

Clarion University
Society for Human Resource Management
Constitution

Article I: Identification

Section 1: Name. This recognized student organization shall be known as the Clarion University chapter of the Society for Human Resource Management (SHRM).

Section 2: National Affiliation: Clarion University chapter, hereinafter referred to as the chapter, shall be affiliated with the Society for Human Resource Management, hereinafter referred to as SHRM.

Article II: Mission

To provide an opportunity for the members to increase management skills and expertise through participation in programs and services designed to improve the professional quality of their knowledge, performance, and leadership ability.

Article III: SHRM's Focus and Vision

The Society for Human Resource Management strives to be a leading-edge management organization for facilitating learning, personal and professional development, and a network necessary to compete in today's global business environment. Our primary customers are Human Resource Managers who wish to be informed on the practice of good HR management, Academicians interested in the applied practice of HR management through education, research, and training, and Students who aspire to management careers. By promoting and facilitating interaction among these three groups, we believe the art and science of management practice can be advanced to new levels of quality and effectiveness.

Article IV: Objectives

The purposes of this society shall be as follows:

To provide Clarion University students with the opportunity to gain knowledge and insight into the effective management of personnel in the field of Human Resource Management through affiliation with the Clarion University chapter of SHRM and the national SHRM organization. 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 exchange. 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. To achieve their purposes, there shall be no discrimination in individual membership or chapter affiliations because of race, religion, sex, age, sexual orientation, or national origin.

Article V: Preamble

The mission of any organization that serves the public is the task of serving it well with values that can satisfy the legitimate desires of the group served. This mission must be accomplished at a cost that will make possible a competitive profit; a healthy cash flow within business organizations is a requisite for a growth economy. The Society sees no conflict between the service objective and the profit objective of

the business organization. It believes that these are complementary concepts under any economic or social philosophy, whether it is based on state capitalism, private capitalism, or some combination of them. It believes that this is true so long as business operations conform with public policy and are in consonance with accepted business ethics in the particular economy. It believes further that under any economic philosophy, a profit is a reward of capital for a successful acceptance of business risk in the rendering of an economic service. Since values are satisfactions of needs, both economic and non-economic organizations should operate profitably, in the sense of producing surplus values.

Leadership is a major factor in the accomplishment of its mission by any organization. Management is the work of executive leadership. The success of a modern industrial society and, therefore, the development or maintenance of high living standards for its citizens, depends on a continuous improvement in the quality and managerial effectiveness of all business and governmental executives.

The Society for Human Resource Management is an organization whose activities contribute broadly to professional improvement of the field of Human Resource Management. An important activity is adult education. SHRM is in a unique position to contribute effectively to executive development, particularly at the community level.

Article VI: Membership

Any student enrolled in classes at Clarion University may become a member of this chapter. Equal membership privileges will be given to all members of this organization. This chapter shall not discriminate against any member or potential member in any way. Students wishing to join this organization must become a local dues paying student. National dues for SHRM are recommended but not required. The national SHRM due is required if attending the SHRM conference.

Article VII: Organization

There will be an executive board composed of a Faculty Advisor, President, Vice President, Secretary, Treasurer, Director of Community Relations and Development, Fundraising Chair, and Social Media Chair. This executive board 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.

Article VIII: Officer Elections

Elections for all positions shall be held annually at the end of the academic year (spring semester). These elections should allow sufficient time for a smooth transition and sharing of information between outgoing and incoming officers.

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.

If all positions have not been filled, additional elections of officers shall be held within the first two (2) meetings held by the chapter at the beginning of the academic year (fall semester).

Each officer shall be elected on the basis of a plurality of votes cast for that office. In the event of a tie vote, successive balloting shall be conducted until one candidate receives plurality.

All elected officers shall be expected to hold their office and faithfully discharge its duties until the end of the academic year. However, in the event that an officer is unable to complete his or her term in office, a new election shall be held to fill that office as soon as is conveniently possible for the chapter.

Article IX: GOVERNMENT

The affairs of the Society, including the establishment and implementation of policy, shall be the responsibility and duty of the Executive Board.

Article X: Non-Profit Nature

No part of the net earnings of the Society shall inure to the benefit of any member or individual; and no member, officer or employee of the Society shall be entitled to receive any income or profit therefrom, except reasonable compensation for services actually rendered in affecting one or more of the purposes of the Society. The Society shall not carry-on propaganda, or otherwise attempt to influence legislation.

Article XI: Amendments

The Bylaws may be amended or revised by a majority vote of the chapter membership.