

Emerging Leaders Constitution

Preamble

A) The purpose of the Emerging Leaders program is to further the development of the University's future leaders by refining their current leadership abilities, helping them establish a personal leadership philosophy, and instilling in them a commitment to the campus and community. This purpose is guided by the university studies' mission and objectives, in addition to the program-specific objectives.

B) Program Objectives:

As a result of participating in the Emerging Leaders program, participants will:

- 1) Be able to recognize and identify different leadership styles and skills within self and others.
- 2) Demonstrate a deeper understanding of self including personal strengths and weaknesses in the context of leadership.
- 3) Demonstrate critical thinking skills in the context of leadership and learning.
- 4) Demonstrate an understanding of leadership responsibility including: identifying resources, time management, delegating responsibilities, managing conflict, goal-setting, managing group dynamics, etc.
- 5) Demonstrate the ability to develop effective communication styles and strategies within a leadership role and/or group setting.
- 6) Demonstrate an understanding and responsibility of cultural diversity and healthy, meaningful, and respectful relationships.

Article I: Name

A) This organization shall be known as "Emerging Leaders."

Article II: Membership

A) To be eligible for participation in the Emerging Leaders program, one must satisfy the following criteria:

- 1) Currently enrolled as a student of Southeast Missouri State University.
- 2) No more than 60 completed credit hours at the time of application. Exceptions can be made at the discretion of the Peer Facilitator team.
- 3) Good academic and disciplinary standing with the University.
- 4) Completion of a standard Emerging Leaders application along with personal and group interviews with the Peer Facilitator team.

B) It is necessary for participants to attend all sessions.

- 1) Any participant that fails to attend 3 sessions will be dismissed from the program.

C) No participant shall be hazed by any member of the Emerging Leaders program. According to the University code of conduct:

“Hazing for the purpose of pledging, initiation, admission into, affiliation with, or as a condition for maintaining membership in a group, organization, or team. Hazing is defined as any intentional, knowing or reckless act, whether on or off campus, which endangers the mental or physical health or safety of any person, regardless of consent, or which violates public law or University policy. Hazing includes, but is not limited to:

- 1) any physical brutality such as whipping, beating, striking, paddling, branding, placing of a harmful substance on the body, or similar activity;
 - 2) any physical activity such as sleep deprivation, exposure to the elements, confinement, calisthenics, or other activity that subjects a student to risk of harm, or that adversely affects the mental or physical health or safety of a student;
 - 3) any activity involving consumption of food, liquid, alcoholic beverage, drug, or substance that subjects a student to risk of harm, or that adversely affects the mental or physical health or safety of a student;
 - 4) any activity that intimidates or threatens a student with ostracism, subjects a student to extreme mental stress, shame or humiliation, or adversely affects the mental health or dignity of a student, or that may reasonably be expected to cause a student to leave the organization or institution rather than submit to acts described above; and,
 - 5) any activity in which a person solicits, plans, encourages, directs, aids, or attempts to aid another in hazing or intentionally, knowingly, or recklessly permits hazing to occur and/or knowingly fails to report the incident.
- D) Any participant or facilitator that is under the influence of a controlled substance at any Emerging Leader sponsored activity will result in immediate expulsion from the program.
- E) The Peer Facilitator team may expel a participant for any reason they deem appropriate. This includes, but is not limited to rude or disruptive behavior.
- F) A participant may appeal any Peer Facilitator decision to the Coordinator for Leadership Development in the office of Campus Life & Event Services. The decision of the Coordinator for Leadership Development may be appealed to the Director of Campus Life & Event Services and/or the Emerging Leaders advisor if he or she does not hold the role of Coordinator for Leadership Development.

Article III: Peer Facilitators and Officers

A) Peer Facilitators

- 1) The Peer Facilitator team shall consist of six to nine Peer Facilitators.
- 2) The Peer Facilitators shall be chosen at the end of the calendar year by the previous Peer Facilitator Team. To be eligible for consideration, the following criteria must be satisfied:
 - a) Currently enrolled as a full-time, undergraduate student of Southeast Missouri State University during the semesters he or she is serving as a facilitator.
 - b) Good academic and disciplinary standing with the University.
 - c) A graduate of the Emerging Leaders program.
 - d) Completion of a Peer Facilitator application.

- e) Interviewed by a committee that consists of no less than four people, one or more from each of the following categories when available:
 - 1. Non-returning Peer Facilitator(s).
 - 2. Participant(s) from the most recent Emerging Leaders graduation class.
 - 3. Former Peer Facilitator(s) who served prior to the most recent Emerging Leaders graduating class.
 - 4. Coordinator for Leadership Development and/or the Emerging Leaders advisor if he or she does not hold the role of Coordinator for Leadership Development.

3) Returning Peer Facilitators will re-apply utilizing the same process as new Peer Facilitators.

B) Officers

1) Shall be chosen at the start of the spring semester by the new Peer Facilitator team.

2) Chairperson(s)

- a) Shall preside over and prepare the agendas for all Peer Facilitator meetings.
- b) Shall be the chief spokesperson(s) for the Emerging Leaders Program.
- c) Shall delegate administrative purposes as deemed appropriate.

3) Secretary

- a) Shall take minutes at each Peer Facilitator meeting.
- b) Shall prepare evaluation forms for each Emerging Leader session.

4) Treasurer

- a) Shall preside over records and budget available for the Peer Facilitator team.
- b) Shall keep the budget with the advisor.

5) Historian

- a) Shall be responsible for keeping a list of participants.
- b) Shall be responsible for taking photos at sessions and retreat.
- c) Shall be responsible for creating a slide show of pictures for the graduation ceremony.
- d) Shall be responsible for managing old files and records.

Article IV: Peer Facilitator Meetings

A) The Peer Facilitators shall meet weekly, or as they deem necessary.

B) All decisions of the Peer Facilitator team shall be determined by group consensus.

- 1) If a consensus is not reached, or if the consensus is uncertain, a vote shall be taken.
- 2) The vote shall be based on a two-thirds majority of the facilitator team.
- 3) In the event of a tie, the advisor shall vote.

Article V: Sessions

A) All sessions shall be guided by the Peer Facilitators.

- B) The program shall be held in the fall semester, and shall consist of six to eight sessions and a retreat, focusing on various aspects of leadership. The topics shall be determined by the Peer Facilitator team prior to the beginning of the program.
- C) One session must be devoted to applying the skills that were gained from the program or community service.
- D) Weekly sessions shall last no more than two hours, with the exception of skill application/community service.
- E) Sessions shall be held on Sunday evenings at six p.m. with the exceptions of skill application/community service and special circumstances as deemed appropriate by the Peer Facilitator team.

Article VI: Finances

- A) This program is funded by Southeast Missouri State University as a part of the general revenue budget.
- B) The advisor and treasurer shall present a budget to the Peer Facilitators. In consultation with the advisor, Peer Facilitators may make recommendation for using funds.

Article VII: Amendments

- A) A two-thirds vote by the Peer Facilitator team shall be required for the ratification of this Constitution or any amendments to it.
- B) In case of grammatical error, the Constitution may be amended without vote.