledge but also provide valuable networking opportunities with professionals, alumni, and peers. The organization places a strong emphasis on leadership development, offering members opportunities to take on leadership roles, contribute to committees, and engage in special projects, all of which foster essential skills in team management and strategic planning.

Educational resources are readily available, encompassing webinars, publications, and guest lectures that keep members informed about the latest trends, challenges, and innovations in healthcare management. The organization also maintains a curated library of industry-specific literature and research materials for academic and professional growth.

Mentorship is a key pillar of AFHE, with programs connecting members to experienced healthcare executives for guidance and insights. Additionally, peer mentorship initiatives create a supportive community among students pursuing similar career paths. AFHE membership serves as a valuable asset on resumes and LinkedIn profiles, signaling a commitment to professional development and active engagement in the healthcare management community.

The organization goes beyond academic pursuits, offering assistance in internship and job placement through exclusive access to relevant opportunities and career development resources. Members are encouraged to actively participate in community service projects and initiatives, applying their skills to benefit the local community and collaborating with healthcare organizations on outreach programs.

Exclusive events, mixers, and social gatherings are curated for AFHE members, fostering a sense of community and camaraderie among future healthcare executives. Outstanding contributions and achievements are recognized through awards and special events, creating a culture of appreciation and motivation within the organization.

ARTICLE III: Methods for Removing Members and Executive Officers

III.a. If a member engages in behavior that is detrimental to advancing the purpose of AFHE, 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.

III.b. 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 Committee may act for removal upon a two-thirds affirmative vote of the executive board in consultation with the organization's advisor.

III.c. 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),

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the executive board, in consultation with the organization's advisor, may vote

to temporarily suspend a member or executive officer.

ARTICLE IV: MEMBER & OFFICER SELECTION

Elections for the leadership of the Association of Future Healthcare Executives (AFHE) shall be conducted annually during the late March to early April timeframe. The election process will be inclusive of all current members of the organization

Section 1: Nominations and Voting

1.1 Eligibility for Office: Members eligible for leadership positions must be in good standing with AFHE, embodying the principles and goals of the organization.

1.2 Nominating Process: Members may nominate themselves or others for leadership positions. Nominations will be accepted before the determined election date.

1.3 Design of Ballots and Balloting Procedures: The design of election ballots and the balloting process shall be transparent and accessible to all members, ensuring a fair and confidential voting experience.

Section 2: Appointment and Ratification Procedures

2.1 Appointment Process: In addition to elections, certain leadership positions may be filled through appointment by the current board, subject to [insert relevant criteria].

2.2 Ratification Procedures: Appointed leaders will be presented to the general membership for ratification, allowing members to express their support or concerns regarding the appointments.

Section 3: Special Circumstances

3.1 Resignations: In the event of a resignation, the board shall implement procedures to fill the vacant position promptly.

3.2 Impeachments: In cases of impeachment, a fair and impartial process will be established to address concerns, ensuring due process and maintaining organizational integrity.

Section 4: Timing of Elections/Appointments

4.1 Regular Elections: The regular election cycle shall take place annually between late March and early April.

4.2 Special Circumstances: Procedures for special circumstances, such as resignations or impeachments, shall be outlined to address unexpected vacancies in leadership positions.

This article may be amended as needed to accommodate changes in organizational structure or governance procedures.

ARTICLE V: MEMBERSHIP

Membership in the Association of Future Healthcare Executives (AFHE) is open to individuals who share a commitment to the goals and objectives of the organization. To become a member, individuals are required to pay annual dues as outlined below.

Section 1: Eligibility

1.1 Any graduate Ohio State graduate student, regardless of academic or professional background, who supports the mission and objectives of AFHE, is eligible for membership.

1.2 Prospective members must demonstrate a genuine interest in healthcare leadership and management.

Section 2: Membership Dues

2.1 Dues Structure: To maintain active membership status, individuals are required to pay annual dues. The specific dues structure, including amounts and payment deadlines, shall be determined by the organization's board and communicated to the membership.

2.2 Payment Methods: Members may remit their annual dues through method determined by the current board, and receipts will be provided upon payment confirmation.

2.3 Membership Term: The membership term is annual, running from fall semester to spring semester.

Section 3: Rights and Privileges of Members

3.1 Voting Rights: Active members in good standing are entitled to participate in elections, referendums, and other decision-making processes.

3.2 Access to Resources: Members will have access to resources, events, and educational materials organized by AFHE.

3.3 Leadership Opportunities: Active members may have the opportunity to run for leadership positions and contribute to the overall governance of the organization.

Section 4: Termination of Membership

4.1 Non-Payment of Dues: Failure to pay annual dues within the specified timeframe will result in the termination of membership rights and privileges.

4.2 Conduct: Members may face termination for conduct inconsistent with the values and objectives of AFHE, as determined by the organization's board.

Section 5: Membership Renewal

5.1 Renewal Process: Members are encouraged to renew their membership annually by submitting the required dues and any updated information as requested by the organization.

5.2 Grace Period: A grace period of [insert timeframe] may be provided for late renewals, after which membership privileges will be suspended until renewal is completed.

This article may be amended as needed to reflect changes in the dues structure or membership policies.

ARTICLE VI: AMENDMENTS

Articles and sections of this Constitution may be amended, altered, or repealed at any annual or special meetings of the organization by a two-thirds secret ballot vote of those present, provided that notice of the proposed amendment, alteration, or repeal has been sent at least ten days prior to such meetings to all current organization members, and provided the amendment, alteration, or repeal is consistent with guidelines prescribed by the AFHE. A quorum is required to repeal, appeal, or alter any provision within the Constitution.

ARTICLE VII. FUNDS OF THE ORGANIZATION

No part of the net earnings of the AFHE shall inure to the benefit of any members, president, or committee member except that the organization shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes stated in Article I, Section 2 of the Constitution.

No substantial part of the activities of the AFHE shall consist in carrying on propaganda or otherwise attempting to influence legislation, and the AFHE shall not participate in, or intervene in (including the publishing or distributing educational purposes) and no amendment of these bylaws shall authorize or permit the AFHE to be organized or operated other than exclusively for the stated purposes.

All members of the board will be held to the financial obligation of annual membership dues. Any violation of these dues will be addressed within 24 hours by the Treasurer and President. If alternative payment options are unavailable and the board member refuses to pay dues, they will be removed from the board effective immediately.

ARTICLE VIII. DISSOLUTION

In the event of dissolution of the AFHE all its funds and other property, if any, remaining after the payment of its liabilities, shall be paid over and transferred to the College of Public Health for the benefit of future students.

