

Constitution

The Buckeye Executive Brotherhood

Last Edited: Nigel Gore, March 10th, 2024

Table of Contents

Preamble 3
Article I: Name 3
Article II: Membership 3
Article III: Executive Board..... 4
Article IV: Standing Committees..... 7
Article V: Faculty Advisor..... 9
Article VI: Meetings of the Association 9
Article VII: Organization Records 9
Article VIII: Method of Amending the Constitution 9
Article IX: Ethics 9
Article X: Dissolution of the Organization 10

Constitution

Preamble

Empowering Excellence, Nurturing Leadership: The Ohio State University's Buckeye Executive Brotherhood (BEB) is dedicated to cultivating a supportive community that champions the academic, professional, and personal success of Black men pursuing careers in business. Our purpose is to foster a dynamic and inclusive environment that encourages networking, mentorship, and skill development. Through collaborative initiatives, impactful events, and dedicated mentorship programs, we aspire to break barriers, amplify voices, and empower our members to excel in their academic pursuits, professional endeavors, and community engagement. By promoting diversity, fostering leadership, and celebrating the unique experiences of Black men in business, we strive to build a resilient and influential community that contributes positively to The Ohio State University and beyond.

Article I: Name

The name of this organization shall be The Buckeye Executive Brotherhood. The appropriate acronym shall be BEB.

Article II: Membership

Section I: Classes of Members: The membership of BEB shall consist of Student Members, Advisory Members and Alumni Members. BEB membership will be determined upon the content of character and will be recruited for and filled accordingly.

Section II: 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.

Section III: Student Members: Student membership is open to any student who is currently an undergraduate student at The Ohio State University and has plans to remain a student for the duration of their participation in BEB. Student members may be required to undergo an application and interview process, as determined by the **Vice President of Human Resources**.

- A. Student Member in Good Standing:** A student member in good standing is an individual who does not meet Categories (B), (C), (D) of this article.
- B. Leave of Absence:** A student member on “leave of absence” while still engaged in BEB is an individual who is temporarily not available to participate in membership activities due to military leave, Co-Op or internship, study abroad, medical emergency, and extreme hardship. A member on leave of absence shall not be required to fulfill organization responsibilities or pay organizational financial obligations. Any student who wishes to take a leave of absence will have to inform the executive board prior to his leave. Any student member who takes a leave of absence must interview with the executive board or be approved with a board vote with a 75% majority.
- C. Suspended:** A suspended student member is an individual that has been temporarily removed from organizational roster for failing to meet attendance, assignment or financial obligations. Only the Executive Board has the power to suspend student members by means of a simple majority vote. Upon a successful suspension vote, Executive Board must outline steps the newly suspended member must take to enter into good standing once again.
- D. Expelled:** A student member in expelled status is an individual that has been permanently removed from all rights of membership. Only the Executive Board has the power to expel student members by means of a majority vote and can do so with a simple majority or with the executive authority of the president.

Section IV: Advisory Members: Advisory members are those which serve in an advisory role to the organization and may include but are not limited to the faculty advisor(s), university staff, and or MBA candidate partners.

Section V: Alumni Members: An alumni member is an individual who has been, but no longer, is a student member or advisory member of the organization and departed from the organization in good standing.

Article III: Executive Board

Section I: Titles & Duties: The BEB executive board shall consist of nine members, listed as follows:

- A. President:** The President is the outward face of BEB and is charged with properly representing its interests. The President shall be the executive head of BEB and shall preside over its meetings. In addition, the President shall have the power to call special meetings when considered necessary. The President shall enforce strict observance of the laws and policies of BEB and shall decide points of order in

instance of dispute. The President shall have power to appoint any officers or committees not provided for by the Constitution and Statutory Code and shall have authority to preside over any committee of BEB. In the advent of an executive board tie vote, the President shall cast the deciding vote. Any changes made to the organizational structure by the president must be added on or edited in this constitution, and the latest date of editing and the editor's name must be made note of on the first page of this document.

- B. Vice President of Finance:** The Vice President of Finance's role is pivotal in ensuring BEB's financial health. You will be the steward of our budget, responsible for allocating funds to events, programs, and initiatives. Seeking external funding, managing sponsorships, and reporting financial status are essential tasks. Collaboration with other board members to align financial decisions with BEB's goals is crucial. Your attention to detail and financial acumen will contribute to BEB's sustainability.
- C. Vice President of MENTorship:** The Vice President of MENTorship, will play a critical role in fostering mentorship and professional development within BEB. Your responsibilities include enhancing the MENTorship program, organizing workshops, and providing career guidance. He'll mentor new Analysts, facilitate networking events, and engage with BEB alumni. Approachability and empathy are key qualities as you empower members to grow personally and professionally.
- D. Vice President of Human Resources:** The Vice President of Human Resources is to maintain relationships between BEB and students at The Ohio State University. This individual determines recruitment procedures and must be available for recruiting events to give information to prospective members. A list of interested members should also be kept and updated regularly. In the event of an executive board tie vote in the selection of new members, this individual shall cast the deciding vote.
- E. Vice President of Marketing:** The Vice President of Marketing oversees BEB's marketing operations. This individual will also be responsible for ensuring the BEB's website and social media is updated frequently and shall manage all relevant accounts pertaining to the website. The individual in this position is responsible for the professional and social networking of the organization. This individual shall also be responsible for all help he has with the website and for all the individuals working under his jurisdiction.
- F. Vice President of Corporate Relations/Alumni:** The Vice President of Corporate Relations is responsible for networking with various companies to provide speakers for General Assembly meetings. This individual shall also find

