

No. 19-3389

**United States Court of Appeals
for the Eighth Circuit**

INTERVARSITY CHRISTIAN FELLOWSHIP/USA AND INTERVARSITY
GRADUATE CHRISTIAN FELLOWSHIP,

Plaintiffs-Appellees,

v.

THE UNIVERSITY OF IOWA, ET AL.,

Defendants-Appellants.

On Appeal from the United States District Court
for the Southern District of Iowa
No. 3:18-cv-00080

APPELLEES' APPENDIX VOL. 7

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**IN THE UNITED STATES DISTRICT COURT
FOR THE SOUTHERN DISTRICT OF IOWA
EASTERN DIVISION**

INTERVARSITY CHRISTIAN
FELLOWSHIP/ USA, and INTERVARSITY
GRADUATE CHRISTIAN FELLOWSHIP,

Plaintiffs,

v.

THE UNIVERSITY OF IOWA; BRUCE
HARRELD, in his official capacity as
President of the University of Iowa and in his
individual capacity; MELISSA S. SHIVERS,
in her official capacity as Vice President for
Student Life and in her individual capacity;
WILLIAM R. NELSON, in his official
capacity as Associate Dean of Student
Organizations, and in his individual capacity;
ANDREW KUTCHER in his official capacity
as Coordinator for Student Organization
Development; and THOMAS R. BAKER, in
his official capacity as Student Misconduct
and Title IX Investigator and in his individual
capacity,

Defendants.

Civ. Action No. 18-cv-00080

APPENDIX VOLUME IV-A

**OF PLAINTIFFS' STATEMENT
OF MATERIAL FACTS IN
SUPPORT OF PLAINTIFFS'
MOTION FOR PARTIAL
SUMMARY JUDGMENT**

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**IN THE UNITED STATES DISTRICT COURT
FOR THE SOUTHERN DISTRICT OF IOWA
EASTERN DIVISION**

<p>INTERVARSITY CHRISTIAN FELLOWSHIP/USA, <i>et al.</i>,</p> <p style="text-align: center;"><i>Plaintiffs,</i></p> <p style="text-align: center;">v.</p> <p>THE UNIVERSITY OF IOWA, <i>et al.</i>,</p> <p style="text-align: center;"><i>Defendants.</i></p>	<p>Civ. Action No. 18-cv-00080</p> <p>DECLARATION OF KEVIN KUMMER</p>
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I, Kevin Kummer, declare as follows:

1. I am the Senior Campus Staff Member for the InterVarsity Graduate Christian Fellowship (“InterVarsity”) chapter at the University of Iowa, a role I have held since 1997.
2. I also serve InterVarsity Christian Fellowship/USA (“InterVarsity USA”) as a Graduate/Faculty Ministries Liaison.
3. I hold a Bachelor of Arts in Biblical Studies from Washington Bible College and a Master of Liberal Arts from Temple University.
4. InterVarsity is a student chapter affiliated with InterVarsity USA.
5. I make this declaration based on my personal knowledge and experience of InterVarsity and InterVarsity USA. My statements about the history and national characteristics of InterVarsity USA are drawn from organizational documents that were prepared by InterVarsity USA staff with knowledge of that data, were prepared as a regularly conducted ministry activity of InterVarsity USA, and are used by InterVarsity USA in the normal course of its ministry.

6. Both the InterVarsity Graduate chapter and InterVarsity USA are Christian ministries that embrace the same core purpose: “to establish and advance at colleges and universities witnessing communities of students and faculty who follow Jesus as Savior and Lord,” and who are “growing in love for God, God’s Word, God’s people of every ethnicity and culture, and God’s purposes in the world.” A true and correct copy of InterVarsity USA’s webpage reflecting this statement of purpose is attached as **Exhibit A**.

7. InterVarsity USA was founded in 1877 at the University of Cambridge, England, and was officially formed in the United States in the late 1930s. It is a charter member of the International Fellowship of Evangelical Students, an association of over 160 evangelical Christian student groups worldwide.

8. InterVarsity USA believes that God values people of every ethnicity and culture and calls InterVarsity USA to do the same. Over 40% of InterVarsity USA students identify as ethnic minority. InterVarsity USA provides student chapters that are geared specifically to serve the needs of minorities and international students. For instance, at the University of Iowa alone, and in addition to the InterVarsity Graduate group, InterVarsity USA has a Multiethnic Undergrad Hawkeye InterVarsity chapter (also known as Black Campus Ministries) and an International Neighbors chapter.

9. InterVarsity USA employs over 1,000 staff members. It has over 1,000 chapters on more than 600 campuses nationwide. And it serves more than 40,000 students and faculty.

10. In addition to its chapters at the University of Iowa, InterVarsity USA has chapters serving at many other public and private universities and colleges in Iowa, including Buena Vista University, Central College, Coe College, Des Moines Area Community College, Drake University, Grinnell College, Hawkeye Community College, Iowa Central Community College,

Iowa State University, Iowa Wesleyan College, Kirkwood Community College, Northwestern College of Iowa, St. Ambrose University, University of Dubuque, University of Northern Iowa, and William Penn University.

11. The InterVarsity Graduate chapter at the University of Iowa is a student-led group that helps graduate and professional students and faculty learn more about Christ, grow spiritually, and live faithfully. One of its primary objectives is to invite the University's academic community to take a fresh look at the life and message of Jesus. It also provides a teaching and fellowshiping community to help Christians from all backgrounds develop as Christian disciples.

12. The chapter was founded 25 years ago. It celebrated its 25th anniversary as a registered student organization of the University at a dinner I attended and helped facilitate in May 2018. The dinner featured prayer and presentations by InterVarsity alumni testifying to how our group helped sustain their faith and improve their academic experience at the University.

13. InterVarsity hosts monthly large-group religious meetings that feature prayer, worship, and Christian teaching. It also provides small-group Bible studies, which typically meet on a weekly or bi-weekly basis. It participates and sponsors activities facilitating campus discussions on important religious and social issues.

14. InterVarsity also engages in a variety of service projects, which are motivated by our Christian faith. During the past 25 years, InterVarsity has provided hundreds of hours of service. For instance, for the past sixteen years, InterVarsity has actively participated in the C.R.O.P Hunger Walk. The C.R.O.P. Hunger Walk is a charity event where teams and individuals walk to raise money, which is then donated to fight hunger around the globe. InterVarsity has been the top fundraiser for six of the past seven years and has raised over \$54,000 for the C.R.O.P. program.

15. InterVarsity has also partnered with Oxfam by conducting “Hunger Banquets” to raise awareness of hunger imbalances by serving the types and amounts of food available in various parts of the world to a representative percentage of the group. For instance, two students might be served steak, six might be served sandwiches and fruit, twelve might be served rice and beans, and thirty might be served rice and water. Students were also invited to abstain from food that day and donate the money they would normally have spent on that day’s meals to Oxfam.

16. InterVarsity has also supported and organized fundraisers for Wild Bill’s Coffee Shop and Uptown Bill’s Coffee Shop, two local coffeeshops that are dedicated to providing jobs to individuals with special needs. For instance, InterVarsity members have served as volunteer staff at the coffee shops for an evening, providing free service and entertainment, selling their own baked goods, and donating all of the proceeds to assist with the shops’ charitable efforts.

17. Each year at Christmas, InterVarsity organizes a food drive to help meet the needs of people served by the Johnson County Crisis Center. Last year alone, InterVarsity donated about 160 pounds of food.

18. InterVarsity consistently strives to strengthen ties with other religious groups on campus, who have long had a robust presence on campus. (To take just one example of an active religious group, the Newman Catholic Student Center holds Mass for students several times throughout the week.) For instance, InterVarsity helped organize an interfaith Thanksgiving dinner with the Hillel Jewish Student Center, the Muslim Students Association, and others; has often collaborated with the Newman Catholic Center; and has worked with International Neighbors to hold a multicultural Christmas celebration geared to serving students and faculty of all faith traditions and ethnic backgrounds.

19. InterVarsity has also worked with the Geneva Campus Ministry and the University administration to sponsor the Geneva Lecture Series, which invites speakers across all disciplines to address University students and faculty about how they have successfully integrated their faith and their scholarship. Such speakers have included Dr. Mitri Raheb, Palestinian theologian and pastor; Bryan Stevenson, author of *Just Mercy*; and Ralph Winter, the producer of *Star Trek* and *X-Men*.

20. InterVarsity also regularly participates in the University's annual MLK Day of Service. Indeed, InterVarsity's constitution quotes Dr. King to identify one of its primary purposes: "Our goal is to create the beloved community."

21. In Spring 2006, InterVarsity was honored with an award from the University for its outstanding services to the student body. The award came in response to InterVarsity's recent activity on campus. In addition to its other normal activities, InterVarsity had hosted, sponsored, or participated in a number of events, such as talks by University faculty in the fields of Biochemistry, Philosophy, English, and Clinical Pastoral Education; a Cultural Diversity Festival; Geneva Lectures by Biblical scholar Richard Hayes, bioethicist Edmund Pellegrino, and lawyer John Witte; several events supporting Shelter House, Brothers/Big Sisters, and several local churches; and a monthly film series co-hosted with the Newman Center.

22. InterVarsity has always welcomed all students and faculty to join its events, including its religious discussions, service projects, prayer times, worship services, and Bible studies. It also welcomes all students to join the organization as members. It has members of different religious backgrounds and of no religious background who attend its Bible studies and other events.

23. InterVarsity is also multiethnic and has many international student members, which helps people from a wide variety of backgrounds feel welcomed on campus. Most of the group's regular

participants and leaders are women. The current president, Katrina Schrock, is a woman, as are two of the other three officers. Similarly, half of the current officers are international students from Asia. And in previous years, there have been students who identified as gay or lesbian successfully served as leaders.

24. While anyone is welcome to be a member of or otherwise participate with InterVarsity, InterVarsity has always required its student leaders, including group officers, to personally affirm InterVarsity's faith and exemplify its Christian values. All InterVarsity USA chapters have the same requirement, including recognized chapters at other Iowa public colleges or universities, such as Iowa State University and the University of Northern Iowa. A true and correct copy of the InterVarsity chapter constitution available online at Iowa State University's website is attached as **Exhibit B**. A true and correct copy of the InterVarsity chapter constitution available online at the University of Northern Iowa's website is attached as **Exhibit C**.

25. This requirement is necessary because student leaders fill an important spiritual role for the group on campus. They personally lead many of the religious meetings and Bible studies; lead and participate in prayer, worship, and religious teaching; determine the religious content of meetings; select guest speakers and identify religious topics to cover during events; minister to their peers individually; plan and schedule ministry events on campus; and determine what kind of outreach and service activities to engage in to advance the group's religious mission. InterVarsity's student leaders are the primary embodiment of InterVarsity's faith and Christian message to the University community.

26. By far, the core function of InterVarsity's student leaders is to express and model InterVarsity's faith. The vast majority of what they do for the group consists of religious ministry and leadership. Other than some minor administrative duties, our student leaders are entirely

focused on accomplishing InterVarsity's mission to share our faith with the campus community and help Christian graduate students and faculty grow in their faith.

27. Since 1950, InterVarsity USA has run its own training centers at various locations throughout the country where it instructs students who are interested in leadership roles. This instruction includes how to lead Bible studies, model Christian beliefs, conduct Christian discipleship, and lead InterVarsity USA ministries in their respective campus communities. Students in the program study InterVarsity USA's doctrinal statement and purpose statement, practice how to lead InterVarsity USA Bible studies and ministries, and receive guidance on how to share our Christian beliefs with students, faculty, friends, and family. Many of InterVarsity's past student leaders at the University have obtained this training.

28. Applicants to serve as student leaders for InterVarsity are informed that each official leadership role for InterVarsity "involves significant spiritual commitment." **Exhibit D** (InterVarsity Graduate Christian Fellowship Constitution), Art. IV at § 3.

29. To ensure that its student leaders can fill these spiritual roles, InterVarsity's constitution makes clear that all student leaders must agree with InterVarsity USA's statement of faith and to "exemplify Christ-like character, conduct and leadership." *Id.* If InterVarsity's leaders did not agree on these fundamental issues, that would undermine the purpose, mission, and message of our group. At a fundamental level, InterVarsity believes that Christian faith must be real and authentic to the individual. Having leaders who express our faith without personally accepting it would compromise the integrity of the group and the integrity of the leaders, both of which would harm our ability to express the Gospel.

30. The InterVarsity constitution spells out the "basic biblical truths of Christianity" that all student leaders must affirm, including InterVarsity's beliefs that all humans have inherent dignity

and value because they are created in God's image; that Jesus Christ was divine and sinless; that Jesus died a substitutionary death followed by a bodily resurrection; that people can be saved from their sin and reunited with God by God's grace and through faith in Christ's sacrifice; that God lives in believers in the form of the Holy Spirit; and that all believers are called to unity and to worship together in Christian communities. *Id.* at Art. II.

31. I personally meet with each leadership applicant to ensure that they agree with InterVarsity's faith. I also help prepare and train student leaders for their Christian leadership role, and then provide ongoing support for them in that role. During the semesters, I meet regularly with student leaders to develop their Christian leadership skills and to help them provide Christian advice and guidance to their peers. I also train them on how to lead Bible studies and prayer groups at our weekly small-group meetings.

32. As noted above, InterVarsity holds two basic types of regular group meetings. Our small-group Bible studies are typically held on a weekly or bi-weekly basis during the semester. Student leaders oversee and participate in these studies, where small groups of students study a passage of the Bible together, discuss how the passage applies to their lives, and pray for one another.

33. InterVarsity also holds monthly religious services during each semester. A typical service lasts for about two hours. It normally starts with a time of fellowship while students arrive, followed by 10-15 minutes of prayer that is generally led by a student leader or me. Then there is 10-15 minutes of worship, which is generally led by student leaders and involves worship songs and hymns selected by student leaders. Worship is followed by an hour of Christian teaching and discussion, which is again either led by student leaders or features a guest speaker selected by student leaders. The service then typically closes with prayer by a student leader and a brief time of fellowship. The content, format, timing, and location of the services are coordinated and led by

student leaders, who are responsible for ensuring that each service is conducted in a manner that reflects and is consistent with InterVarsity's faith.

34. InterVarsity's student leaders are indispensable to its Christian mission, and ensuring that they share InterVarsity's faith is essential to its integrity as a Christian ministry.

