

Texas A&M University - Phi Beta Lambda Chapter Constitution

1. Name

1.1. The name of this student organization shall be known as Phi Beta Lambda and abbreviated PBL.

2. Purpose and Goals

2.1. Purpose

2.1.1. Phi Beta Lambda is a professional business fraternity. The purpose of this PBL chapter is to provide additional opportunities for college students to develop leadership and other job-related skills to take into a professional business setting. PBL is an integral part of the organizations within Mays Business School, and in addition promotes a sense of civic and personal responsibility. Our chapter of PBL also aims to be an Active member of the National FBLA-PBL which we are affiliated with.

2.2. Goals

2.2.1. The specific goals of PBL are to:

2.2.2. Develop competent, confident business leaders.

2.2.3. Strengthen the confidence of students in themselves and their academic and personal endeavors.

2.2.4. Create a greater interest and understanding of both American and international business enterprises.

2.2.5. Encourage members in the development of individual projects that contribute to the improvement of home, business, and community.

2.2.6. Develop character.

2.2.7. Encourage and practice efficient money management.

2.2.8. Encourage academic excellence and promote school loyalty.

2.2.9. Assist students in the establishment of their goals.

2.2.10. Facilitate the transition from school to work.

2.2.11. Take part in business and professional related activities.

2.2.12. Be a member of the Texas A&M University Business Student Council.

3. Membership

3.1. Types of Membership - Texas PBL, as well as national and local chapters, shall be open for membership to the following classes of members:

3.1.1. Active Members shall be students participating in the fields of business, office, or business teacher education who accept the purposes of PBL and subscribe to its Creed (see Appendix A). Active Members shall pay dues as established by PBL, participate in the National Awards programs, serve as voting delegates to the state and national office, and otherwise represent their respective state and local advisors.

3.1.2. Just Initiated (J.I.) Members shall be new active members who have just completed their Pledge semesters.

3.1.3. Alumni Members shall be past Active members who continue to support the purposes of PBL and subscribe to its Creed. Alumni members shall pay dues as established by PBL and receive individual mailings from the national office. In order to be considered Active alumni members of a state or local PBL chapter, alumni members shall not serve as voting delegates or hold office.

3.1.4. Professional Members shall be persons associated with or participating in the professional development of PBL as approved by state chapters. Such members may include local and state chapter advisors, business teachers, business teacher educators, state supervisors of business and office education, employers or supervisors of cooperative work training students, advisory council members, business persons, and other persons contributing to the growth and development of PBL. Honorary Life members may be elected to a state or local chapter by a majority vote. They shall be persons who are assisting in the advancement of business and office education and/or who are rendering outstanding service to PBL.

3.2. Guidelines for Pledge Entrance

3.2.1. Pledge Entrance Interviews

3.2.2. Rushees must have greater than 70% of the vote to be considered.

3.2.3. The Pledge Trainers, as appointed by the Executive Board, will make the final decision over the amount of rushees that will be accepted for Pledgeship.

3.3. Guidelines for Entrance Voting

3.3.1. The application process will be designed and maintained each semester by the appointed Rush chairs and Executive Board.

3.3.2. A form with a worksheet containing the proposed rushees will be used to make selections.

- 3.3.3. During the interview, the Executive Board will ask each rushee a few formal questions before opening it up to the Active class.
- 3.3.4. Entrance will be a mandatory meeting, and will also count as 3 regular meetings worth of attendance. University excused absences will be allowed. The attendance will be counted at beginning, middle and end of Entrance Voting.
- 3.3.5. For their vote to count, Actives must be present for the first interview of the day, that last interview of the day, or at least half of the interviews on the given day.
- 3.3.6. Actives will vote for the number of people that they consider eligible to Pledge. Actives may vote for as many rushees as they wish. At least 90% of Actives present must vote on the rushee being interviewed.
- 3.3.7. Breaks can be taken by actives as needed.