corporate sponsors for events that the organization wishes to hold. This member should also maintain these contacts and carry himself with the utmost professionalism when working with such corporate individuals. The Vice President of Cooperate Relations/Alumni will help keep track of Alumni and get them involved in the organization in as many ways as possible.

- G. Vice President of Wellness:** The Vice President of Wellness focuses on the holistic well-being of BEB members. He'll organize wellness events, fitness challenges, and mental health workshops. Creating a supportive environment where members can openly discuss well-being is essential. Promoting work-life balance, stress reduction, and health awareness will contribute to the overall resilience of our community. Compassion and proactive leadership define this role.
- H. Vice President of Philanthropy:** The Vice President of Philanthropy, drives BEB's commitment to giving back. His responsibilities include organizing volunteer events, establishing partnerships with local organizations, and advocating for social impact. Fundraising efforts for charitable causes and aligning philanthropic initiatives with BEB's purpose are central to his role. His dedication to positive community impact and social awareness will shape BEB's legacy.

Section II: Terms of Office: Executive Board members can only be assigned to a position if they can maintain their post for at least one year (two semesters).

- A. President:** The term of the president shall last for a minimum period of one year, beginning the first day of April and ending on March 31st of the following year. The President can reprise his role for another year if approved by the rest of the board but cannot do so if the required two semesters long time in office include his last semester as an undergraduate at the university.
- B. Other Board Members:** The terms of office for an executive board member shall be one year in any given position, beginning of April and ending on March 31st of the following year. A board member may reprise his role in his former position for another year if approved by the rest of the board.

Section III: Eligibility: Any student who has been a member for at least two semesters before the term begins is eligible to run for an elected office.

Section IV: Election Procedure: All elections will be held at the Beginning of March.

Application: Applications for Board positions shall be submitted by a date determined by the President.

- A. Interviewing Process:** the Executive Board will interview each applicant at the beginning March, only excluding an Executive Board member if that member is running for the same position as being discussed.
- B. Voting Process:** A majority vote of the Executive Board Members present at the Officer selection meeting is required to elect each officer candidate. In the event of a tie the President will make the final decision.
- C. Announcement of Newly Elected Officials:** The names of the newly elected Officers must be announced to all applicants within three days following interviews and to the General Assembly at the next scheduled meeting.

Section V: Officer Dismissal:

- A.** If a board 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 board member may be removed through a majority vote of the officers in consultation with the organization’s advisor.
- B.** Any elected officer of the organization 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.
- C.** If 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, may vote to temporarily suspend the executive board member.

Section VI: Vacancies: If a vacant position becomes available, the Executive Board will appoint a new officer by simple majority vote.

Article IV: General Body

Section I: Formation of General Body: Any member of the organization who is not on the executive board is a general body member. All the decisions made by the executive board are to be made in the conscience that these decisions are to be made in the best interest of the general body and have a direct relationship with their experience as a part of BEB.

The executive board has the authority to recruit new members to the general body and help them create strategic career goals with matched mentorship, while also having the right to remove them from the organization if the board sees fit to do so.

Section II: Hierarchy and Organization: The following standing cohorts have been established to align with organization functions.

A. Analyst:

- a. **Role:** All General Body members who join BEB enter the organization as Analysts. They play a crucial role in the initial stages of their BEB journey.
- b. **Responsibilities:**
 - i. Participate actively in BEB meetings, events, and activities.
 - ii. Engage in the MENtorship program during their first two semesters.
 - iii. Learn about BEB’s mission, values, and organizational structure.
 - iv. Collaborate with other members to contribute to the overall success of BEB.
- c. **Duration:** Analysts hold this position during their initial two semesters in BEB.

B. Associate:

- a. **Role:** Associates are General Body members who have demonstrated commitment and active involvement in BEB for two consecutive semesters as Analysts.
- b. **Responsibilities:**
 - i. Continue active participation in BEB activities.
 - ii. Mentor new Analysts and provide guidance based on their own experiences.
 - iii. Contribute to the growth and development of BEB by sharing insights and ideas.
 - iv. Collaborate with other Associates and General Body members.
- c. **Duration:** Associates hold this position after completing two semesters as Analysts.