35. To my knowledge, no student has ever complained to the University about InterVarsity's requirement that its leaders embrace its faith. Nor have I had any complaints about the requirement come to me in the 21 years I have served as InterVarsity's Senior Campus Staff member.

36. I am also a member of the Association of Campus Ministers at the University of Iowa, which is a group of religious leaders who are associated with various religious student groups on campus. In that capacity, I am aware that several other religious groups on campus have also long required their student leaders to agree with the group's faith.

37. But, after 25 years on campus, InterVarsity was deregistered by the University in July 2018 solely because of its religious leadership requirement.

38. I learned through a media report that several other religious groups were also deregistered at the same time, including the Christian Pharmacy Fellowship, the Chinese Student Christian Fellowship, the Geneva Campus Ministry, the Imam Mahdi Organization, the J. Reuben Clark Law Society, the Latter-day Saint Student Association, and the Sikh Awareness Club. *See* Vanessa Miller, *University of Iowa deregisters another 38 groups*, The Gazette (July 20, 2018), <https://www.thegazette.com/subject/news/education/university-of-iowa-deregisters-another-38-groups-20180720>.

39. Neither of the two other InterVarsity groups on campus, which have the same Christian leadership requirements as the InterVarsity Graduate chapter, were deregistered by the University.

40. Registered status is extremely important for student groups. As a Registered Student Organization, InterVarsity has long received many rights and benefits from the University that allow them to host their meetings, attract new students, and participate in the campus community as equals. These rights include the ability to participate equally in student orientation activities, especially graduate and international student orientations; access to the Fall and Spring student organization fairs; use of a webpage on the University's student organization website, which lists all registered groups and allows groups to connect with students and advertise activities; use of other University resources that allow groups to communicate about events, such as signs and billboards; equal access to apply for funding; access to special opportunities and locations for speech activities; and the ability to apply for free campus meeting space.

41. Based on my 21 years of experience at the University of Iowa, it would be very difficult and perhaps impossible to run a successful, healthy student group—one that effectively serves the University community—without having registered status.

42. To be clear, InterVarsity is its own Christian ministry that, as a chapter of InterVarsity USA, is distinct from the University. When InterVarsity was deregistered this summer, we still had our members and leaders, and still would have continued our Bible studies, prayer groups, and worship services without registered status.

43. But deregistration would nonetheless severely harm InterVarsity's ability to do ministry. Being denied equal access to the campus community and University resources, and being saddled with the stigma of derecognition, would irreparably diminish our ability to serve our community in many ways.

44. For instance, it would prevent InterVarsity from having equal access to graduate and professional students during student orientation events and student organization fairs, which is crucial for attracting new members.

45. Also, because many of InterVarsity's participants and leaders are commuters, being denied equal access to meeting space would uniquely harm our ability to interact together and with other students, who are collectively only on campus together for short periods of time. Nor could our ministry, which has a very small budget, afford the cost of renting meeting space regularly.

46. Further, a significant percentage of InterVarsity members are international students, who would be particularly less likely to join a group that is not registered by the University. Part of this would be due to access issues: it is already difficult for international students to find their way on a new campus, in a new culture, and with a new language—and InterVarsity would be even harder to find since we wouldn't be listed online with other student groups and wouldn't be allowed to participate in student groups fairs or use other standard means of communicating with students, and wouldn't be able to host as many (if any) events on campus. Another part of the problem would be the stigma associated with being denied registered status. In my experience, international students are often wary of getting involved with questionable or disreputable entities, and registered status is a way of showing that InterVarsity is just as reputable as any other student group on campus. By contrast, that InterVarsity was not only deregistered, but deregistered for "violating" a University policy, would stigmatize our ministry and erect a formidable, unfair barrier to international students joining our group.

47. Because of these and other injuries, InterVarsity filed a lawsuit to regain its registered status. One week after we filed our complaint, the University agreed to reinstate InterVarsity and all other religious student groups that it had deregistered. But the University stated that the

reinstatement would last only for the pendency of its existing lawsuit with Business Leaders in Christ, another religious group that the University had reregistered about a year earlier.

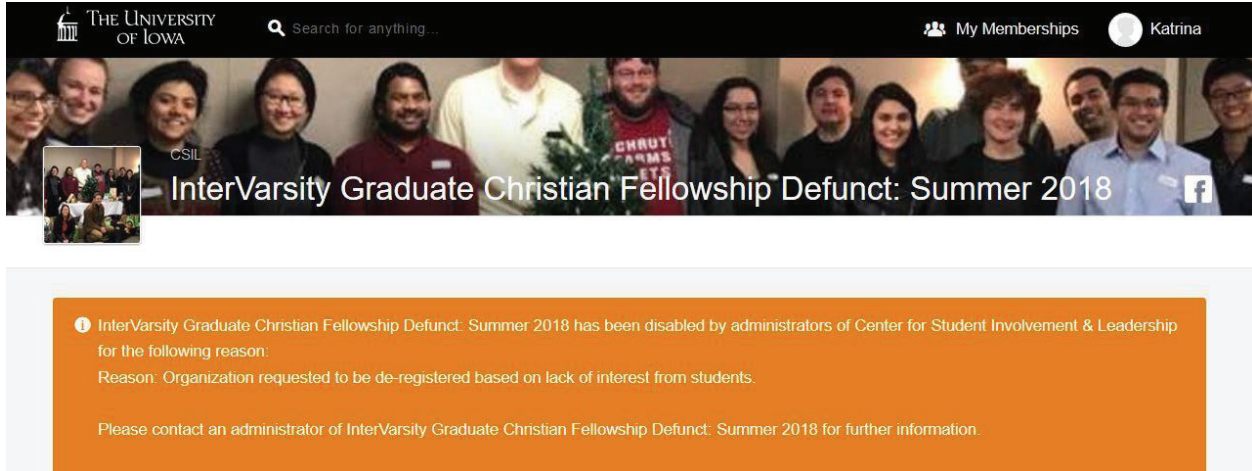
48. Even just the short period of deregistration for InterVarsity was harmful.

49. For instance, the University's rejection and deregistration of InterVarsity was confusing, distressing, and intimidating to our group's members and leaders. On June 1, the University sent us an email instructing us to fundamentally change our constitution. That was a surprise, since we hadn't received similar instructions in our previous 25 years on campus and had no warning to expect one this summer. The email also came well after the close of classes, and only gave us 2 weeks to comply. In fact, I was out of the country at the time, making it hard to help InterVarsity's student leaders respond to the situation. And ultimately being labeled by University officials as discriminatory came as quite a shock to our group.

50. Further, working to retain and then regain registered status used up a huge amount of time, energy, and effort that would normally have been devoted to preparing for school or ministry in the upcoming semester.

51. Deregistration also caused confusion for members and potential members of InterVarsity. For instance, registered student groups like InterVarsity have a University webpage that enables them to advertise events and communicate with current and potential members. But when the University deregistered InterVarsity due to its religious leadership standards, the University locked InterVarsity officers out of the page so that they could not access the page and communicate about our group. Worse, the University posted a statement on the page falsely claiming that InterVarsity had "requested to be de-registered based on lack of interest from students."

52. A true and correct screen shot of the University's statement is below:



53. Also, on a very practical level, InterVarsity had about \$200 deposited in its student financial account maintained by the University. The University requires InterVarsity to maintain all of its funds in that account. As a general matter, some of the funds in the account are derived from University sources, and some are given by student members to support InterVarsity's Christian mission. The same was true of the \$200 in the InterVarsity account this summer. When the University deregistered InterVarsity, it also froze the account and denied InterVarsity access. While we currently have access to the account, the same problem would reoccur should we be deregistered again.

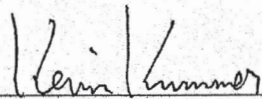
54. Even now, while we have resumed our ministry at the University, we're still feeling the damaging effects of the University's actions this summer. Being labeled a discriminator simply because of our religious leadership standards has damaged our reputation and made students more tentative to participate in our group. And the uncertainty created by the University's temporary reprieve hangs over our group like a cloud. Both the label and the uncertainty harm our ability to find, train, and retain student leaders.

55. This has been a discouraging and surprising chapter in InterVarsity's previously long and fruitful relationship with the University of Iowa. But I am grateful for the work we've been able

55. This has been a discouraging and surprising chapter in InterVarsity's previously long and fruitful relationship with the University of Iowa. But I am grateful for the work we've been able to do together in the past, thankful for the many great people in the University community, and sincerely hopeful that we will soon be able to put this behind us.

I declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge.

Executed on this 12th day of December, 2018.



Kevin Kummer

EXHIBIT A

[About Us](#)

Our Purpose



In response to God's love, grace, and truth:

The Purpose of InterVarsity Christian Fellowship/USA
is to establish and advance
at colleges and universities
witnessing communities of students and faculty
who follow Jesus as Savior and Lord:
growing in love for God,
God's Word,
God's people of every ethnicity and culture,
and God's purposes in the world.

See how God is working!
View our 2017-2018 ministry impact statistics.

[Our Ministry Impact](#)

EXHIBIT B

INTERVARSITY CHRISTIAN FELLOWSHIP
CHAPTER CONSTITUTION

ARTICLE I. NAME

The name of the organization will be the InterVarsity Christian Fellowship at Iowa State University.

ARTICLE II. PURPOSE

In response to God's love, grace and truth:

The Purpose of the Chapter is to establish and advance at Iowa State University, witnessing communities of students and faculty who follow Jesus as Savior and Lord: growing in love for God, God's Word, God's people of every ethnicity and culture and God's purposes in the world.

ARTICLE III. CORE BELIEFS

We believe in:

The only true God, the almighty Creator of all things, existing eternally in three persons Father, Son, and Holy Spirit--full of love and glory.

The unique divine inspiration, entire trustworthiness and authority of the Bible.

The value and dignity of all people: created in God's image to live in love and holiness but alienated from God and each other because of our sin and guilt, and justly subject to God's wrath.

Jesus Christ, fully human and fully divine, who lived as a perfect example, who assumed the judgment due sinners by dying in our place, and who was bodily raised from the dead and ascended as Savior and Lord.

Justification by God's grace to all who repent and put their faith in Jesus Christ alone for salvation.

The indwelling presence and transforming power of the Holy Spirit, who gives to all believers a new life and a new calling to obedient service.

The unity of all believers in Jesus Christ, manifest in worshipping and witnessing churches making disciples throughout the world.

The victorious reign and future personal return of Jesus Christ, who will judge all people with justice and mercy, giving over the unrepentant to eternal condemnation but receiving the redeemed into eternal life.

To God be glory forever.

ARTICLE IV. MEMBERSHIP

InterVarsity at Iowa State has an open-door policy. Membership in the Chapter is open to anyone officially connected to Iowa State University as faculty, staff, or registered student. All members of the Iowa State Community are welcomed to attend regular meetings and events.

Therefore, InterVarsity at Iowa State is open to all Iowa State students who show an active and positive interest in our purpose on campus. InterVarsity at Iowa State shall abide by the Iowa State University non-discrimination policy and is open to registered students at Iowa State and does not discriminate on the basis of genetic information, pregnancy, physical or mental disability, race, ethnicity, sex, color, religion, national origin, age, marital status, sexual orientation, gender identity, or status as a U.S. Veteran.

An Active Member is a currently enrolled student at Iowa State University who attends one regularly scheduled IV function fifty percent of the time. Employees (Staff) of InterVarsity Christian Fellowship (IVCF)/USA assigned by IVCF to the Chapter may partner with the Chapter.

ARTICLE V. LEADERS

Section 1.

A Leadership Team of members will guide the Chapter each year. The number of leaders, including the Leadership Team, and other positions will vary each year depending on current membership and the needs of the fellowship but will always include Chapter President, Treasurer and Faculty Advisor. InterVarsity Staff are full members of the chapter Leadership Team. The standing Leadership Team, which includes InterVarsity Staff and Faculty Advisor, will determine positions each year. The Leadership Team may select secondary leaders to serve the Chapter each year as needed.

Section 2.

The Leadership Team and Faculty Advisor will be responsible for organizing all meetings, activities and events of the Chapter in order to fulfill the Purpose of the Chapter (c.f. Article II).

Section 3.

Leadership of the InterVarsity Christian Fellowship at Iowa State University involves significant spiritual commitment. Chapter leaders are expected to indicate their agreement with InterVarsity's Core Beliefs (cf Article III) and Purpose Statements (cf Article II) and exemplify Christ-like character, conduct and leadership.

As noted in Article V, Section 1, the Leaders of this organization shall be, but not limited to, the positions of Chapter President, Treasurer and Faculty Advisor. Their duties shall be those usually performed by such leadership positions along with being team members and helping maintain direction in the movement consistent with InterVarsity Christian Fellowship/USA's purpose as described in Article II. Student leaders shall continue to lead in said offices whereas

their personal beliefs and conduct of life do not conflict with the purposes, values, and moral standards of the InterVarsity organization.

The following are the official duties of the organizations officers:

President

- Preside over all Leadership Team Meetings
- Ensure that the organization is operating in conformity with the standards set forth by Iowa State University and Student Activities Center
- Maintain communication with organization adviser
- Serve as risk manager
 - The role of the risk management officer is to [a] help minimize potential risks for club activities, [b] recommend risk management policies or procedures to InterVarsity Christian Fellowship, [c] to submit documentation to ISU's Risk Management Office and [d] to ensure that Iowa State University policies are followed at all of the organization's events and [e] to ensure that proper waivers and background checks are on file with Risk Management for events (if applicable)

Treasurer

- Maintain accurate record of organization transactions
- Deposit organization money into SAC account
- Cosign organization checks along with the Adviser
- Arrange fundraising opportunities for the organization
- Solicit additional funding if needed from the Student Government Association in conjunction with the President
- Give a financial report upon request

Advisor

- Will be selected by the leadership team
- Will serve a one year term (fall semester followed by a spring semester)
- Faces the same removal process as leadership team
- Maintain communication and meet with officer(s) when necessary
- Awareness and approval of financial expenditures
- Ensure that the organization is operating in conformity with the standards set forth by Iowa State University and Student Activities Center

In addition, all members of the Leadership Team regardless of position will be expected to perform the following duties:

- Actively look for opportunities to collaborate with other organizations in the Iowa State University Community
- Foster and maintain good communication between the Leadership Team and the broader Intervarsity Chapter
- Represent the organization on campus
- InterVarsity Christian Fellowship abides by and supports established Iowa State

University policies, State and Federal Laws and follows local ordinances and regulations. InterVarsity Christian Fellowship agrees to annually complete President's Training, Treasurer's Training and Adviser Training (if required)

Section 4.