3.4. Pledge Exit Voting

- 3.4.1. The Liaison will conduct mid semester evaluations of Pledges from the Active Class.
- 3.4.2. Pledge Trainers will formulate a Pledge evaluation sheet for the Active class to use in evaluating the Pledge class.
- 3.4.3. Pledge Trainers will present the evaluations to the Actives during Exit Voting. They will present these comments and statistics to the Active class via PowerPoint.
- 3.4.4. The final vote on a Pledge must be an 80% majority of the voting Active class in attendance for the Pledge to become Active.
- 3.4.5. No revote will be allowed under normal circumstances.
- 3.4.5.1. Under extenuating circumstances, the proposal of the revote may be called for Pledges in question. Only members of the Executive Board, including Pledge Trainers, will be allowed to call for a vote. A majority must be reached in order to propose a revote on a single Pledge.
- 3.4.5.2. If a revote is called (by majority of the aforementioned members), the Mentors present will vote on the Pledge in question. A 90% majority must be obtained for the Pledge to be accepted into PBL.
- 3.4.5.3. No members besides the Mentors will be allowed to voice their opinions on the Pledge in question. The mentors will be the sole members allowed to vote, via a secret ballot, in this instance. Once decided, the outcome will be final and no further re-vote will be allowed. In the event of a tie between the mentors on deciding the revote, the President's vote will be taken into consideration.
- 3.4.6. Refer to the Probationary Status Section 3.7 for the pledges who did not meet their hours but were voted through.

3.5. Pledgeship

3.5.1. All Pledge requirements will be defined by the Pledge Trainers and Executive Board prior to the semester.

3.5.2. The Pledge Binder will be the primary reference for all Pledges during their Pledge process.

3.5.3. Pledge Interview Stand-Up Policy

3.5.3.1 If an Active misses a scheduled Interview, they will be penalized. Please refer to Section 8.4.6.1. for penalties.

3.5.3.2 Additionally, a demerit will be given at every offense that a Pledge fails to attend a scheduled interview without prior notice of cancellation at the discretion of their mentors.

3.5.3.3. Pledges and Actives are expected to wait ten (10) minutes before a no-show is counted unless Pledge or Active is contacted before the end of the 10 minutes.

3.5.4 Pledge-Active Relationship Rule

3.5.4.1. While an active and a pledge may choose to enter into a relationship with one another, the nature of their relationship does not provide a guarantee on the pledge's ability to pass exit voting, nor should any guarantee be promised by the active.

3.5.4.2. The Liaison will be required to inform the pledges in the first pledge meeting of the Pledge Active Relationship Rule. Additionally, the Liaison will provide a similar presentation to actives regarding relationships with pledges prior to entrance voting.

3.6. Requirements for Active Class

3.6.1. Attendance Requirements

3.6.1.1. Active: A minimum attendance requirement of 65% is required to maintain Active membership.

3.6.1.2. J.I.: A minimum attendance requirement of 75% is required to maintain J.I. Active membership.

3.6.1.3. Internship Semester: To maintain active membership, student must be enrolled at Texas A&M University or Blinn College.

3.6.1.3.1. If a Professional Program in Accounting event is occurring during a PBL event, then the Active will be excused if they inform the Secretary.

3.6.1.3.2. Not required to select as status, but if not selected, the semester will count towards your Inactive status.

3.6.1.4. If the Member in question is going to be absent, they are responsible to inform the Secretary of their absence with a formal message stating why they will not be there.

3.6.1.4.1. Burden of proof lies with the absent Active member. Otherwise, absences will count against your attendance. The hours worked must be at the same time as the event missed.

3.6.1.5. If a Member is below their required attendance by the Q-Drop date, they will be issued a warning to alert them to the condition of their status. This warning shall be carried out and presented in any form as deemed necessary by the Secretary.

3.6.2. Hour Requirements

3.6.2.1. These are the hour requirements. Thus are subject to change by chairs or Exec if deemed necessary

3.6.2.2. Active: 3 hours for Community Service, 3 hours for Professional.

3.6.2.2.1 Hours subject to change based on semester per discretion of the Executive Board.

3.6.2.3. J.I.: 3 hours for Community Service, 3 hours for Professional.

3.6.2.4. Internship Semester: 0 hours will be required.

3.6.3. Event Sign-up Deadlines

3.6.3.1. The Community Service Chairs must schedule at least two clean up events for Phi Beta Lambda's adopted street per semester. Participants will receive an equal number of community service hours to the amount of time they work.

