

ARTICLE I: NAME

- A. This organization shall be known as the Marist College chapter of the Society for Human Resource Management (SHRM) or the Marist College SHRM Student Chapter.
- B. Marist College, hereinafter referred to as the chapter, shall be affiliated with the Society for Human Resource Management, hereinafter referred to as SHRM.
- C. The Chapter is a separate legal entity from SHRM. It shall not be deemed to be an agency or instrumentality of SHRM, and SHRM shall not be deemed to be an agency or instrumentality of the Chapter. The Chapter shall not hold itself out to the public as an agent of SHRM without express written consent of SHRM. The Chapter shall not contract in the name of SHRM without the express written consent of SHRM.
- D. Use of the words "Society for Human Resource Management" or "SHRM" or use of the SHRM logo or any logo of or that may be used by SHRM may be made by chapter only by license from the SHRM.

ARTICLE II: OBJECTIVES

- A. To provide Marist College students with the opportunity to gain knowledge and insight into the effective management of human capital in the field of Human Resource Management through affiliation with the Marist College Community of SHRM and the National SHRM organization.
- B. To promote the exchange of work-related experience of established business professionals with the theoretical academic perspectives of student and faculty members through open forums and information exchanges.
- C. To encourage the acquisition, growth and continuation of our respective careers in Human Resource Management through expanded knowledge, camaraderie, respect and mutual support among chapter members and through our affiliation with national, sponsoring and other student chapters.
- D. To achieve these purposes, there shall be no discrimination in individual membership or chapter affiliations because of race, religion, sex, age, disability, sexual orientation or national origin.

ARTICLE III: MEMBERSHIP

Equal membership privileges will be given to all members of this organization. This chapter shall not discriminate against any member or potential member on the basis of race, religion, sex, age, disability, sexual orientation or national origin in any way.

Students wishing to join this organization must become dues-paying student members of SHRM the semester they start attending meetings.

Eligibility for SHRM student membership is based upon membership guidelines as set forth by SHRM.

ARTICLE IV: ORGANIZATION

There will be an Executive Council composed of a Student Chapter Advisor, Student Chapter Co-Advisor (*optional*), President, Vice President, and Secretary (constituting the Executive Committee). This Council will be the advising and coordinating body responsible to the general membership of the chapter. All officers of this chapter shall be responsible for maintaining the chapter as a formal entity.

Additionally, Director of the SHRM Merit Award, Director of Chapter Information Systems, Director of Communication, Director of Community Relations and Development, Director of Corporate Relations, Director of Finance, and Director of Student Relations positions may be created and elected, as needed.

Any proposed project or program shall be brought before the Executive Council, reviewed, and if approved, set up and directed by a committee formed for that specific purpose from the general membership on a voluntary basis. Committees shall coordinate their efforts with those of an appropriate Executive Council member, who will serve in an advisory capacity.

Officers shall serve as a liaison between this student chapter and its sponsoring local chapter Marist College SHRM of the Society for Human Resource Management.

ARTICLE V: EXECUTIVE COUNCIL

Management of chapter practices, procedures and activities shall be vested in the Executive Council, which will consist of the officers listed in Article IV above and elected from this student organization. This chapter will decide qualifications of these officers, as necessary. The Executive Council must have nominated an individual for that individual to have been elected as an officer, and the chapter advisor must have approved all nominees for an officer position. (General duties and stewardship of each executive position can be listed below).

As all members of the Executive Council perform specific administrative functions, all officers are to openly assist each other as needed in the efficient and professional performance of their respective duties.

ARTICLE VI: OFFICER ELECTIONS/FACULTY ADVISOR APPOINTMENT

Elections for all positions for a one-year term shall be held annually at a time designated by the Executive Council, but should allow sufficient time for a smooth transition and sharing of information between outgoing and incoming officers. Elections should be held no later than four weeks before the end of the spring semester. Student officers, who wish to continue in their current position and run for a second or possibly third term, may do so with the Advisor's approval. Elections will be conducted through private ballot. The chapter advisor and at least one graduating senior chapter member will count the votes.

If needed, the President shall fill a vacancy on the Executive Council by appointing a temporary replacement. The matter shall then be brought to the attention of the general chapter membership. The membership will nominate and elect a fellow chapter member for the vacant position. In case of more than one candidate for a position, whomever captures the majority of votes is elected.

In the event that the Executive Council is unable to obtain nominees for all officer positions, the chapter advisor(s) may interview the remaining members of this general membership and appoint them, with their consent, to positions stated in these bylaws in which the individuals will then represent this student chapter accordingly.

The initial chapter advisor shall be approved by SHRM as part of the approval of the charter for this chapter. If a chapter advisor position becomes vacant, the general membership of this chapter will nominate a replacement. An offer to fill the vacant position will then be presented to the individual for acceptance. The primary chapter advisor must be a member of SHRM (and not just a member of a local SHRM chapter).

ARTICLE VII: MEETINGS

Notice of the time and place of each meeting shall be given to each member at his or her post office address or e-mail address in the records of the chapter not less than seven (7) nor more than fourteen (14) days before the meeting.

Members holding one-tenth of the votes entitled to be cast, represented in person or by conference call, shall constitute a quorum. Such quorum may, by majority vote of the members present, transact any business that may properly be brought before the meeting, except as otherwise indicated in these bylaws. A meeting may be adjourned or recessed by majority vote of the members present whether or not a quorum is present.

At all meetings of the members, the President, or if absent, the Vice President, shall preside as Chair. In the absence of said officers, the Chair shall be elected by a majority of the members present.

Every regular member of the chapter in good standing shall be entitled to one vote on any matter of the chapter's business to be acted upon by vote of the membership.

ARTICLE VIII: FINANCES

If necessary, chapter dues will be required of all chapter members. This is in addition to the dues paid to SHRM headquarters for student membership. The chapter member dues amount will be proposed and voted on by the Executive Council, provided that the chapter advisor(s) shall have reviewed and approved such dues amount.

ARTICLE IX: PARLIAMENTARY PROCEDURE

Robert's Rules of Order shall govern all parliamentary procedure unless otherwise specified.

ARTICLE X: AMENDMENTS

The bylaws of this chapter may be amended, at any time, by a majority vote of all voting members, provided that no such amendment shall be effective unless and until approved by the SHRM President/CEO or his/her designee as being in furtherance of the purposes of SHRM and not in conflict with SHRM bylaws. Any motion to amend the bylaws shall clearly state that it is not effective unless and until approved by the SHRM President/CEO or his/her designee. The officers of the Executive Committee shall be responsible for notifying all members of an upcoming amendment proposal and vote. The membership shall be notified at least two weeks prior to any amendment-voting meeting. The chapter advisor(s) will be required to attend and supervise these meetings.

ARTICLE XI: WITHDRAWAL OF AFFILIATED CHAPTER STATUS

Affiliated chapter status may be withdrawn by the President/CEO of SHRM or his/her designee as a representative of the SHRM Board of Directors upon finding that the activities of the Chapter are inconsistent with or contrary to the best interests of SHRM. Prior to withdrawal of such status, the Chapter shall have an opportunity to review a written statement of the reasons for such proposed withdrawal and an opportunity to provide the SHRM Board of Directors with a written response to such a proposal within a thirty (30)-day period. In addition, when the Chapter fails to maintain the required affiliation standards as set forth by the SHRM Board of Directors, it is subject to immediate disaffiliation by SHRM. After withdrawal of Chapter status, the SHRM Board of Directors may cause a new Chapter to be created, or, with the consent of the President/CEO of SHRM and the consent of the body that has had Chapter status withdrawn, may re-confer Chapter status upon such body.