Leaders may be removed from their position by a simple majority of the Leadership Team. Any member of the Chapter may make a complaint against any leader in the Chapter including a member of the Leadership Team. Following the complaint, the Leadership Team (or a member(s) of the Leadership Team) shall meet to confer with the Faculty Advisor and the Chapter's IVCF Staff for advice and counsel. They will also meet with both the complaining individual and the accused leader. No leader may be removed without first receiving a full and fair hearing from the Leadership Team including the Faculty Advisor. A leader complained against may only be removed by at least a simple majority agreement of the remaining members of the Leadership Team. Misrepresentation on the leadership application shall be grounds for the immediate removal of the leader by the Leadership Team. Violating any portion of Article III brings offending leader up for hearing from the Leadership Team. Not fulfilling duties as listed in Article III Section 3 also brings offending leader up for hearing from the Leadership Team.

ARTICLE VI. OPERATIONS

Section 1.

Only Active Members will be eligible to be nominated for leadership positions. An Active Member can receive a leadership application upon nominating her/himself or upon nomination by any other Active Member. Each application will ask potential leaders to express their views on matters that are necessary for advancing the purpose and core beliefs of the Chapter stated in Articles II and III of this Constitution. Applications must be signed to be considered.

Section 2.

After review of the applications and interviews with the candidates, the Leadership Team (or a selection committee assigned by the Leadership Team with the advice of the Faculty Advisor and IVCF Staff), shall nominate at least one finalist to serve in each Leadership Team position and will submit those individuals to a vote by the Active Members. Those finalists who receive a majority affirmation by the Active Members shall be named as leaders-elect and will serve a term of one (1) year.

Section 3.

Leaders-elect assume their positions as leaders at the end of Iowa State University's semester following their election.

ARTICLE VII. FINANCES

The Chapter will obtain funding in the following ways:

1. Through private donations and other fundraising activities
2. Through funding from student fees

The Treasurer will be responsible for the Chapter's finances and for administering any segregated fee grants.

All monies belonging to this organization shall be deposited and disbursed through a bank account established for this organization at the Campus Organizations Accounting Office and/or approved institution/office (must receive authorization via Campus Organizations Accounting Office). All funds must be deposited within 48 hours after collection. The Adviser to this organization must approve and sign each expenditure before payment.

Dues may be collected from members

ARTICLE VIII. AMENDMENTS

Section 1.

Amendments can be proposed verbally at a Leadership Team meeting or may be submitted in writing to any Leadership Team member.

Section 2.

Any Active Member of the Chapter may submit an amendment.

Section 3.

Amendments will be considered by Leadership Team members and must pass by a 3/4th vote of the Leadership Team.

Section 4.

The Chapter may not amend Article II or Article III of this Constitution without the express, written permission of InterVarsity Christian Fellowship/USA.

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EXHIBIT C

IVCF CHAPTER CONSTITUTION

ARTICLE I. NAME

The name of the organization will be the InterVarsity Christian Fellowship at the University of Northern Iowa.

ARTICLE II. PURPOSE

In response to God's love, grace and truth:

The Purpose of the Chapter is to establish and advance at the University of Northern Iowa witnessing communities of students and faculty who follow Jesus as Savior and Lord: growing in love for God, God's Word, God's people of every ethnicity and culture and God's purposes in the world.

ARTICLE III. DOCTRINAL BASIS

We believe in:

The only true God, the almighty Creator of all things, existing eternally in three persons Father, Son, and Holy Spirit--full of love and glory.

The unique divine inspiration, entire trustworthiness and authority of the Bible.

The value and dignity of all people: created in God's image to live in love and holiness but alienated from God and each other because of our sin and guilt, and justly subject to God's wrath.

Jesus Christ, fully human and fully divine, who lived as a perfect example, who assumed the judgment due sinners by dying in our place, and who was bodily raised from the dead and ascended as Savior and Lord.

Justification by God's grace to all who repent and put their faith in Jesus Christ alone for salvation.

The indwelling presence and transforming power of the Holy Spirit, who gives to all believers a new life and a new calling to obedient service.

The unity of all believers in Jesus Christ, manifest in worshipping and witnessing churches making disciples throughout the world.

The victorious reign and future personal return of Jesus Christ, who will judge all people with justice and mercy, giving over the unrepentant to eternal condemnation but receiving the redeemed into eternal life.

To God be glory forever.

ARTICLE IV. MEMBERSHIP

Membership in the Chapter is open to anyone officially connected to the the University of Northern Iowa as faculty, staff, or registered student. An Active Member is a currently enrolled student at the the University of Northern Iowa who has attended meetings of the Chapter for at least two (2) months. Employees (Staff) of InterVarsity Christian Fellowship (IVCF)/USA assigned by IVCF to the Chapter may partner with the Chapter.

ARTICLE V. LEADERS

Section 1.

A Leadership Team of members will guide the chapter each year. The number of leaders, including the Leadership Team, and other positions will vary each year depending on current membership and the needs of the fellowship. The standing Leadership Team with the assistance of IVCF Staff will determine positions each year. The Leadership Team may select secondary leaders to serve the Chapter each year as needed.

Section 2.

The Leadership Team will be responsible for organizing all meetings, activities and events of the Chapter in order to fulfill the Purpose of the Chapter (c.f. Article II).

Section 3.

Leaders may be removed from their position a simple majority of the Leadership Team. Any member of the Chapter may make a complaint against any leader in the Chapter including a member of the Leadership Team. Following the complaint, the Leadership Team (or a member(s) of the Leadership Team) shall meet to confer with the Chapter's IVCF Staff for advice and counsel. They will also meet with both the complaining individual and the accused leader. No leader may be removed without first receiving a full and fair hearing from the Leadership Team. A leader complained against may only be removed by at least a simple majority agreement of the remaining members of the Leadership Team. Misrepresentation on the leadership application (c.f. Article XI) shall be grounds for the immediate removal of the leader by the Leadership Team.

ARTICLE VI. OPERATIONS

Section 1.

Only Active Members will be eligible to be nominated for leadership positions. An Active Member can receive a leadership application (c.f. Article XI) upon nominating her/himself or upon nomination by any other Active Member. Each application will ask potential leaders to express their views on matters that are necessary for advancing the purpose and core beliefs of

the Chapter stated in Articles II and III of this Constitution. Applications must be signed to be considered.

Section 2.

After review of the applications and interviews with the candidates, the Leadership Team (or a selection committee assigned by the Leadership Team with the advice of the IVCF Staff), shall nominate at least one finalist to serve in each Leadership Team position and will submit those individuals to a vote by the Active Members. Those finalists who receive a majority affirmation by the Active Members shall be named as leaders-elect and will serve a term of one (1) year.

Section 3.

Leaders-elect assume their positions as leaders at the end of the University of Northern Iowa's semester following their election.

ARTICLE VII. FINANCES

The Chapter will obtain funding in the following ways:

1. Through private donations and other fund-raising activities
2. Through segregated fee funding

A member of the Leadership Team will be responsible for the Chapter's finances and for administering any segregated fee grants.

ARTICLE VIII. AMENDMENTS

Section 1.

Amendments can be proposed verbally at a Leadership Team meeting or may be submitted in writing to any Leadership Team member.

Section 2.

Any Active Member of the Chapter may submit an amendment.

Section 3.

Amendments will be considered by Leadership Team members and must pass by a 3/4th vote of the Leadership Team.

Section 4.

The Chapter may not amend Article II or Article III of this Constitution without the express, written permission of InterVarsity Christian Fellowship/USA.

ARTICLE IX. REMOVAL OF MEMBERSHIP

Members of the Chapter may be removed by a majority of the Leadership Team (after consultation with the IVCF Staff) if they pose any form of a threat-physical, spiritual or psychological-to any member of the organization or if they disrupt Chapter meetings or other activities.

ARTICLE X. CHAPTER COVENANT

Active Members of the Chapter who wish to be leaders must sign the Statement of Agreement (Purpose Statement (c.f. Article II) and Doctrinal Basis (c.f. Article III)), commit to abide by the Statement of Agreement in their conduct, and agree to devote sufficient time to the Chapter, as indicated by completing and signing the leadership application (c.f. Article XI).

ARTICLE XI. LEADERSHIP APPLICATION

InterVarsity Christian Fellowship Chapter Leadership Application University of Northern Iowa

You have been invited to be a part of leading God's movement through InterVarsity at UNI. Student Leadership is one way to be fully engaged in the body of believers, serve others, and be grown in your discipleship as a follower of Jesus. Leadership is not for those who have it together and feel no need to grow. Leadership is primarily a prescription for our health as a Christian. However, it will require a greater investment of yourself, your time, and energy. You will be responsible to lead a cell, but more importantly, you will be called to influencing those around you.

Being a part of our leadership core, I would like you to attend regular fellowship activities as you are able and meet weekly with the other InterVarsity leaders to be equipped and provide encouragement to one another. Please look through the following leadership commitments and review the InterVarsity purpose statement and statement of faith. Once you have looked over these and if you are in agreement with them, we would like you to sign the bottom of the second page to designate that you have chosen to become a leader for the upcoming year. If possibly, I would like to know if you are committing to leadership within a week of when you are invited. I will need definite decision by the first meeting we will have as a newly formed team on Thursday, April 23rd for our Vision Dinner at 6:00 pm.

As you are discerning leadership, I encourage you to seek the Lord in this and talk to me about any concerns you have. Leadership is costly, but I have seen students changed through this more than any other experience in college. As you consider your future, I believe God wants to not only give the right knowledge to pursue your career, but develop you into the right kind of

person. As you are on leadership, we want to walk with you in becoming a person of God wherever He places you.

Weekly commitment:

- Once a week 2 hour leadership meeting (Includes group cell preparation)
- Lead a weekly cell (Individual preparation, attendance, develop community, witness)

Yearly commitments:

- May 18-22 (Mon.-Fri.) Catalyst Leadership Conference
- August 18-20 (Tues.-Thurs.) Pre-Fall New Student Outreach Planning
- September 18-20 (Weekend) Iowa InterVarsity Fall Conference: "Family Vacation"

Be engaged in the following as much as possible:

Chapter Life (Large Group Worship 8 pm Mon., outreach and social events, etc.)
Personal Spiritual Development (Regular time with God, growth in integrity, meet w/mentor)

**INTERVARSITY CHRISTIAN FELLOWSHIP/USA®
Statement of Agreement**

PURPOSE STATEMENT

In response to God's love, grace and truth:

The purpose of InterVarsity Christian Fellowship/USA is to establish and advance at colleges and universities witnessing communities of students and faculty who follow Jesus as Savior and Lord: growing in love for God, God's Word, God's people of every ethnicity and culture and God's purposes in the world.

DOCTRINAL BASIS

We believe in:

The only true God, the almighty Creator of all things,
existing eternally in three persons—
Father, Son, and Holy Spirit—full of love and glory.

The unique divine inspiration,
entire trustworthiness
and authority of the Bible.

The value and dignity of all people:
created in God's image to live in love and holiness,
but alienated from God and each other because of our sin and guilt,
and justly subject to God's wrath.

Jesus Christ, fully human and fully divine,
who lived as a perfect example,
who assumed the judgment due sinners by dying in our place,
and who was bodily raised from the dead and ascended as Savior and Lord.

Justification by God's grace to all who repent

and put their faith in Jesus Christ alone for salvation.

The indwelling presence and transforming power of the Holy Spirit,
who gives to all believers a new life and a new calling to obedient service.

The unity of all believers in Jesus Christ,
manifest in worshipping and witnessing churches
making disciples throughout the world.

The victorious reign and future personal return of Jesus Christ,
who will judge all people with justice and mercy,
giving over the unrepentant to eternal condemnation
but receiving the redeemed into eternal life.
To God be glory forever

I subscribe to the above Doctrinal Basis and Purpose of InterVarsity Christian Fellowship/USA and leadership commitments.

(Name printed/signature)

date

Address _____ E-mail _____ Phone _____

EXHIBIT D

**Constitution of The University of Iowa
Student Chapter of InterVarsity Graduate Christian Fellowship**

The name of the organization is InterVarsity Graduate Christian Fellowship, The University of Iowa graduate chapter of InterVarsity Christian Fellowship/USA.

Article I -- Purpose

InterVarsity Graduate Christian Fellowship at The University of Iowa is a student-led group with three primary objectives:

- * to invite the academic community to take a fresh look at the life and message of Jesus;
- * to help Christian grad students and faculty to grow spiritually and live faithfully as they develop their gifts and talents for service in the world;
- * to contribute to the wholeness of The University of Iowa – “Our goal is to create the beloved community” (Martin Luther King, Jr)

Article II – Basis of Faith

The Basis of Faith of this organization will be the basic biblical truths of Christianity, including:

- * The only true God, the almighty Creator of all things, existing eternally in three persons Father, Son, and Holy Spirit--full of love and glory.
- * The unique divine inspiration, entire trustworthiness and authority of the Bible.
- * The value and dignity of all people: created in God's image to live in love and holiness but alienated from God and each other because of our sin and guilt, and justly subject to God's wrath.
- * Jesus Christ, fully human and fully divine, who lived as a perfect example, who assumed the judgment due sinners by dying in our place, and who was bodily raised from the dead and ascended as Savior and Lord.
- * Justification by God's grace to all who repent and put their faith in Jesus Christ alone for salvation.
- * The indwelling presence and transforming power of the Holy Spirit, who gives to all believers a new life and a new calling to obedient service.
- * The unity of all believers in Jesus Christ, manifest in worshipping and witnessing churches making disciples throughout the world.
- * The victorious reign and future personal return of Jesus Christ, who will judge all people with justice and mercy, giving over the unrepentant to eternal condemnation but receiving the redeemed into eternal life.

To God be glory forever.

All leaders of this organization – Leadership Team members, Small Group/Bible Study Leaders, and any serving in an official leadership role – must subscribe to the above Basis of Faith.

Article III -- Membership

Membership and participation in this organization is open to all students, staff, faculty and others who desire to take part in and support its program and ministries. There are no minimum or maximum limits on membership, and membership is on a voluntary basis.

In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.