3.6.3.2. Actives must participate in at least one of the clean ups each semester unless they have an approved medical reason or university excused absence for both dates. Failure to work either clean up without approved excuses will result in probation.

3.6.3.3. Actives must pay dues for trips, including but not restricted to- professional trip and state and national competitions, in order to secure their spot on the trip.

3.6.3.3.1. Pertaining to the semi-annual professional trip: If an active has paid dues but can no longer participate for an unapproved reason, the active will not receive a refund.

3.6.3.3.2. Pertaining to the state and national competitions: If an active has paid dues but can no longer participate for an unapproved reason, the active will not receive a refund.

3.6.4. Intramural Attendance

3.6.4.1. If a member misses more than 50% of the games without an approved excuse, the member will be kicked off of the intramural team and will not be reimbursed for the intramural pass.

3.6.5. JI Attendance

3.6.5.1. Upon the first semester for a new "Just Inducted" Active (JI), the JI must maintain 75% attendance. If the

new Active has failed to maintain this level within the first semester in the fraternity, they are no longer eligible to be considered a member of Phi Beta Lambda. University approved excuses (Example: health reasons, co-op, internship) will be accepted at the discretion of the Executive Board.

3.6.6. Inactive Status

3.6.6.1. If an Active is going inactive for a semester, they must pay inactive dues, which are half (50%) of the regular Active dues for that semester. Inactive members must pay the semester's designated price for invite dinner, formal and the annual crawfish boil in order to participate in those events.

3.6.6.2. If an Active fails to pay inactive dues by the deadline given by the Treasurer, then they will not be permitted to join the Active class again until they have paid their previous inactive dues, as well as their current Active dues.

3.6.6.3. After any inactive semester, the following semester you must become Active to maintain your membership in Phi Beta Lambda.

3.6.6.4. Any Active member wishing to go inactive must fall into one of the following categories.

3.6.6.4.1. Those that have completed two total semesters in PBL, including their Pledge semester.

3.6.6.4.2. Those that will miss at least one month of a semester due to an internship, co-op, etc.

3.6.6.4.3. Those that are engaged in an activity that will significantly inhibit their ability to attend PBL events throughout the semester, subject to the Executive Board approval.

3.6.5. University Athletes

3.6.5.1. Any NCAA athlete of Texas A&M University will be granted an excused absence for any athletic related event. The PBL Secretary must be notified at the beginning of the semester and all appropriate arrangements will be made.

3.6.5.2. Any university-excused absences by the athlete will be reflected positively and added into the overall attendance for the semester. Plainly put, the Secretary will count the member as present so as to not skew the attendance.

3.6.5.3. Abuse of this policy will be monitored by the Executive Board throughout the semester. They retain the right to take any necessary action.

3.6.5.4. All athletes must give prior notice to their mentors or the Active Secretary for any dates of absence.

3.6.6. Club Athletes

3.6.6.1. Any University "Club" athlete will adhere to the rules followed by NCAA athletes as defined in rules

3.6.5.1.-3.6.5.3. Phi Beta Lambda will make exceptions for all practices and games, although they are

not counted as University excused absences.

3.7. Probationary Status

3.7.1. This status is for Active members who fail to attain their requirements or have repeated offenses within the organization. This is a form of punishment and will be treated as such.

3.7.2. Active members who fail to meet their hours at the end of the semester will be placed on Probation. Additionally, they will have those hours that were absent added on to their standard required hours.

3.7.2.1. For example, if a member were to miss 1 hour of community service, then they will be placed on Probation the following semester and have 6 community service hours required instead of the standard 5.

3.7.2.2. When the member completes the additional hours needed they will be removed from Probationary Status and placed back to normal Active status.

3.7.3. However, should an Active be placed on Probation for any other reason, like misconduct or repeated offenses, they will be placed on Probation immediately and be there until the end of the semester.

3.7.4. Any Active who is on Probation, will not be able to vote on anything presented or voted on during their Probationary Period.