C. Chairman:

- a. **Role:** The Chairman is a prestigious leadership position within BEB. It is open to General Body members who have served as Associates for a consecutive four semesters.
- b. **Responsibilities:**
 - i. Lead BEB’s executive team and oversee the organization’s operations.
 - ii. Facilitate meetings, set strategic goals, and ensure effective communication.
 - iii. Represent BEB in university-wide events and collaborations.
 - iv. Foster a positive and inclusive environment for all members.
 - v. Encourage innovation, mentorship, and professional development.
- c. **Duration:** Chairmen hold this position for the remainder of their time at The Ohio State University and BEB.

Section III: Promotion Procedures: All promotions will be held at the Middle of each Spring Semester, with the remainder of the Spring Semester to be used as a transition period. In the case of a tie vote, the President will cast the deciding vote.

- A. Analyst:** All General Body members who join BEB enter the organization as a analyst, and are part of the MENTorship program for their first two semesters. This has been outlined in Section II, Subsection B of this article.
- B. Associate:** All General Body members who have been an intracule part of BEB for two consecutive semesters as an analyst can be promoted to associates. This has been outlined in Section II, Subsection B of this article.
- C. Chairman:** All General Body members who have served in their position as an associate for a consecutive four semesters can apply and interview for a chairman position within BEB. This has been outlined in Section II, Subsection B of this article.

Article V: Faculty Advisor

The Faculty Advisor must be a full-time University Faculty, or part of the Administrative and Professional Staff. The Advisor will be elected by a 70% majority vote from the Executive Board. The Advisor shall hold his/her position until his/her resignation or impeachment by a 70% majority vote by the Executive Board.

Article VI: Meetings of the Association

Section I: General Assembly Meetings: Meetings for the General Assembly will be held bi-weekly.

Section II: Executive Board Meetings: Meetings for the Executive Board will be held bi-weekly.

Article VII: Organization Records

Section I: Types: The Organization shall keep the following records: financial statements, membership rosters, corporate relation roster, and all other records the Executive Board deems necessary.

Section II: Auditing the Financial Ledger: All financial records shall be audited at year-end by the Vice President of Finance and the President.

Article VIII: Method of Amending the Constitution

Proposals to amend the Constitution shall be presented to the Executive Board. A 75% majority vote from the Executive Board is required to pass an Amendment.

Any changes that may be made to this constitution, or any articles that are added or removed constitute as amendments to the constitution.

Any of the amendments can only be made by an individual who is on the executive board, and the individual who makes these changes must make note of his name and the last date when a change has been made. In special cases, the executive board may assign a general body member to make amendments to the constitution, but all these changes must be reviewed, edited, and approved by all the members of the executive board. Only the executive board has the authority to determine what constitutes a special case.

This note is to be made on the title page of this document and will be changed every time any change is made.

Article IX: Ethics

Strict obedience to our ethical standards is our priority. It is the responsibility of all of our members at all organizational levels to regulate their own actions to ensure that they are in compliance with the overriding values and cultural morals embraced by our organization. Furthermore, members should lead others, inside and outside of our organization, by example in when showing deference to ethical considerations. Ethical leadership cannot be turned on and off. It is a lifetime decision, and thus our members will be held to our ethical standards inside and outside of the working environment.

Section I: Elevate

“As members of BEB, we aim to elevate ourselves and each other. We strive for continuous growth, both personally and professionally. Through mentorship, education, and collaboration, we lift one another to new heights.”

Section II: Unite

“Unity is our strength. We come together as a brotherhood, transcending individual differences. By fostering connections, supporting each other, and promoting inclusivity, we create a powerful network that propels us forward.”

Section III: Thrive

“Our goal is not just survival but thriving. We encourage excellence in academics, business, and personal development. By providing resources, guidance, and opportunities, we empower our members to flourish.”

Section IV: Succeed

“Success is our shared aspiration. Whether in the classroom, boardroom, or community, we celebrate achievements. We define success not only by individual accomplishments but also by the collective impact we make.”

Section IV: Repeat

“Our commitment is enduring. We recognize that progress is cyclical. As we achieve, we give back. Mentorship, knowledge sharing, and community engagement are cycles we repeat to sustain our legacy.”

In summary, the BEB motto encapsulates our dedication to growth, unity, excellence, and lasting impact. We strive to empower Black men pursuing business careers, creating a resilient community that leaves a positive mark at The Ohio State University and beyond.

Article X: Dissolution of the Organization

If BEB at Ohio State University suffers financial hardship and resources to recover are deemed unattainable, a proposal to dissolve the Organization in any capacity deemed necessary shall be made. A unanimous vote shall be required of the Executive Board for dissolution. A subsidiary of the Executive Board shall be appointed by the President to regulate and act on any necessary course of action for dissolution.

Should the board decide to dissolve the organization, the Executive Board in power should decide where to reallocate the funds within the control of the organization.

No individual within the organization or part of the Executive Board shall be held liable for any liabilities occurring within the organization.