General membership is open to all who wish to participate in the group's activities, and such members do not need to affirm the organization's statement of faith. Members who hold leadership positions must affirm the organization's statement of faith; failure to do so will prevent them from serving as leaders, but their general membership will not be revoked. There are no official forms for general membership. Voluntary attendance at any of the group's activities qualifies as membership.

Article IV – Officers and Duties

- Section 1. The leadership of this organization will consist of a Leadership Team, Small Group Leaders, and other roles as needed. The number of leaders, including the Leadership Team, and other positions will vary each year depending on current membership and the needs of the fellowship. InterVarsity Staff are full members of the chapter Leadership Team. The standing Leadership Team, which includes InterVarsity Staff, will determine positions each year. The Leadership Team may select secondary leaders to serve the Chapter each year as needed.
- a) Leadership Team provides overall leadership for the group and assists in maintaining the group's overall direction with respect to both local and national yearly goals. Members of the Leadership Team include:
 - * President: Chairs Leadership Team in developing vision, organizing structures and carrying out events.
 - * Large Group Coordinator: Offers leadership in planning and implementing monthly meetings and other whole group events.
 - * Engagement Coordinator: Offers leadership in engaging the wider university, coordinating new student outreach and collaborating with others in sponsoring public lectures and forums and other events.
 - * Outreach Coordinator: Offers leadership in prayer ministry and service opportunities.
 - b) Small Group Leaders are responsible for regular gatherings for activities such as but not limited to Bible study and discussion groups.
 - d) Additional leadership positions may be created by the Leadership Team needed.
- Section 2. The Leadership Team will be responsible for organizing all meetings, activities and events of the Chapter in order to fulfill the Purpose of the Chapter (c.f. Article I).
- Section 3. Leadership of the InterVarsity Graduate Christian Fellowship at The University of Iowa involves significant spiritual commitment. Chapter leaders are expected to indicate their agreement with InterVarsity Christian Fellowship/USA's Doctrine and Purpose Statements and exemplify Christ-like character, conduct and leadership (1 Pet. 5:1-7; 1 Tim. 3:1-13; Gal. 5:19-26; and 1 Cor. 6:7-11).
- Section 4. Leaders may be removed from their position by a simple majority of the Leadership Team. Any member of the Chapter may make a complaint against any leader in the Chapter including a member of the Leadership Team. Following the complaint, the Leadership Team (or a member(s) of the Leadership Team) shall meet to confer with the Chapter's IVCF Staff for advice and counsel. They will also meet with both the complaining individual and the accused leader. No leader may be removed without first receiving a full and fair hearing from the Leadership Team. A leader complained against may only be removed by at least a simple majority agreement of the remaining members of the Leadership Team.

Article V – Advisors

This organization has two advisors. A faculty member is invited by the Leadership team to advise student leaders and members. A pastoral advisor, a campus minister on staff with InterVarsity Christian Fellowship, provides spiritual leadership for the group. These advisors have many roles, such as helping to select and train the Leadership Team, speaking at meetings, counseling students individually, and serving as conduits to other organizations and opportunities with which students may be interested in getting involved.

Article VI -- Meetings

- Section 1. Meetings for Bible study, worship, teaching and prayer will be held at times decided by the members. One large group meeting will be held per month, and other small groups may meet at other times during the month.
- Section 2. Other meetings for the discussion and presentation of matters pertaining to the life and purposes of the organization will be held as occasion warrants. Gatherings other than the monthly large group meeting must be approved by the Leadership Team in order to be officially sponsored.
- Section 3. Meetings will be announced to members at the beginning of each semester and through twice a month e-mail messages. Any changes or additions will be conveyed by e-mail to our members within a reasonable time frame to promote the attendance of all who are interested.
- Section 4. Any member of the Leadership Team, an appointed representative, or the advisor has the authority to call and start a meeting. Leadership meetings must be called by the Leadership Team or advisor.

Article VII – Selection of Leadership

- Section 1. The Selection Committee will consist of the Leadership Team, advisor, and any other leaders the Leadership Team feels would be helpful for the process.
- Section 2. The Selection Committee will receive nominations for new leaders from members of the chapter.
- Section 3. The Selection Committee will be responsible to see that all prospective leaders meet the conditions stated in Articles II, III, and IV.
- Section 4. New leaders will be selected on an annual basis by the Selection Committee for a term of one year.

Article VIII – Finances

- Section 1. No dues are required for membership.
- Section 2. Members of the Leadership Team will be in charge of financial affairs, both administrative and authoritative.
- Section 3. Upon dissolution, state money and mandatory student fees revert back to the granting organization.

Group fees should be divided as stated in the constitution and carried out by the dissolving group's members and officers.

If the group has dissolved and group fees have not been divided as stated in the constitution by 5 years from the last account activity, monies in the group's account will revert to an account specified for the purpose of UISG. These funds will then be available for distribution through SABAC guidelines in compliance with University of Iowa policy.

Section 4. Upon dissolution, remaining money will be given to the InterVarsity Christian Fellowship national organization to be used toward its purpose on campuses.

Section 5. The Chapter will obtain funding in the following ways:
i. Through private donations and other fund-raising activities
ii. Through funding from student fees

A member of the Leadership Team will be responsible for the Chapter's finances and for administering any segregated fee grants.

Article IX – Constitution and Amendments

Section 1. This constitution will be adopted with the general consensus of the leadership of the organization.

Section 2. This constitution may be amended by a general consensus of the leadership of the organization, providing that no change is made to Articles II and III.

Section 3. Amendments to this constitution will not become valid until a copy of said amendment has been placed in the office of the Student Activities Board of The University of Iowa and with the campus staff member assigned by InterVarsity Christian Fellowship.

Article X – Removal of Membership

Members of the Chapter may be removed by a majority of the Leadership Team (after consultation with the IVCF Staff) if they pose any form of a threat - physical, spiritual or psychological - to any member of the organization or if they disrupt Chapter meetings or other activities.

Updated June 2, 2018.

**IN THE UNITED STATES DISTRICT COURT
FOR THE SOUTHERN DISTRICT OF IOWA
EASTERN DIVISION**

INTERVARSITY CHRISTIAN
FELLOWSHIP/USA, *et al.*,

Plaintiffs,

v.

THE UNIVERSITY OF IOWA, *et al.*,

Defendants.

Civ. Action No. 18-cv-00080

**DECLARATION OF
KATRINA SCHROCK**

I, Katrina Schrock, declare as follows:

1. I graduated from Messiah College and am a graduate student at the University of Iowa, pursuing a doctorate in physics.
2. I am also the President of the InterVarsity Graduate Christian Fellowship (“InterVarsity”).
3. InterVarsity is a student chapter affiliated with InterVarsity Christian Fellowship USA (“InterVarsity USA”). Both groups are Christian ministries. I am a Christian.
4. I began attending InterVarsity services and Bible studies at the University in Fall 2017. In October 2017, I attended a weekend-long InterVarsity retreat, where we had Bible study, prayer, and worship.
5. I benefitted from InterVarsity’s monthly large-group services, where members of the campus community come enjoy a meal, pray and worship together, and listen to a presentation on a Christian subject.

6. The core content of the monthly meetings is usually focused on the nexus between our Christian faith and our academic studies. We explore the life and message of Jesus, discuss building relationships of reconciliation, and learn about integrating faith, scholarship, and service.

7. I love that our group is small enough to be personal, yet big enough to meet new people who come from different walks of life. We have about 15-20 people who attend our various small-group events, and up to about 30 attend our monthly events. About 40-50% of the group are ethnic minorities, many are international students, and a majority are women. Three of our four student officers this year are women.

8. All of our meetings are open to anyone, and any student can become a member of the group.

9. In January 2018, one of the then-serving student officers for InterVarsity talked with me about joining the leadership team.

10. After that, I spoke with Kevin Kummer, InterVarsity's Senior Campus Staff for the chapter, about what a leadership role would look like. Kevin and I go to the same church together.

11. In spring 2018, I confirmed my interest in being considered for a leadership position. I decided to volunteer for leadership because I think InterVarsity is a valuable community of faith in the academic setting, and I wanted to help it continue as a growing, vibrant Christian ministry.

12. I was given a copy of InterVarsity's constitution, which included its statement of faith. By that time, I was already very familiar with InterVarsity's beliefs, and both Kevin and the current student leadership knew that I was in agreement with them.

13. In May 2018, I was selected to join the student leadership team.

14. That same month, InterVarsity held a commissioning prayer meeting as part of our meeting for that month. Both the outgoing and incoming student leaders went to the front of the room,

where Kevin and other InterVarsity members prayed for us, thanking God for the ministry of the outgoing leaders and asking God to give the incoming leaders wisdom and ability to lead the group through the coming year

15. Before the start of the 2018 Fall semester, the incoming student leaders participated in a retreat with Kevin, his wife, and other InterVarsity staff where we discussed the biblical framework for leading InterVarsity and the Christian purpose of InterVarsity.

16. The whole leadership team also holds a special meeting with Kevin at least once per month during the semester. We use those meetings to make sure we're leading well and to pray about and brainstorm ministry outreach ideas.

17. The student leaders also meet with Kevin individually a couple more times each month. Kevin uses those times to mentor us in our faith and in our leadership of InterVarsity. He helps support our efforts to lead Bible studies and provide biblical guidance and encouragement to our group.

18. All student leaders do a little bit of everything to support our ministry at InterVarsity. It is common for all officers to have some role in leading and participating in prayer, teaching about our faith, and leading worship.

19. And all student leaders are expected to model InterVarsity's Christian beliefs and values for members and prospective members.

20. That expectation is very important to protect the integrity of our group as a Christian ministry.

21. For instance, because of our leadership roles, students often ask us about our faith, for guidance on what Christianity teaches about specific issues they're facing, and for personal prayer.

22. We also have unique roles in leading and choosing Christian content for our group meetings, as well as casting the overall vision for our ministry. Student leaders help oversee our weekly prayer groups and Bible studies. We also help plan and lead our monthly services. For example, for Fall semester, we chose to focus the teaching time at our monthly services on the book of Psalms. And we also lead prayer at our meetings and services.

23. I'm particularly involved in worship. Because I sing and play the piano, guitar, and violin, I'm pretty much always one of the individuals helping lead our monthly worship services.

24. Overall, my duties as an InterVarsity officer include providing religious teaching, leading our group in prayer, leading discussions on spiritual matters, meeting with students individually to pray for them and counsel them from the Bible, and identifying and leading religious outreach opportunities on campus and in the community. I'm doing some mix of these things on a weekly basis, averaging about 4 hours per week. Roughly two hours go into weekly ministry leadership planning with other leaders, and another 2 hours go into ministry activity such as leading small groups or our monthly large-group service.

25. As president, I also serve as InterVarsity's representative to the University, reserving rooms and tables for our activities, and generally performing other administrative activities for the chapter. But that kind of work doesn't take very long. The vast majority of my time and effort for InterVarsity are spent on religious matters.

26. The bottom line is that InterVarsity student leaders are the primary way that InterVarsity ministers on campus. While we receive training and support from InterVarsity staff, it is the student leaders who are involved in leading Bible studies and prayers, doing one-on-one ministry to our peers, texting and emailing our fellow students to remind them about upcoming meetings, and offering prayer and spiritual encouragement to our fellow students.

27. On June 1, 2018, InterVarsity's student leaders received an email from the University stating that InterVarsity's existing constitution did not contain all of the following language:

In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.

28. A true and correct copy of that email is attached as **Exhibit A**.

29. The e-mail stated that if InterVarsity's constitution was not resubmitted with the language included verbatim by June 15, 2018, InterVarsity would be deregistered. *Id.*

30. The email was the first notice that I or any of InterVarsity's other leaders had that the University had determined that our constitution was noncompliant.

31. InterVarsity's constitution already included a previous version of the required language, which was substantially identical to the language that the University required in its June 1 email, including that it listed all of the same nondiscrimination categories. We updated our constitution to include the new language, but otherwise made no changes. We submitted the updated constitution on June 2, 2018. A true and correct copy of the updated constitution that we submitted is attached as **Exhibit B**.

32. The University's June 1 email linked to an FAQ document which stated that all submitted constitutions would be reviewed. A true and correct copy of that FAQ document is attached as **Exhibit C**. The FAQ document said that student organizations which submitted accepted constitutions would receive confirmation of acceptance, and organizations that submitted noncompliant constitutions would be informed as much and told what they needed to change.

33. On June 12, 2018, the University emailed me, stating that InterVarsity's constitution did not comply with the University's requirements for registered student organizations and that the University had "sent a few emails, and also left voicemails, over the past few months" informing InterVarsity's leaders of that problem. A true and correct copy of this email is attached as **Exhibit D**.

34. The University said that we had to update our constitution by the next day, June 13, 2018, or be deregistered. *Id.*

35. That same day, I emailed back that I believed we had already submitted our updated constitution. Andrew Kutcher, the Coordinator for Student Organization Development, replied that an updated constitution was not on file. *Id.* So I re-submitted our constitution with the required language and let Mr. Kutcher know. *Id.*

36. That same day, Mr. Kutcher replied and said that although InterVarsity's constitution included the required language, it was still noncompliant because it also contained language limiting "the ability to become a member or to hold leadership positions." *Id.*

37. There is no language in InterVarsity's constitution that limits access to membership. Everyone is welcome. And to my knowledge, no student has ever complained—either to us or to the University—about our requirement that student leaders agree with InterVarsity's faith.