3.7.5. Additionally, any member on Probation for financial reasons, will not be able to go to any formal social events unless they pay a fee for entrance

4. Officers and Elections

4.1. Leadership Positions

4.1.1. To hold any leadership position in PBL, members must be able to attend Active meetings (currently held Wednesday nights, subject to change based on Exec decision), unless they have an excused absence that has been submitted to the secretary. Leadership Positions are defined as:

- President
- Vice President External
- Vice President Internal
- Treasurer
- Secretary
- Reporter
- Parliamentarian

- Liaison
- Pledge Trainers
- Committee Chairs
- Standards Board

4.1.2. **Requirements for Officers** - The officers of this organization must meet the following requirements:

4.1.2.1. Be enrolled and in good standing with the University

4.1.2.2. In the event that any Executive Board member is removed from office, the Executive Board will vote on and appoint a new member to the position.

4.1.2.3. All attendance requirements are in effect for the new member added into office.

4.2. Election of Officers

4.2.1. Officers of the Chapter shall be President, Vice President External, Vice President Internal, Secretary, Treasurer, Liaison, Reporter, and Parliamentarian. These officers with the advisor as ex-officio member shall constitute the Executive Board.

4.2.2. Officers shall be elected at the end of regular semester to serve for the following period of time. They shall assume their duties after formal transition into their office.

4.2.3. Pledge Trainers will be considered members of the Executive Board in any instance of which Pledges are involved. Equal authority/voting power will be granted to the Pledge Trainers in these instances.

4.2.4. The President and Treasurer shall be elected at the end of each spring semester and serve for one (1) full year.

4.2.5. The remaining Executive positions will be voted upon at the end of each semester and serve for one (1) full semester.

4.3. Voting Qualifications

4.3.1. The following positions shall be voted on by Active of the current semester who have met their attendance requirements:

- President
- Vice President of External Affairs
- Vice President of Internal Affairs
- Treasurer

- Secretary
- Liaison

4.3.2. Newly inducted J.I.s reserve the right to vote on only those positions in which they are qualified to run:

- Parliamentarian
- Reporter

4.3.3. The minimum attendance requirements for the various leadership positions are as follows:

4.3.3.1. 80% attendance, for the current semester, for Executive Board positions.

4.3.3.2. 80% attendance, for the current semester, for Mentor and Pledge Trainer positions.

4.3.3.3. 75% attendance, for the current semester, for Chair positions.

4.3.4. If these requirements should greatly hinder the amount of available members to run for a position, the Executive Board may appoint any member who has achieved at least 60% attendance.

4.4. Duties of PBL Officers and Leadership Positions

4.4.1. **President** : shall preside over all meetings of the Chapter, appoint all chairs with agreement of the Executive Board and serve as ex-officio member of these committees, and promote the growth and development of PBL. The president will act as the primary contact for any State and National requirements. Shall attend the BSC meeting to represent Phi Beta Lambda.

4.4.1.1. If the President cannot attend the meetings for BSC, they can appoint a temporary representative.

4.4.2. **Vice President External** : shall preside in the absence of the President, and assist the President. Vice President External shall preside over the following chairs:, Professional, Community Service, Public Relations,and Corporate Sponsorship if applicable.

4.4.3. **Vice President Internal** : shall preside in the absence of the President and the Vice President External, and shall assist and collaborate with the President and the Vice President External. Vice President Internal shall preside over the following chairs: Rush, Pledge Trainers, Awards, Constitution, Risk Management, Formal, Webmaster, and Social.

4.4.4. **Treasurer** : shall act as the keeper of the funds of the organization, collect dues and fines, and give financial reports. They must obtain financial training from the University.

4.4.4.1. **Associate Treasurer** : Shall also obtain, or be in the process of obtaining, financial training from the University in order to assist the Treasurer and operate in his/her absence. Training must be completed by the current semester's Q-Drop date. They will be appointed as needed.

- 4.4.5. **Secretary** : shall keep an accurate record of the chapter and Executive Board meetings and shall be responsible for attendance, communication, and the organization of Phi Beta Lambda. The secretary shall also cooperate with the Treasurer to monitor fines and dues for the current semester.
- 4.4.6. **Parliamentarian** : shall serve in any capacity as directed by the Executive Board and advise the Executive Board on points of parliamentary procedure. They will also be in charge of inventory and any room reservations necessary. The parliamentarian is additionally responsible for organizing all PBL intramural teams and appointing captains if necessary.
- 4.4.7. **Reporter** : Responsible for documenting the current semester's events and in charge of the slide show for Formal. Also responsible for all social media accounts.
- 4.4.8. **Liaison** : Shall be responsible for maintaining balance between the current Active and Pledge classes. Is responsible for conducting a mid-semester evaluation for Pledge class and minimizing animosity between all PBL members. Anonymity is crucial for all dealings between the Active and Pledge class and shall be strictly upheld by the Liaison.

4.5. Semester Reviews

- 4.5.1. At the end of each semester, a Performance review will be given for each Executive Board Officer (including Pledge Trainers), and for the Chair Positions.
- 4.5.2. For the Executive Board, the weighting for the reviews will be 50% other Executive Board Officers and 50% Active class.
- 4.5.3. For Chair Positions, the weighting is 50% Executive Board and 50% Active class.
- 4.5.4. Should the resulting rating not be at least 70%, the person cannot run for a position the following semester.
- 4.5.4.1. In cases for President and Treasurer, should they receive a below 70% rating in the middle of the school (at the end of the Fall Semester), they can be impeached and replaced for the following semester. If this is the case, an Impeachment vote will be called.

4.6. Chapter Advisor

- 4.6.1. The Chapter shall have an Advisor who shall be a faculty member from the Business department. This chapter may have special-emphasis groups under the Chapter Charter as it deems necessary to meet the interest of all students and shall assume full responsibility for coordinating the program for these interest groups.
- 4.6.2. Expectations
- 4.6.2.1. The advisor will regularly attend executive and general meetings. They will be available for consultation outside of these meetings.

- 4.6.2.2. The advisor will be willing to obtain an appropriate level of experience, resource information and knowledge related to the mission, purpose and activities of PBL.
- 4.6.2.3. The advisor will assist PBL with the development of goals and objectives for the academic year. The advisor will also assist PBL with event planning and facilitation. When necessary, the advisor will be willing to attend events when necessary as identified through the planning process.
- 4.6.2.4. The advisor will be aware of the University Student Rules and will assist PBL with adherence to these expectations.

4.6.3. Replacement

- 4.6.3.1. If for any reason the advisor is no longer willing and/or able to fulfill the responsibilities, they will formally communicate this to the student organization executive board and the Department of Student Activities in writing. The organization will then determine the appropriate course of action for replacing the advisor.

5. Meetings

- 5.1. Required Meetings** – There must be at least one regular meeting a month during the school year.

6. Committees and Chairs

6.1. Appointment

- 6.1.1. The President shall appoint additional committees and chairs as well as their responsibilities authorized by the Executive Board. A committee head may be appointed by the Executive Board with the option of committee members as deemed necessary.
- 6.1.2. The Executive Board shall appoint the following committees and chairs:

- **Risk Management** : Manage risks through student activities with the appropriate documents and organize the emergency documents.
- **Community Service** : In charge of community service requirements for Active class.
- **Corporate Sponsorship** (if applicable) : In charge of initializing corporate sponsorships.
- **Professional** : In charge of promoting professionalism to the Active class and the semester's in and out of state Professional Trips. Is also responsible for presenting professional speakers throughout the semester. The Professional Chair is also in charge of communicating with State and National level PBL. Responsible for sending the membership list to the State and National offices.
- **Public Relations** : In charge of promoting PBL and its events as well as maintaining PBL's corporate sponsorships.

- **Constitution Chair** : In charge of writing constitutional amendments, and reviewing and reporting the contents of the Constitution.
- **Awards** : In charge of birthdays and miscellaneous awards throughout the semester.
- **Webmaster** : In charge of the webpage for the Active class.
- **Pledge Trainers** : In charge of Pledges, Mentors, and activities associated with Pledge class.
- **Rush** : the chair(s) shall determine and promote rush events as approved by the Executive Board.
- **Social** : In charge of uniting Active class and planning activities.
- **Mentors** : selected by current semester's Pledge Trainers to serve as mentors for the current Pledge class. Mentors are to present PBL in a positive light and help carry out a successful Pledge semester as planned by the Pledge Trainers.