38. I told Mr. Kutcher that membership and participation is open to all students without restriction, and that the only restriction was that students leaders must agree with InterVarsity's faith. *Id.* I explained that it is "important to have Christian leadership in a Christian organization," since that was necessary "to the fulfillment of our purpose." *Id.*

39. Mr. Kutcher responded that he “recognize[d] the wish to have leadership requirements based on Christian beliefs,” but “[h]aving a restriction on leadership related to religious beliefs is contradictory” to the University’s position. *Id.*

40. I asked whether it would matter if InterVarsity changed its leadership requirement to state that it “strongly encouraged” leaders to share InterVarsity’s faith. *Id.* I emphasized that my question was purely provisional and that I would have to talk with my leadership team to see if we could make even that change, but that I was trying to explore potential solutions with the University. *Id.*

41. Mr. Kutcher responded that he would “discuss [the question] with our university attorney.” A true and correct copy of that email is attached as **Exhibit E**. About five hours later, he sent a follow-up email to me stating that he had “just received word that we would not approve the change in language you proposed” because “the University and the Center for Student Involvement and Leadership must enforce our Human Rights Clause when it comes to leadership and membership.” *See Exhibit D.*

42. Mr. Kutcher further stated that InterVarsity would be “deregistered” if it failed to submit a constitution with the required change, and that student groups could only “become reregistered when they submit governing documents compliant with the Human Rights Clause.” *Id.*

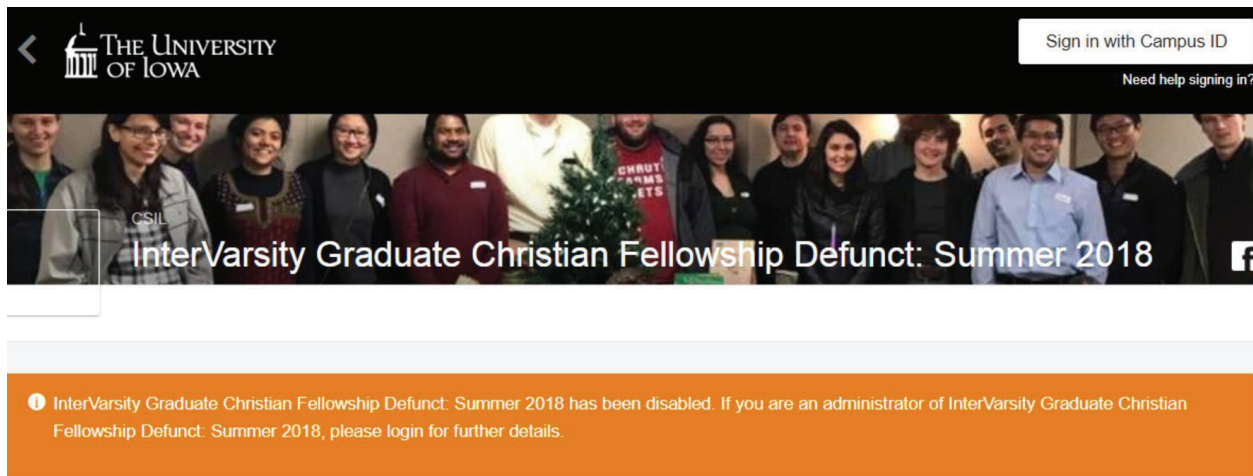
43. We did not make the change that the University required to our leadership standards. We believe that it is absolutely necessary for our leaders to agree with and live by our faith. Abandoning that standard would mean abandoning our group’s Christian identity and purpose.

44. Over a month later, on Friday July 20, 2018, I learned through a media report that the University had deregistered InterVarsity along with several other religious organizations including the Christian Pharmacy Fellowship, the Chinese Student Christian Fellowship, the Geneva

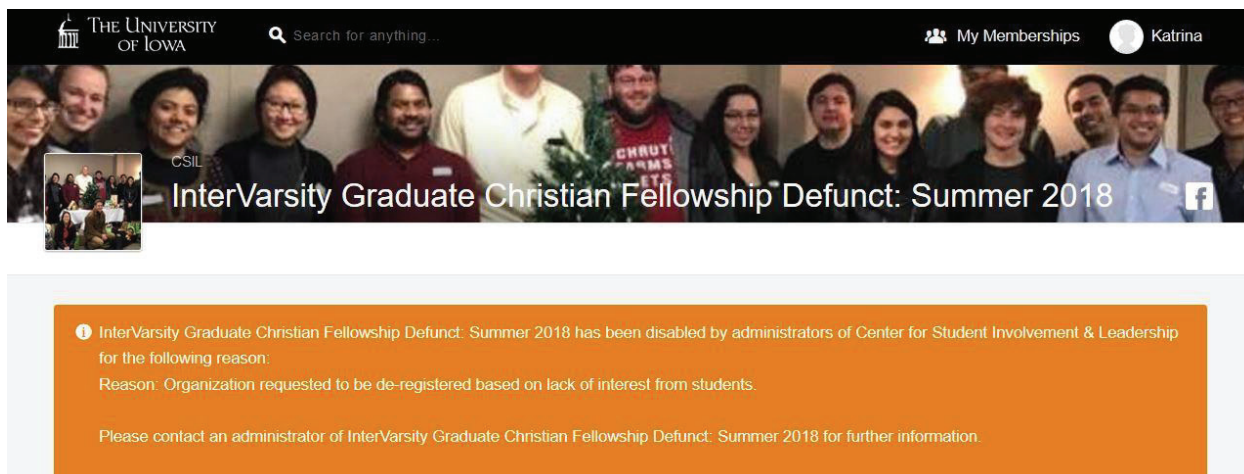
Campus Ministry, the Imam Mahdi Organization, the J. Reuben Clark Law Society, the Latter-day Saint Student Association, and the Sikh Awareness Club. *See* Vanessa Miller, *University of Iowa deregisters another 38 groups*, *The Gazette*, July 20, 2018, <https://www.thegazette.com/subject/news/education/university-of-iowa-deregisters-another-38-groups-20180720>.

45. Because we had been deregistered, the University removed InterVarsity from the online list of registered student organizations, which the University provides for students to find and join student groups.

46. We previously had a webpage hosted by the University which we used to communicate with members and students. But when I and other InterVarsity leaders attempted to access the InterVarsity webpage, we saw a message that the page had been “disabled” because our group was “Defunct” as of “Summer 2018.” A true and correct screenshot of the message is produced below:



47. And when we attempted to log into another part of InterVarsity’s webpage, we saw a message that the page had been “disabled by the administrators of Center for Student Involvement & Leadership” because InterVarsity had “requested to be de-registered based on lack of interest from students.” A true and correct screenshot of that message is below:



48. We never “requested to be de-registered,” nor was there any “lack of interest from students” in the organization. The University knew that, and had never said otherwise until they put that message on our website.

49. The whole deregistration process was confusing and hurtful. I didn’t understand why the University was treating InterVarsity like it was. It was false to describe us as discriminatory and wrong to deregister us simply for asking our leaders to embrace our faith.

50. It also took a ton of my time and concentration to work through the deregistration process and then work on getting re-registered.

51. Being registered with the University is very important to InterVarsity. We need to be able to recruit at new-student orientations, we need equal access to space on campus, and we need to be able to communicate with students about our meetings on the same footing as other groups. I don’t see how we can have an equal chance to be a healthy group without those resources.

52. While much of our funding comes from internal fundraising, we almost always seek and receive some financial assistance from the University, as all student groups are eligible to do. If we are deregistered, that financial aid will disappear, which will harm our ministry.

53. Being officially derecognized would also make it much harder to grow our group. Potential members are scared off because the University is treating us like there’s something wrong with us.

The University's actions make students, especially international students, nervous that associating with us could harm their education or reputation at the University, and perhaps harm their future careers.

54. I've loved my experience at the University. I still don't understand why it's treated InterVarsity and me like it has, but I hope we can turn the page on this soon and move on.

I declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge.

Executed on this 12th day of December, 2018.

A handwritten signature in black ink, reading "Katrina Schrock". The signature is written in a cursive, flowing style. The first name "Katrina" is written in a larger, more prominent script, and the last name "Schrock" follows in a similar but slightly more compact script. The signature is positioned above a horizontal line.

Katrina Schrock

EXHIBIT A

From: Kutcher, Andrew M

Sent: Friday, June 1, 2018 3:09 PM

To: [REDACTED]

Subject: Registered Student Organization Compliance - Action Required

NOTE: This communication is being sent to all Primary and Secondary Representatives, and Advisors, as they are listed on a Registered Student Organization's (RSO) OrgSync portal. YOUR ATTENTION AND IMMEDIATE ACTION IS REQUIRED.

Dear [REDACTED],

The Center for Student Involvement and Leadership (CSIL) has identified that the constitution of InterVarsity Graduate Christian Fellowship either does not include the current language related to the University of Iowa Human Rights Clause or it is missing in its entirety. All RSOs are required to have this Clause included verbatim in their constitution or bylaws.

Human Rights Clause:

In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.

Your RSO must update your current governing documents to include the required Human Rights Clause to continue as a RSO now and in the future. Additionally, RSO governing documents may not include language that is considered contradictory to the Human Rights Clause. Any language considered contradictory, must be removed. Once you have made this update, you must submit all governing documents to CSIL using the form linked here: <https://orgsync.com/14241/forms/311661>

If you have language in your constitution or bylaws that is outdated, often found in the membership section, you simply need to remove the old language and insert the required new language listed above. If you realize you do not have any part of the Human Right Clause, it needs to be inserted **VERBATIM**, within the membership section.

The deadline to submit changes is **June 15, 2018, or your RSO will be de-registered**. If de-registered, registration can be reinstated by submitting governing documents with required language to CSIL, using the link above. RSOs will receive feedback on their updates, and the submitting person will be updated via email if additional changes are required.

We recognize many RSOs require a vote of the membership to ratify governing documents. We ask you to insert the Human Rights Clause into your governing documents with the understanding you will hold a vote of confirmation once the fall semester commences. If allowed by your constitution or bylaws, you may hold an electronic vote of confirmation immediately.

Please see the [FAQs](#) for more information.

Thank you for your attention and timely action to address this issue. Please to contact to CSIL staff at csil-student-org@uiowa.edu should you have any questions.

Andy Kutcher

Andy Kutcher, M.Ed.

he, him, his

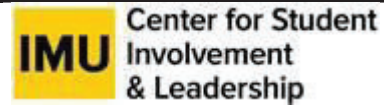
Coordinator for Student Organization Development

Center for Student Involvement & Leadership

andrew-kutcher@uiowa.edu

<http://csil.uiowa.edu>

Adaptability | Harmony |Positivity | Consistency | Arranger



145 Iowa Memorial Union

Iowa City, Iowa 52242-1317

319-335-3059 Fax 319-353-2245

getinvolved@uiowa.edu

Schedule an appointment with me

Notice: This UI Health Care e-mail (including attachments) is covered by the Electronic Communications Privacy Act, 18 U.S.C. 2510-2521 and is intended only for the use of the individual or entity to which it is addressed, and may contain information that is privileged, confidential, and exempt from disclosure under applicable law. If you are not the intended recipient, any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify the sender immediately and delete or destroy all copies of the original message and attachments thereto. Email sent to or from UI Health Care may be retained as required by law or regulation. Thank you.

EXHIBIT B

**Constitution of The University of Iowa
Student Chapter of InterVarsity Graduate Christian Fellowship**

The name of the organization is InterVarsity Graduate Christian Fellowship, The University of Iowa graduate chapter of InterVarsity Christian Fellowship/USA.

Article I -- Purpose

InterVarsity Graduate Christian Fellowship at The University of Iowa is a student-led group with three primary objectives:

- * to invite the academic community to take a fresh look at the life and message of Jesus;
- * to help Christian grad students and faculty to grow spiritually and live faithfully as they develop their gifts and talents for service in the world;
- * to contribute to the wholeness of The University of Iowa – “Our goal is to create the beloved community” (Martin Luther King, Jr)

Article II – Basis of Faith

The Basis of Faith of this organization will be the basic biblical truths of Christianity, including:

- * The only true God, the almighty Creator of all things, existing eternally in three persons Father, Son, and Holy Spirit--full of love and glory.
- * The unique divine inspiration, entire trustworthiness and authority of the Bible.
- * The value and dignity of all people: created in God's image to live in love and holiness but alienated from God and each other because of our sin and guilt, and justly subject to God's wrath.
- * Jesus Christ, fully human and fully divine, who lived as a perfect example, who assumed the judgment due sinners by dying in our place, and who was bodily raised from the dead and ascended as Savior and Lord.
- * Justification by God's grace to all who repent and put their faith in Jesus Christ alone for salvation.
- * The indwelling presence and transforming power of the Holy Spirit, who gives to all believers a new life and a new calling to obedient service.
- * The unity of all believers in Jesus Christ, manifest in worshipping and witnessing churches making disciples throughout the world.
- * The victorious reign and future personal return of Jesus Christ, who will judge all people with justice and mercy, giving over the unrepentant to eternal condemnation but receiving the redeemed into eternal life.

To God be glory forever.

All leaders of this organization – Leadership Team members, Small Group/Bible Study Leaders, and any serving in an official leadership role – must subscribe to the above Basis of Faith.

Article III -- Membership

Membership and participation in this organization is open to all students, staff, faculty and others who desire to take part in and support its program and ministries. There are no minimum or maximum limits on membership, and membership is on a voluntary basis.

In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.

General membership is open to all who wish to participate in the group's activities, and such members do not need to affirm the organization's statement of faith. Members who hold leadership positions must affirm the organization's statement of faith; failure to do so will prevent them from serving as leaders, but their general membership will not be revoked. There are no official forms for general membership. Voluntary attendance at any of the group's activities qualifies as membership.

Article IV – Officers and Duties

- Section 1. The leadership of this organization will consist of a Leadership Team, Small Group Leaders, and other roles as needed. The number of leaders, including the Leadership Team, and other positions will vary each year depending on current membership and the needs of the fellowship. InterVarsity Staff are full members of the chapter Leadership Team. The standing Leadership Team, which includes InterVarsity Staff, will determine positions each year. The Leadership Team may select secondary leaders to serve the Chapter each year as needed.
- a) Leadership Team provides overall leadership for the group and assists in maintaining the group's overall direction with respect to both local and national yearly goals. Members of the Leadership Team include:
 - * President: Chairs Leadership Team in developing vision, organizing structures and carrying out events.
 - * Large Group Coordinator: Offers leadership in planning and implementing monthly meetings and other whole group events.
 - * Engagement Coordinator: Offers leadership in engaging the wider university, coordinating new student outreach and collaborating with others in sponsoring public lectures and forums and other events.
 - * Outreach Coordinator: Offers leadership in prayer ministry and service opportunities.
 - b) Small Group Leaders are responsible for regular gatherings for activities such as but not limited to Bible study and discussion groups.
 - d) Additional leadership positions may be created by the Leadership Team needed.
- Section 2. The Leadership Team will be responsible for organizing all meetings, activities and events of the Chapter in order to fulfill the Purpose of the Chapter (c.f. Article I).
- Section 3. Leadership of the InterVarsity Graduate Christian Fellowship at The University of Iowa involves significant spiritual commitment. Chapter leaders are expected to indicate their agreement with InterVarsity Christian Fellowship/USA's Doctrine and Purpose Statements and exemplify Christ-like character, conduct and leadership (1 Pet. 5:1-7; 1 Tim. 3:1-13; Gal. 5:19-26; and 1 Cor. 6:7-11).
- Section 4. Leaders may be removed from their position by a simple majority of the Leadership Team. Any member of the Chapter may make a complaint against any leader in the Chapter including a member of the Leadership Team. Following the complaint, the Leadership Team (or a member(s) of the Leadership Team) shall meet to confer with the Chapter's IVCF Staff for advice and counsel. They will also meet with both the complaining individual and the accused leader. No leader may be removed without first receiving a full and fair hearing from the Leadership Team. A leader complained against may only be removed by at least a simple majority agreement of the remaining members of the Leadership Team.