6.2. Corporate Sponsor Chair

6.2.1. Requirements of Corp. Sponsor Chair (if appointed)

- 6.2.1.1. The Corp. Sponsor chair will be selected by the Exec. Board and will have a one-semester term.
- 6.2.1.2. The Corp. Sponsor chair will be responsible for establishing and maintaining relationships with companies. The purpose of these relationships is to have access to professional speakers, allow recruiters to interview our members, to occasionally receive money donations, and for any other reason deemed beneficial for our organization.
- 6.2.1.3. Each committee member should set a goal of at least one sponsorship for the semester.
- 6.2.1.4. The VPX will preside over the Corp. Sponsor chair and they will both be responsible for communicating with companies.

6.3. Community Service Chair

- 6.3.1. The Community Service Chairs must schedule at least two clean up events for Phi Beta Lambda's adopted street per semester. Participants will receive an equal number of community service hours to the amount of time they work.
- 6.3.2. Actives must participate in at least one of the clean ups each semester unless they have an approved medical reason or university excused absence for both dates. Failure to work either clean up without approved excuses will result in probation.

7. Dues, Finances, and Scholarships

7.1. Dues

7.1.1. Dues shall be determined per academic year and will be collected from all members of this organization.

Of these dues, ten (10) dollars shall be remitted to the PBL National Office in payment of the National dues and six (6) dollars to the PBL State Chapter in payment of state dues.

7.1.2. Dues Per Classification

7.1.2.1. Active and J.I. Members: \$150

7.1.2.2. Internship Semester: \$100

7.1.2.3. Inactive Members: \$70

7.1.2.4. Pledges: \$180

7.1.3. In rare cases, the Executive Board retains the right to waive any Active member's dues for the current semester in light of financial need.

7.1.3.1. An Active seeking a waiver must present a valid reason to an Executive Board member.

7.1.3.2. A unanimous vote of the Executive Board must be reached in order to grant a waiver.

7.1.3.3. If active fails to pay dues and does not have a payment plan or waiver then the active membership will be terminated.

7.2. Finances

7.2.1. All funds belonging to this organization shall be deposited and disbursed through the bank account established for this organization at the Student Organization Finance Center and/or the Fiscal Office. All funds must be deposited within 24 hours after collection. The advisor to this organization must approve and sign each expenditure before payment.

7.2.2. All purchases must be reviewed and submitted to the Treasurer. Receipts need to be given to the Treasurer in order to receive reimbursement.

7.3. Intramural Athletic Fund

7.3.1. Establishment of an intramural athletic fund specifically for members interested in playing. The amount of the fund will be determined each semester by the Executive Board.

7.4. Fiscal Year

7.4.1. The fiscal year of the Phi Beta Lambda shall be July 1 through June 30.

7.5. Scholarships

7.5.1. Any scholarship offered during the semester will be at the discretion of the Executive Board.

7.6. Fundraising

7.6.1. The Active class will not have a set fundraising goal prior to the semester unless stated by the Executive Board.

7.6.2. The Pledge class will have a fundraising goal, declared at the beginning of the Pledge semester by the Pledge Trainers and thus approved by the Executive Board.

8. Standards Board

8.1. Purpose and Overview

8.1.1. The Standards Board was set up to better enforce the Constitution, rules, and bylaws. The Standards Board replaced the Two Strike Rule and the fine system that was in place. Standards Board has the jurisdiction to take any issue defined later in Section 8.3 on as a case at their discretion.

8.1.2. Standards Board is a 5-person team, with 1 member being selected as Sergeant at Arms, who leads the group. The Sergeant will appoint a Secretary to keep note of the meetings and to keep documents in order.

8.2. Selection Process

8.2.1. The selection process for Standards Board is as follows:

8.2.1.1. The VPI will make an anonymous form for Active members to nominate 5 members who currently do not have positions on Executive Board, Pledge Trainers, or Mentors. Chair positions are able to be nominated.