Article V – Advisors

This organization has two advisors. A faculty member is invited by the Leadership team to advise student leaders and members. A pastoral advisor, a campus minister on staff with InterVarsity Christian Fellowship, provides spiritual leadership for the group. These advisors have many roles, such as helping to select and train the Leadership Team, speaking at meetings, counseling students individually, and serving as conduits to other organizations and opportunities with which students may be interested in getting involved.

Article VI -- Meetings

- Section 1. Meetings for Bible study, worship, teaching and prayer will be held at times decided by the members. One large group meeting will be held per month, and other small groups may meet at other times during the month.
- Section 2. Other meetings for the discussion and presentation of matters pertaining to the life and purposes of the organization will be held as occasion warrants. Gatherings other than the monthly large group meeting must be approved by the Leadership Team in order to be officially sponsored.
- Section 3. Meetings will be announced to members at the beginning of each semester and through twice a month e-mail messages. Any changes or additions will be conveyed by e-mail to our members within a reasonable time frame to promote the attendance of all who are interested.
- Section 4. Any member of the Leadership Team, an appointed representative, or the advisor has the authority to call and start a meeting. Leadership meetings must be called by the Leadership Team or advisor.

Article VII – Selection of Leadership

- Section 1. The Selection Committee will consist of the Leadership Team, advisor, and any other leaders the Leadership Team feels would be helpful for the process.
- Section 2. The Selection Committee will receive nominations for new leaders from members of the chapter.
- Section 3. The Selection Committee will be responsible to see that all prospective leaders meet the conditions stated in Articles II, III, and IV.
- Section 4. New leaders will be selected on an annual basis by the Selection Committee for a term of one year.

Article VIII – Finances

- Section 1. No dues are required for membership.
- Section 2. Members of the Leadership Team will be in charge of financial affairs, both administrative and authoritative.
- Section 3. Upon dissolution, state money and mandatory student fees revert back to the granting organization.

Group fees should be divided as stated in the constitution and carried out by the dissolving group's members and officers.

If the group has dissolved and group fees have not been divided as stated in the constitution by 5 years from the last account activity, monies in the group's account will revert to an account specified for the purpose of UISG. These funds will then be available for distribution through SABAC guidelines in compliance with University of Iowa policy.

Section 4. Upon dissolution, remaining money will be given to the InterVarsity Christian Fellowship national organization to be used toward its purpose on campuses.

Section 5. The Chapter will obtain funding in the following ways:
i. Through private donations and other fund-raising activities
ii. Through funding from student fees

A member of the Leadership Team will be responsible for the Chapter's finances and for administering any segregated fee grants.

Article IX – Constitution and Amendments

Section 1. This constitution will be adopted with the general consensus of the leadership of the organization.

Section 2. This constitution may be amended by a general consensus of the leadership of the organization, providing that no change is made to Articles II and III.

Section 3. Amendments to this constitution will not become valid until a copy of said amendment has been placed in the office of the Student Activities Board of The University of Iowa and with the campus staff member assigned by InterVarsity Christian Fellowship.

Article X – Removal of Membership

Members of the Chapter may be removed by a majority of the Leadership Team (after consultation with the IVCF Staff) if they pose any form of a threat - physical, spiritual or psychological - to any member of the organization or if they disrupt Chapter meetings or other activities.

Updated June 2, 2018.

EXHIBIT C

FAQs Regarding Registered Student Organizations (RSO) governing documents.

[What is being asked of Registered Student Organizations?](#)

[What statements are required and why?](#)

[When do changes need to be made?](#)

[How do I submit my governing documents for review?](#)

[Will I get feedback on my constitution?](#)

[When are final submissions due?](#)

[What happens if my RSO doesn't get their governing documents approved in time?](#)

[I noticed I can't upload my governing documents into my OrgSync portal, will CSIL upload them into my portal for me?](#)

[When will we have to update our governing documents again?](#)

[What if my governing documents are from of a national organization?](#)

What is being asked of Registered Student Organizations?

RSOs are being asked to ensure their governing documents meet the standards set forth by the University of Iowa, including having all required statements/clauses.

What statements are required and why?

It's important that all RSOs have up to date governing documents that reflect the values and practices of the University of Iowa. The University of Iowa and its affiliated entities must comply with the State of Iowa Human Rights Clause. RSO's governing documents are required to have the following Human Rights Clause listed in their constitution verbatim:

Human Rights Clause:

In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.

When do changes need to be made?

All changes are required to be submitted to the Center for Student Involvement and Leadership for approval no later than June 15, 2018. However we recommend making these changes as soon as possible to allow time for CSIL staff to review and provide feedback if needed.

How do I submit my governing documents for review?

RSOs can submit their governing documents for review using the OrgSync form linked below:

<https://orgsync.com/14241/forms/311661>

Will I get feedback on my constitution?

Yes. The Center for Student Involvement and Leadership will be reviewing RSO governing documents and provide feedback if your constitution is not correct.

When are final submissions due?

If given feedback from CSIL that changes need to be made, final submissions will be due by June 15, 2018.

Is there anything required if my first submission is approved?

No. If your first submission of governing documents is approved, you will receive an email stating that you will not need to make further changes.

What happens if my RSO doesn't get their governing documents approved in time?

Any RSO who does not have a governing document approved by June 15, 2018 will be deactivated until the governing documents are approved.

I noticed I can't upload my governing documents into my OrgSync portal, will CSIL upload them into my portal for me?

Yes. CSIL will upload all approved governing documents into the RSO's OrgSync portal.

When will we have to update our governing documents again?

Unless there is a change to what is required in governing documents, RSOs need to review their governing documents regularly. In the future, RSOs can use the same form, linked below to submit their governing documents to CSIL for approval.

What if my governing documents are from of a national organization?

You can still submit national constitutions, but we will require bylaws for your local chapter at the University of Iowa. Those bylaws will need to include all required statements.

EXHIBIT D

From: Kutcher, Andrew M

Sent: Wednesday, June 13, 2018 4:02 AM

To: Schrock, Katrina N <[REDACTED]@uiowa.edu>

Cc: Student Organization Help & Information <CSIL-Student-Org@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; kummer50@[REDACTED]; King, Laurynn L <laurynn-king@uiowa.edu>

Subject: Re: InterVarsity Graduate Christian Fellowship Governing Documents

Hi Katrina,

We encouraged groups to get there governing documents submitted by the 13th in order for us to have time to review them and provide feedback prior to the 15th deadline. The 15th is our deadline for groups not wanting to be deregistered.

The form to submit will remain open for groups that go deregistered to submit after June 15. If a group goes deregistered they will become reregistered when they submit governing documents compliant with the Human Rights Clause.

Hope this makes sense. Please let me know what questions you have.

Best,

Andy

On Jun 12, 2018, at 11:45 PM, Schrock, Katrina N <[REDACTED]@uiowa.edu> wrote:

Andy,

In an email from Laurynn this morning we were told "**The updated document(s) are due tomorrow. June 13th or your student organization will be placed on unregistered status.**" However, an earlier email from you, dated June 1st, said: "The deadline to submit changes is **June 15, 2018, or your RSO will be de-registered.** If de-registered, registration can be reinstated by using the link above to submit governing documents with the Human Rights Clause and no language that is considered contradictory to the Human Rights Clause." Can you please confirm that we have until the close of business on June 15?

Thank you,

Katrina

From: Student Organization Help & Information

Sent: Tuesday, June 12, 2018 4:05 PM

To: Schrock, Katrina N <[REDACTED]@uiowa.edu>; Student Organization Help & Information <CSIL-Student-Org@uiowa.edu>

Student-Org@uiowa.edu>; Kutcher, Andrew M <andrew-kutcher@uiowa.edu>

Cc: [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <s[REDACTED]@uiowa.edu>; [REDACTED]
[REDACTED] <[REDACTED]@uiowa.edu>; kkummer50@uiowa.edu

Subject: RE: InterVarsity Graduate Christian Fellowship Governing Documents

Hi Katrina,

I just received word that we would not approve the change in language you proposed. Student orgs are free to express whatever language they desire in their mission/purpose, but the University and the Center for Student Involvement and Leadership must enforce our Human Rights Clause when it comes to leadership and membership.

I also wanted to let you know that I am out of the office starting tomorrow and will be back in on Tuesday. I will be doing my best to check email while away and would be happy to answer any further questions or address any concerns. I've copied my University Andemail address to this email in order to be able to follow up.

Best,

Andy

From: Schrock, Katrina N

Sent: Tuesday, June 12, 2018 11:25 AM

To: Student Organization Help & Information <CSIL-Student-Org@uiowa.edu>; King, Laurynn L <laurynn-king@uiowa.edu>

Cc: [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED]
[REDACTED] <[REDACTED]@uiowa.edu>; kkummer50@uiowa.edu

Subject: RE: InterVarsity Graduate Christian Fellowship Governing Documents

Andy,

Thank you for your clarification! Obviously, I will need to discuss any changes with the rest of the leadership team, but I do have a question. Would changing the language of the constitution from "must subscribe..." to something like "are requested to subscribe..." or "are strongly encouraged to subscribe..." make it so that the constitution is no longer contradictory? Again, I will need to discuss changes, but your input on this matter is greatly appreciated.

Thank you,

Katrina

From: Student Organization Help & Information

Sent: Tuesday, June 12, 2018 11:19 AM

To: Schrock, Katrina N <[REDACTED]@uiowa.edu>; Student Organization Help & Information <CSIL-Student-Org@uiowa.edu>; King, Laurynn L <laurynn-king@uiowa.edu>

Cc: [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; kkummer50@uiowa.edu

Subject: RE: InterVarsity Graduate Christian Fellowship Governing Documents

Katrina,

I recognize the wish to have leadership requirements based on Christian beliefs, however Registered Student Organizations are considered University of Iowa programs and thus must follow the Human Rights Clause in its entirety. Having a restriction on leadership related to religious beliefs is contradictory to that clause.

I'm happy to chat further about this and provide any information I can.

Best,

Andy

Andy Kutcher, M.Ed.

he, him, his

Coordinator for Student Organization Development
Center for Student Involvement & Leadership
andrew-kutcher@uiowa.edu
<http://csil.uiowa.edu>

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getinvolved@uiowa.edu

Adaptability | Harmony | Positivity | Consistency | Arranger

[Schedule an appointment with me](#)

From: Schrock, Katrina N

Sent: Tuesday, June 12, 2018 11:02 AM

To: Student Organization Help & Information <CSIL-Student-Org@uiowa.edu>; King, Laurynn L <laurynn-king@uiowa.edu>

Cc: [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; kkummer50@uiowa.edu

Subject: RE: InterVarsity Graduate Christian Fellowship Governing Documents

Andy,

I would guess that the issues you see involve potential contradictions to the part of the Human Rights Clause that states: "In no aspect of its programs shall there be any difference in the treatment of

persons...". From my reading, the language of the constitution does not contradict the later part of the Clause, which states: "...equal access to membership, programming, facilities, and benefits shall be open to all persons". Membership, events, and other facets of the group are not restricted – the only restriction is specifically for leadership positions.

While I understand that this leadership restriction can be construed as a difference in treatment, it is also important to have Christian leadership in a Christian organization. We do not in any way discourage those who may not subscribe to the basis of faith in Article II from participating in IVGCF as members, but we do recognize that having Christian leadership is important to the fulfillment of our purpose.

The above are my thoughts, but I am open to having further dialogue on the matter.

Katrina

From: Student Organization Help & Information

Sent: Tuesday, June 12, 2018 10:43 AM

To: Schrock, Katrina N <[REDACTED]@uiowa.edu>; Student Organization Help & Information <CSIL-Student-Org@uiowa.edu>; King, Laurynn L <laurynn-king@uiowa.edu>

Cc: [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; kkummer50@uiowa.edu

Subject: RE: InterVarsity Graduate Christian Fellowship Governing Documents

Katrina,

On my initial review I see several issues. As part of compliance with the Human Rights Clause, organizations cannot have any language deemed contradictory to that Clause. I'm seeing potential contradictory language in Articles II, III, IV and VII. The language is directly related to the ability to become a member or to hold leadership positions.

Please let me know your thoughts, questions or concerns. I want to make sure this is clear.

Best,

Andy

From: Schrock, Katrina N

Sent: Tuesday, June 12, 2018 10:27 AM

To: Student Organization Help & Information <CSIL-Student-Org@uiowa.edu>; King, Laurynn L <laurynn-king@uiowa.edu>

Cc: [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED]

[REDACTED] <[REDACTED]@uiowa.edu>; [kkummer50@\[REDACTED\]](mailto:kkummer50@[REDACTED])

Subject: RE: InterVarsity Graduate Christian Fellowship Governing Documents

Andy,

I've now used the form you linked to submit the updated constitution. Please let me know if there is anything else you need from us, and thank you for your quick reply and for checking into the submission.

Katrina

From: Student Organization Help & Information

Sent: Tuesday, June 12, 2018 10:06 AM

To: Schrock, Katrina N <[REDACTED]@uiowa.edu>; King, Laurynn L <laurynn-king@uiowa.edu>

Cc: [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; [kkummer50@\[REDACTED\]](mailto:kkummer50@[REDACTED]); Student Organization Help & Information <CSIL-Student-Org@uiowa.edu>

Subject: RE: InterVarsity Graduate Christian Fellowship Governing Documents

Hi Katrina,

Did you use the OrgSync form (<https://orgsync.com/14241/forms/311661>) to submit? I'm not seeing your submission in the form or on the InterVarsity Graduate Christian Fellowship's OrgSync portal.

Best,

Andy

From: Schrock, Katrina N

Sent: Tuesday, June 12, 2018 9:25 AM

To: King, Laurynn L <laurynn-king@uiowa.edu>

Cc: [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; [kkummer50@\[REDACTED\]](mailto:kkummer50@[REDACTED]); Student Organization Help & Information <CSIL-Student-Org@uiowa.edu>

Subject: RE: InterVarsity Graduate Christian Fellowship Governing Documents

Laurynn,

I was under the impression that the InterVarsity Graduate Christian Fellowship's constitution had been updated with the Human Rights clause, and submitted to OrgSync on either the 1st or 2nd of June. If this is not the case, I would appreciate if you would let me know as soon as possible, so that we can make the required changes.

Thank you,

Katrina

From: King, Laurynn L

Sent: Tuesday, June 12, 2018 9:15 AM

To: [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>

Cc: Schrock, Katrina N <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; kummer50@[REDACTED]; Student Organization Help & Information <CSIL-Student-Org@uiowa.edu>

Subject: RE: InterVarsity Graduate Christian Fellowship Governing Documents

Thank you for your reply, [REDACTED]. It is important to keep your OrgSync profile updated with your new leadership team's contact information up-to-date, so we are able to reach out to the most current representatives.

Enjoy your day,

Laurynn

Laurynn King

she, her, hers

Administrative Services Coordinator
Center for Student Involvement & Leadership
laurynn-king@uiowa.edu
<http://csil.uiowa.edu>

Relator // Competition // Futuristic // Woo // Belief

<image002.jpg>

157 Iowa Memorial Union
Iowa City, Iowa 52242-1317
319-335-3059 Fax 319-353-2245
getinvolved@uiowa.edu

From: [REDACTED]

Sent: Tuesday, June 12, 2018 9:11 AM

To: King, Laurynn L <laurynn-king@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>

Cc: Schrock, Katrina N <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; kummer50@[REDACTED]

Subject: Re: InterVarsity Graduate Christian Fellowship Governing Documents

Hi Laurynn,

We forwarded the original email to the current leadership team. Both [REDACTED] and I are no longer serving on the team. I believe they were working on updating this information, but I have CC'd them on this email.

Thanks,

[REDACTED]

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "King, Lauryann L" <lauryann-king@uiowa.edu>

Date: 6/12/18 8:44 AM (GMT-06:00)

To: "[REDACTED]" <[REDACTED]@uiowa.edu>, "[REDACTED]" <[REDACTED]@uiowa.edu>

Subject: InterVarsity Graduate Christian Fellowship Governing Documents

[REDACTED] –

I am following up to several communications our office has sent regarding InterVarsity Graduate Christian Fellowship Governing Documents on campus. Our office has you listed as contacts for this student organization.

We've sent a few e-mails, and also left voicemails, over the past few months regarding the need to update the organization's governing documents to include the University of Iowa's Human Rights clause.

The updated document(s) are due tomorrow, June 13th or your student organization will be placed on unregistered status.

Please let me know a status update on these documents, or if you have any questions regarding the updates, and I can assist you.

Thank you in advance,

Lauryann

Laurynn King

she, her, hers

Administrative Services Coordinator
Center for Student Involvement & Leadership
laurynn-king@uiowa.edu
<http://csil.uiowa.edu>
Relator // Competition // Futuristic // Woo // Belief

<image002.jpg>

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EXHIBIT E

[REDACTED] <[REDACTED]@uiowa.edu>; [kkummer50@\[REDACTED\]](mailto:kkummer50@[REDACTED])

Subject: RE: InterVarsity Graduate Christian Fellowship Governing Documents

Katrina,

I recognize the wish to have leadership requirements based on Christian beliefs, however Registered Student Organizations are considered University of Iowa programs and thus must follow the Human Rights Clause in its entirety. Having a restriction on leadership related to religious beliefs is contradictory to that clause.

I'm happy to chat further about this and provide any information I can.

Best,

Andy

Andy Kutcher, M.Ed.

he, him, his

Coordinator for Student Organization Development

Center for Student Involvement & Leadership

andrew-kutcher@uiowa.edu

<http://csil.uiowa.edu>

<image001.jpg>145 Iowa Memorial Union

Iowa City, Iowa 52242-1317

319-335-3059 Fax 319-353-2245

getinvolved@uiowa.edu

Adaptability | Harmony | Positivity | Consistency | Arranger

[Schedule an appointment with me](#)

From: Schrock, Katrina N

Sent: Tuesday, June 12, 2018 11:02 AM

To: Student Organization Help & Information <CSIL-Student-Org@uiowa.edu>; King, Laurynn L <laurynn-king@uiowa.edu>

Cc: [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED]

[REDACTED] <[REDACTED]@uiowa.edu>; [kkummer50@\[REDACTED\]](mailto:kkummer50@[REDACTED])

Subject: RE: InterVarsity Graduate Christian Fellowship Governing Documents

Andy,

I would guess that the issues you see involve potential contradictions to the part of the Human Rights Clause that states: "In no aspect of its programs shall there be any difference in the treatment of persons...". From my reading, the language of the constitution does not contradict the later part of the Clause, which states: "...equal access to membership, programming, facilities, and benefits shall be open

to all persons". Membership, events, and other facets of the group are not restricted – the only restriction is specifically for leadership positions.

While I understand that this leadership restriction can be construed as a difference in treatment, it is also important to have Christian leadership in a Christian organization. We do not in any way discourage those who may not subscribe to the basis of faith in Article II from participating in IVGCF as members, but we do recognize that having Christian leadership is important to the fulfillment of our purpose.

The above are my thoughts, but I am open to having further dialogue on the matter.

Katrina

From: Student Organization Help & Information

Sent: Tuesday, June 12, 2018 10:43 AM

To: Schrock, Katrina N <[REDACTED]@uiowa.edu>; Student Organization Help & Information <CSIL-Student-Org@uiowa.edu>; King, Laurynn L <laurynn-king@uiowa.edu>

Cc: [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; kkummer50@uiowa.edu

Subject: RE: InterVarsity Graduate Christian Fellowship Governing Documents

Katrina,

On my initial review I see several issues. As part of compliance with the Human Rights Clause, organizations cannot have any language deemed contradictory to that Clause. I'm seeing potential contradictory language in Articles II, III, IV and VII. The language is directly related to the ability to become a member or to hold leadership positions.

Please let me know your thoughts, questions or concerns. I want to make sure this is clear.

Best,

Andy

From: Schrock, Katrina N

Sent: Tuesday, June 12, 2018 10:27 AM

To: Student Organization Help & Information <CSIL-Student-Org@uiowa.edu>; King, Laurynn L <laurynn-king@uiowa.edu>

Cc: [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; kkummer50@uiowa.edu

Subject: RE: InterVarsity Graduate Christian Fellowship Governing Documents

Andy,

I've now used the form you linked to submit the updated constitution. Please let me know if there is anything else you need from us, and thank you for your quick reply and for checking into the submission.

Katrina

From: Student Organization Help & Information

Sent: Tuesday, June 12, 2018 10:06 AM

To: Schrock, Katrina N <[REDACTED]@uiowa.edu>; King, Laurynn L <laurynn-king@uiowa.edu>

Cc: [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; [kkummer50@\[REDACTED\]](mailto:kkummer50@[REDACTED]) Student Organization Help & Information <CSIL-Student-Org@uiowa.edu>

Subject: RE: InterVarsity Graduate Christian Fellowship Governing Documents

Hi Katrina,

Did you use the OrgSync form (<https://orgsync.com/14241/forms/311661>) to submit? I'm not seeing your submission in the form or on the InterVarsity Graduate Christian Fellowship's OrgSync portal.

Best,

Andy

From: Schrock, Katrina N

Sent: Tuesday, June 12, 2018 9:25 AM

To: King, Laurynn L <laurynn-king@uiowa.edu>

Cc: [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; [kkummer50@\[REDACTED\]](mailto:kkummer50@[REDACTED]) Student Organization Help & Information <CSIL-Student-Org@uiowa.edu>

Subject: RE: InterVarsity Graduate Christian Fellowship Governing Documents

Laurynn,

I was under the impression that the InterVarsity Graduate Christian Fellowship's constitution had been updated with the Human Rights clause, and submitted to OrgSync on either the 1st or 2nd of June. If this is not the case, I would appreciate if you would let me know as soon as possible, so that we can make the required changes.

Thank you,

Katrina

From: King, Laurynn L

Sent: Tuesday, June 12, 2018 9:15 AM

To: [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>

Cc: Schrock, Katrina N <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; kummer50@[REDACTED] Student Organization Help & Information <CSIL-Student-Org@uiowa.edu>

Subject: RE: InterVarsity Graduate Christian Fellowship Governing Documents

Thank you for your reply, [REDACTED]. It is important to keep your OrgSync profile updated with your new leadership team's contact information up-to-date, so we are able to reach out to the most current representatives.

Enjoy your day,

Laurynn

Laurynn King

she, her, hers

Administrative Services Coordinator
Center for Student Involvement & Leadership

laurynn-king@uiowa.edu

<http://csil.uiowa.edu>

Relator // Competition // Futuruistic // Woo // Belief

<image002.jpg>

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From: [REDACTED]

Sent: Tuesday, June 12, 2018 9:11 AM

To: King, Laurynn L <laurynn-king@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>

Cc: Schrock, Katrina N <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; [REDACTED] <[REDACTED]@uiowa.edu>; kummer50@[REDACTED]

Subject: Re: InterVarsity Graduate Christian Fellowship Governing Documents

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[REDACTED]

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "King, Laurynn L" <laurynn-king@uiowa.edu>

Date: 6/12/18 8:44 AM (GMT-06:00)

To: "[REDACTED]" <[REDACTED]@uiowa.edu>, "[REDACTED]" <[REDACTED]@uiowa.edu>

Subject: InterVarsity Graduate Christian Fellowship Governing Documents

[REDACTED] -

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The updated document(s) are due tomorrow, June 13th or your student organization will be placed on unregistered status.

Please let me know a status update on these documents, or if you have any questions regarding the updates, and I can assist you.

Thank you in advance,

Laurynn

Laurynn King

she, her, hers

Administrative Services Coordinator
Center for Student Involvement & Leadership
laurynn-king@uiowa.edu

<image002.jpg>

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Iowa City, Iowa 52242-1317
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**IN THE UNITED STATES DISTRICT COURT
FOR THE SOUTHERN DISTRICT OF IOWA
EASTERN DIVISION**

INTERVARSITY CHRISTIAN
FELLOWSHIP/USA, *et al.*,

Plaintiffs,

v.

THE UNIVERSITY OF IOWA, *et al.*,

Defendants.

Civ. Action No. 18-cv-00080

**DECLARATION OF
ERIC BAXTER**

I, Eric Baxter, declare as follows:

1. I am Senior Counsel at the Becket Fund for Religious Liberty. I represent Plaintiffs InterVarsity Christian Fellowship/USA and InterVarsity Graduate Christian Fellowship (collectively, “InterVarsity”) in the above-captioned matter. I also represent Plaintiff Business Leaders in Christ in *Business Leaders in Christ v. The University of Iowa*, No. 17-cv-00080 (S.D. Iowa).

2. The Appendix filed in support of InterVarsity’s motion for partial summary judgment includes the entire Appendix filed in the *Business Leaders in Christ* lawsuit as ECF entries 71-2 to 71-7, App. 0001 to App. 1946. The new materials supporting InterVarsity’s motion start on App. 1947.

3. InterVarsity learned in late July 2018 that the University had stripped its registered status because InterVarsity requires its student leaders to affirm its Christian faith. To ensure InterVarsity could participate in then-approaching student fairs on August 15 and 28, it filed the instant lawsuit on August 6, 2018. That same day, I emailed a copy of the pleadings to counsel for the University, George Carroll, and asked if the University would agree to reinstate InterVarsity’s registered status

for the duration of the litigation. I asked for an answer by August 8 and informed him that InterVarsity would need to need to move for a temporary restraining order if the University did not agree to reinstate InterVarsity by that time.

4. Mr. Carroll informed me orally on August 8 that the University agreed to reinstate both InterVarsity and all other deregistered religious student groups. On August 13, he sent me two emails stating that the University agreed not to deregister any religious student group that had self-identified as a religious group under University policy, and that the previously deregistered groups would be allowed to participate in the upcoming student fairs. Both emails also stated that the reinstated registered status was temporary and would exist only pending the result of the *BLinC* litigation.

5. The University then re-registered InterVarsity and allowed it to participate in the student fairs.

6. Attached as **Exhibit A** are true and accurate copies of selected registered student organizations' constitutions that are currently available on the University's website, each of which I viewed on December 12, 2018:

- a. Love Works; constitution downloaded online at <https://uiowa.campuslabs.com/engage/organization/love-works>.
- b. Hawkapella; constitution downloaded online at <https://uiowa.campuslabs.com/engage/organization/hawkapellas-iowa>
- c. Intersection; constitution downloaded online at <https://uiowa.campuslabs.com/engage/organization/intersection>

- d. Iowa Edge; *constitution downloaded online at*
<https://uiowa.campuslabs.com/engage/organization/iowa-edge-student-organization-the>.
- e. Spectrum UI; *constitution downloaded online at*
<https://uiowa.campuslabs.com/engage/organization/spectrum-ui>.
- f. Caribbean Student Association; *constitution downloaded online at*
<https://uiowa.campuslabs.com/engage/organization/caribbean-student-association>.
- g. SistaSpeak; *constitution downloaded online at*
<https://uiowa.campuslabs.com/engage/organization/sistaspeak>.
- h. Women in Science and Engineering (WISE) Ambassadors; *constitution downloaded online at* <https://uiowa.campuslabs.com/engage/organization/women-in-science-and-engineering-wise-ambassadors>.
- i. The Organization of Women Law Students and Staff; *constitution downloaded online at* <https://uiowa.campuslabs.com/engage/organization/organization-for-women-law-students-staff-owlss>.

7. Attached as **Exhibit B** are true and accurate copies of University web pages regarding recognized fraternities and sororities at the University, each of which I viewed on December 12, 2018.

- a. <https://fsl.uiowa.edu/councils/national-pan-hellenic-council/>
- b. <https://studentlife.uiowa.edu/news/fraternity-and-sorority-life-snapshot/>
- c. Lambda Theta Nu: <https://orgsync.com/76520/chapter> (“Profile” tab)
- d. Lambda Theta Phi: <https://orgsync.com/168273/chapter> (“Profile” tab)
- e. Sigma Lambda Beta: <https://orgsync.com/18285/chapter> (“Profile” tab)

8. Attached as **Exhibit C** are true and accurate copies of University web pages regarding the University's Womxn of Color Network, which is operated by University employees under the University's Women's Resource and Action Center. I viewed each web page on December 12, 2018.