8.2.1.2. At the end of a designated time period, the members with the most nominations will be taken to the Executive Board to vote on.

8.2.1.3. After the Executive Board has come to a consensus of who should make up the 5 members, the Sergeant at Arms will be the person that had the most nominations. Ultimately the VPI has final say as to who it is.

8.2.1.4. VPI will call each member with the Executive Board present and ask them if they would accept the offer. The Active can decline the offer if that Active decides to. Thus under the circumstance the active with the next highest number of nominations will be offered the position until all 5 slots are filled.

8.2.1.5. Once the members of the Standards Board have been chosen and have accepted the offer, they will meet at the next Active meeting to decide how they will function.

8.2.1.5.1. Note: "How they will function" stated above means when, where, and how often they meet, their methods of communications, and the delegation of powers and responsibilities already given within the

group. This does not mean what they can and cannot take on as a case, what powers they do not already have, and changing past Standards Board decisions without reason.

8.3. Jurisdiction

8.3.1. The Standards Board is able to take cases of, but not limited to;

8.3.1.1. Active versus Active issues that involve the organization.

8.3.1.2. Active versus Pledge issues, with the Liaison, PTs, and respective Mentors notified and present.

8.3.1.3. Active versus Executive Board's actions. Must be in conflict with the Constitution to have a case.

8.3.1.4. Standards Board versus Active. This type of case will be brought forward by the Standards Board and will be actively pursued. These types of cases include but are not limited to: Misconduct within the organization, such as inappropriate behavior and dishonesty.

8.4. Penalties

8.4.1. Based on the offense, the Standards Board or Executive Board has the ability to give penalties to actives.

8.4.2. This will come in the form of issuing citations with reason and the amount owed due to the fine.

8.4.3. If missing a scheduled interview with a pledge, the penalties will be as follows;

8.4.3.1. First missed interview = Warning

8.4.3.2. Every following missed interview = \$5 fine per interview missed

8.4.3.3. The Active will remain on Probation until the end of the semester and they must pay the fines mentioned in 8.4.3.2.

8.4.4. The Standards Board also has the ability to issue a citation for Professional Trip.

8.4.4.1. Anyone attending the professional trip is required to attend the scheduled events. Failure to attend these events will result in a fifty dollar (\$50.00) fine due immediately.

8.4.5. The money received from fines will go to the Active account.

8.4.6. The Standards Board also has the ability to issue citations for missed interviews with Pledges.

8.4.6.1. If an Active fails to attend a scheduled interview of a Pledge, without prior notice of cancellation, a fine of \$5.00 will be assessed, due at the following Active meeting. A fine will not be assessed on the first offense, but a fine will be assessed on the second offense. A failure to show a third time will result in a \$10.00 fine. After the third no show there will be a meeting with the Standards Board to assess the issue.

8.4.6.2. Money received from the fines will be credited to the Pledges' fundraising efforts.

8.4.7. The Standards Board has the ability to place Actives who have repeated or serious offenses on Probation. Please refer to the Probation section for more details.

8.4.8. An Active, notified of their punishment via email from the Standards Board, has the right to call a hearing before the Executive Board and Standards Board to argue the penalties placed on them. If an Active is not granted a hearing with the Executive Board and Standards Board before the start of the succeeding semester, all penalties shall be dropped against the Active.

8.4.9. If an Active fails to pay a fine in the semester it was issued, the entirety of the Active's fines will be added on to their dues payable for the following semester.

8.5. Removing an Active

8.5.1. If an Active has many repeated offenses, complete disregard for PBL's Constitution and Bylaws, or a serious case of misconduct, then the Standards Board has the ability to call a trial for the Active in question.

8.5.2. Following the trial, if the Standards Board finds the Active guilty and feels they should be removed, they will notify the member that they have up until the next scheduled Active class meeting to prepare a personal statement to share with the Executive Board.

8.5.2.1. The Executive Board will then call a meeting and vote as well. Since there are only 8 Executive positions, should there be a tie, the Standards Board will be the tie breaker with the deciding vote.

8.5.2.1.1. Standards Board vote will always be to remove since that was the decision from the beginning of the Executive vote.

8.6. Removing A Chair

8.6.1. If a Chair Position is found to be in violation of their duties or found to be doing anything that would qualify them to be removed from the organization, then the Standards Board will gather and come to a decision to remove the chair or not after notifying the Chair in question.

8.6.2. Should the decision be to remove the active from the position, the Active in question will be removed from position.

8.6.2.1. If pursued further, then please refer to Section 8.5.

8.7. Removing An Executive Officer

8.7.1. If an Executive Officer is found to be in violation of their duties, or of the Constitution and Bylaws of Phi Beta Lambda, then the Standards Board will notify the Officer of an investigation of the issue. The Officer will have up until the next scheduled Active class meeting to prepare a personal statement to share with the Active members. Once the Officer has been given the chance to speak, the Active class

will vote on the matter. If the majority vote is to remove the Officer, the results along with the evidence, will be brought forward to the Executive Board so that a final vote will be called.

8.7.2. If the vote is in favor of removal, then the Executive Officer will be removed.

9. Emblems, Insignia, and Colors

9.1. Emblems – The Chapter emblems shall be the emblems of the National Organization.

9.2. Insignia – Emblems and insignia shall be uniform in all local and state chapters and within special emphasis groups; they shall be those of PBL. Only members in good standing may use official emblems and insignia on social media platforms.

9.3. Official Colors – The official colors of PBL shall be royal blue and gold.

10. Amendments of the Constitution

10.1. Reviewing the Constitution – a Constitution Chair will already be chosen by the Executive Board for the purpose of revising the Constitution. The Constitution will be reviewed annually by the Executive Board and subject to the approval of the Department of Student Activities.

10.1.1. Amendments to the Constitution – Amendments made to the constitution prior to the start of the semester shall be considered by the active class within the first four weeks of classes. Once that period has ended if no one comes with corrections then the amendments stand. If there are amendments after the semester begins, then amendments shall be submitted in writing at a regular meeting and shall not be voted on until the following regular meeting. A two-thirds vote of the members present shall be required for adoption.

10.1.2. An official meeting must be established in order for any proposed changes to be heard.

10.1.3. The Constitution Chair will submit a revised Constitution to the Executive Board as well as the Active class for approval.

10.1.3.1. The proposed changes will be made readily available to the Active class for discussion. Once made available, any changes that are not opposed will go into effect after the following meeting if posted before the voting period.

10.1.3.2. Any challenged modifications to the Constitution by any member will not go into effect and must be presented to the Active class for approval. A two-thirds vote of the members present is needed in order to approve any challenged modification.

11. Misconduct Clause

11.1. No active member shall commit any act that can be considered as gross misconduct at official events.

11.1.1. Gross misconduct includes but is not limited to:

- Being excessively intoxicated or drinking underage
- Exhibiting offensive behavior or language
- Acting excessively rude
- Anything otherwise considered to be inappropriate

12. Appendix

13. The Phi Beta Lambda Creed

13.1. I believe education is the right of every person

13.2. I believe the future depends on mutual understanding and cooperation among business, industry, labor, religions, family, and educational institutions as well as people around the world. I agree to do my utmost to bring about better understanding and cooperation among all of these groups.

13.3. I believe every person should prepare for a useful occupation, and carry on the occupation in a manner that brings the greatest good to the greatest number.

13.4. I believe every person should actively work toward improving social, political, community, and family life.

13.5. I believe every person has a right to earn a living at a useful occupation.

13.6. I believe every person should take responsibility for carrying out assigned tasks in a manner that brings credit to self, associates, school, and community.

13.7. I believe I have the responsibility to work efficiently and to think clearly. I promise to use my abilities to make the world a better place for everyone.

14. Severability Clause

14.1. If any provision or provisions of this Constitution shall be held to be invalid, illegal, unenforceable or in conflict with the law of any jurisdiction, the validity, legality and enforceability of the remaining provisions shall not in any way be affected or impaired thereby.

14.2. In the event that any one or more of the provisions contained herein shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provisions of this Constitution, but this agreement shall be construed as if such invalid, illegal or unenforceable provisions had never been contained herein, unless the deletion of such provisions or provisions would result in such a material change so as to make the Constitution useless.