- a. <https://wrac.uiowa.edu/programs-and-services/womxn-of-colour-network/>
- b. <https://studentlife.uiowa.edu/news/meet-the-woman-behind-wracs-womxn-of-colour-network/>
- c. <https://studentlife.uiowa.edu/news/womxn-of-color-network-creates-space-for-dialogue-support-and-empowerment/>
- d. <https://goldrush.uiowa.edu/project/11131>

9. Attached as **Exhibit D** is a true and accurate copy of a document produced by the University Defendants in the *Business Leaders in Christ* lawsuit, bates-stamped BLinC-Def008628 to BLinC-Def008629.

I declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge.

Executed on this 12th day of December, 2018.

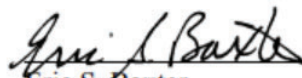

Eric S. Baxter

EXHIBIT A

Title: The Constitution of Love Works

Preamble: Love Works

Date: INSERT

Article I

Name: The name of our organization is "Love Works." It is an affiliated student group of Sanctuary Community Church, located at 2205 E Grantview Drive. Coralville, IA 52241

Purpose:

Love Works purpose is to foster a safe, inclusive environment for all that is conducive to people experiencing God in real ways. Love Works will be anchored in the Gospel, and will meet every other week on a regular basis for Bible studies, as well as twice a month to volunteer and serve our community. Using Jesus as our model, we seek to advocate for justice in all aspects of society, including but not limited to racial, LGBT, and socioeconomic issues.

Article II

Membership:

Section 1) In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.

Section 2) There will be no limitations as far as the minimum or maximum number of participants within the student organization.

Section 3) Membership of Love Works is open to all students at the University of Iowa.

Article III

Officers and Duties:

There will be 4 executive officer positions within Love Works. In order to be an executive, they must sign and agree to the Mission and Statement of Core Beliefs of Love Works as outlined in article IV. The 4 executive officer positions are as follows:

1) President: The role of the President of Love Works will be to schedule, organize, and lead executive and large group meetings weekly. It is also their responsibility to manage all administrative issues, such as: amending the constitution, overseeing the work of the other executives, making any final decisions regarding the well-being of the student organization, and reaching out to form meaningful relationships with members of the organization. To fulfill their

responsibility, they must work closely with the College Pastor, emailing them updates on a weekly basis, as well as working closely with the other executives of the organization. It is the President's duty to work with the other officers to make sure all administrative work is successfully completed. In order to become President, a candidate should possess strong leadership skills (prior leadership experience is preferred), strong communication skills, and strong ethic to be able to complete all of the required duties as President.

2) Vice President: The primary role of the Vice President will be to organize, plan, and promote two volunteer/ service projects a month. The Vice President must work closely with the rest of the executive board to ensure consensus as to where Love Works is volunteering. The Vice President should be comfortable reaching out to leaders in the community to learn about the different opportunities Love Works has to serve.

3) Secretary: The primary role of the Secretary is to manage our 00 account, as well as work closely with the college Pastor to ensure all finances are going well. The treasurer is also responsible for applying for grants, or funding from the UISG whenever Love Works needs funding. The Secretary is also responsible for keeping track of attendance, and managing the excel spreadsheet of its members.

4) Public Relations Director: The main role of the secretary would be to market Love Works. They should send out emails to members reminding them of upcoming events, post on the Facebook page, and tweet about what is going on within Love Works. Also, during meetings, the public relations director should record minutes. Lastly, the public relations director is responsible for spearheading the student org fairs and promoting the group. Candidates considering the position of secretary should be organized and good communicators.

Article IV

Mission & Statement of Core Beliefs

Mission

To provide a space where people of all backgrounds can come to experience God in real ways and to share the good news of Jesus with not only everyone at the University of Iowa, but also those in our local communities.

Core Beliefs

1. **Jesus-Centered:** Jesus will be at the center of everything we do. His life and teachings provide a model worthy of imitation, and we believe through the life, death, and resurrection of Jesus, we can experience great joy and freedom.

2. Inclusion: We believe that Jesus was the ultimate example of someone who reaches out to the marginalized. We stand in full support of those who are victims of systemic oppression. We welcome full participation in our organization, regardless of race, gender, sexual orientation, gender identity, or ability, and affirm those in the LGBTQ+ community who have been pushed aside from many other faith communities.
3. Service: Jesus came to serve rather than be served. Thus, we place a high emphasis on volunteering. We will seek to share Christ's love with those in our community in tangible ways.
4. Life together: We believe God instilled in us the desire to be in community with others. We want to do life together, and foster an environment where sharing our fears, our successes and our struggles honestly is normalized and encouraged.

Article V

Meetings

Section 1) Meetings will be held every other week. Meetings will not be held during finals week or on University breaks and holidays.

Section 2) Volunteer opportunities will be throughout the semester, as outlined in the Vice President description under Article III.

Article VI

Elections

Section 1) Elections for the Executive Board will be held once a year during the Spring Semester to elect for the following school year.

Section 2) Eligible voters are those who have attended at least 50% of meetings. This will be documented and verified by Secretary.

Section 3) The winner of the elections shall be the candidate who receives a plurality of votes. Should there be a tie, there shall be a re-vote, considering only those who are tied. Should that not solve things, the executive board shall interview the candidates and come to a consensus of who shall be granted the position.

Section 4) Members will be notified in meeting and by email at least two weeks in advance of any upcoming election.

Article VII

Finances

8.1 General. Love Works may raise revenues through contributions, fundraising activities, or by applying for school funds available to student groups. At a minimum, Love Works shall: maintain its funds in an “00 account” set up and maintained for Love Works by obligations only when there is sufficient funding to honor the obligations; pay all debts in a prompt manner; and maintain accurate financial records showing all receipts and expenditures and all assets and liabilities of Love Works.

8.2 Distribution of Money Upon Love Works Dissolution. Upon Dissolution of Love Works, all state money and mandatory student fees revert back to the granting organization.

8.3 Distribution of All Funds Other Than State Money and Mandatory Student Fees Upon Love Works Dissolution. Upon dissolution of Love Works, all funds other than state money and mandatory student fees should be divided as stated in paragraph 8.4 and carried out by all Love Works’ officers. If Love Works has dissolved and group fees have not been divided as stated in Paragraph 8.4 by 5 years from last account activity, monies in Love Works’ 00 account will revert to an account specified for this purpose within UISG. These funds will then be available for distribution from SABAC guidelines in compliance with University of Iowa policy.

8.4 Methods for Distribution of All Funds Other Than State Money and Mandatory Student Fees Upon Love Works Dissolution. Upon dissolution of Love Works, all funds other than state money and mandatory student fees shall as far as practicable be returned to the granting organization, institution, or individual. Any funds that cannot be returned to their source shall be given to a charity selected by 75% of Love Works members. The University of Iowa or UISG is not responsible for the division of student fees outlined above. Love Works shall submit a copy of minutes which has record that Love Works agrees this is what is to be done with the money, along with filling out the appropriate approval forms, vouchers, and tax information in the Student Organization Business Office.

Article VIII

Amendments

Section 1) In order to amend this document, both a $\frac{3}{4}$ vote from officers and a $\frac{2}{3}$ vote by current members at the desired meeting is required to overturn or create changes to amendments.

Section 2) If an officer or a member wishes to amend this constitution, officers and members should be notified at least a week in advance by reading the proposed change(s) at one meeting to all members, as well as via email.

Article IX

Removal/ Appeals

Section 1) The removal of an executive board member will happen only if an egregious behavior transpires, as determined by the other executive board members. Should the executive board members be in disagreement, it shall be handled by the College Pastor.

Section 2) Should an executive board member feel wrongfully removed, he/she/they have the opportunity to appeal. That person must appeal within a week of being removed, and an appeal will occur at the next general meeting. Those who are eligible to vote (as outlined in Article VI, section 2) will vote to either confirm the executive board's decision, or reverse the decision. Should there be a tie, the College Pastor will make the final decision.

Article X

Section 1) This Constitution shall take immediate effect upon a majority vote of all officers of the organization. The organization shall have all authority necessary to implement this constitution.

Constitution of The Iowa Hawkapellas

The Iowa Hawkapellas was established as a non-academic student organization on the campus of the University of Iowa in 2008. We, the members of The Iowa Hawkapellas, enact and approve this constitution to further develop the group's potential, ensure group union, and to provide a solid foundation from which The Iowa Hawkapellas can develop its further interest and aspirations.

September 2, 2008

Article I - Preamble

The group's aim is to bring a sound of an all-female a capella group to Iowa and to help showcase the talents of the members of the group. However, it is to be noted that The Iowa Hawkapellas is a group effort and can only function well as a single unit.

Article II - Membership

Members must actively make a positive contribution to the group. All members are also expected to be on time to all meetings and rehearsals, Failure to do so will result in possible disciplinary actions, depending on the circumstances, formality of the meeting, and advanced knowledge of said meeting/rehearsal.

- A. The maximum number of members in The Iowa Hawkapellas can not exceed thirteen people, unless special exception is voted upon.
- B. There are five different classes of membership: Soprano, Mezzo-Soprano, Contralto, Contralto II, and Vocal Percussionist. Any member can be in more than one class, and assignment of each class will vary depending upon the voice range of the individual, song being sung, and the needs of the group. All classes have equal rights.
- C. Selection of the members will be conducted by vocal auditions. The auditions will be reviewed by returning members (founding members) of the group. The official auditions will be held at the beginning of each school year; however, non-official auditions may be carried out in accordance with special situations.
- D. Members of the group can lose membership rights if they show a lack of commitment to the group. Revocation of membership will be decided by a $\frac{3}{4}$ vote of remaining members, In disciplinary circumstances, a returning member of the group may be required to re-audition. The decision to re-audition will be made by the Executive Committee.
- E. Concerns of Non-Executive Members should be brought to Executive Officers, who will then decide as a full committee on the actions to be taken.

Human Rights Clause:

In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.

Article III - Officers and Committees

Any member who has been in the group for more than one semester may be eligible for an officer position. Officers are appointed by a majority vote by the members of The Iowa Hawkapellas.

Every member must be allowed to vote in the event that they are not present at the meeting; email, SMS, or a phone call will suffice. An officer can be revoked of his title by a $\frac{3}{4}$ vote, save the president, who may be impeached only by a unanimous vote of non-president members.

Some officer positions belong to larger committees that help keep the group efficient and organized, These committees can meet at the discretion of committee members, and should send record of what was discussed and accomplished during the meeting to the President. Communication between committees is essential for the group as a whole, and should be done between committee leaders.

Members of the group can hold multiple officer positions; however, no member shall hold any officer position if they already hold Presidential office. The jobs of the officers are not limited to the member who holds the office, by requisition of jobs must be approved the officer and, depending on the situation, the president. Officer Positions G, H, and I can be distributed amongst any and all group members as they see fit.

The officer roles are as follows:

Members of the Executive Committee:

- A. President: Looks over all activities that involves the group. All final decisions must be approved by the president. Non-approval can be over-riden by a 100% concurrence of non-president members. The President may hold no other committee offices, regardless of convenience.
- B. Vice President: In charge of attendance, discipline, and maintaining focus during group rehearsals
- C. Music Director: In charge of handling music acquisition and running practices. The music director can appoint an accompanist in the event she cannot play piano, and can also appoint section leaders in the event that outside sectionals are necessary.

Members of the Business Committee:

- D. Treasurer: In charge of any accounts or monetary transactions dealing with The Iowa Hawkapellas, including merchandise sales and group reimbursement. Must have presidential approval to make withdrawals from group account.
- E. Marketing/PR Manager: In charge of finding potential events, advertising for events, and managing communication with the Executive Committee, customers, and the community at large
- F. Event Manager: In charge of scheduling and arranging events that involve The Iowa Hawkapellass interests. Event Manager should be aware of group funds in the event that booking requires payment.

Other Officer Positions:

- G. Webmaster: In charge of managing group website.
- H. Accompanist: An optional officer position. In charge of assisting Music Director.

- I. Secretary: An optional officer position that keeps records of all group meetings and rehearsals. Also would be in charge of organizing paperwork and storing extra music.
- J. Choreographer: An optional officer position in charge of organizing, teaching, and incorporating dance moves and choreography into songs. Also makes primary decisions for wardrobe for gigs in collaboration with President and normality of performance.

Other officer positions can be created that do not need to be reworked into said constitution. An “Assistant” Music Director would be a good example of this.

**** Please Note:** Because of the current small size of The Iowa Hawkapellas, most of the positions will be worked as more of a perfect democratic system.

Article IV - Advisor

No advisor has been selected to advise The Iowa Hawkapellas. Should one be appointed by a majority vote, notation of that should be made with an amendment to this constitution.

Article V - Meetings and Rehearsals

- A. Rehearsals will be held at least once per week during the academic term. Depending upon decisions made by the group, up to six group rehearsals may be held per week.
- B. Rehearsals and meetings will be advertised by means of e-mail or through verbal communication, whether it is by phone or during previous meeting/rehearsal.
- C. Should $\frac{3}{4}$ of the members be present at a meeting/rehearsal, a quorum is constituted. If $\frac{3}{4}$ are not present, voting cannot take place.
- D. Regular, weekly rehearsal times should be decided at the beginning of each semester by the Executive Committee with all other members' schedules in mind. Members with concerns about the schedule should approach the Executive Committee with their concerns, and can call a $\frac{3}{4}$ vote to amend the rehearsal schedule, Executive officers will pay special attention to Article II, Section A.
- E. All members should be on time to weekly rehearsals and should have all music that has been distributed to them by the Music Director or Secretary. Any member who repeatedly fails to be on time or bring their music to rehearsals is subject to disciplinary action, as seen fit by the Executive Committee. (See Article II, Sections E & F)
- F. Any member of the group has the authority to call a meeting as long as it is approved by a majority vote. Quorum is not necessary in these cases.
- G. A conclusionary meeting must be held once at the end of each academic semester to determine vacation-time activities and preparations for the next semester.
- H. Additional special meetings/rehearsals can be called by the president without a vote, but these are not mandatory in the event of prior conflict or less than two weeks notice being given.

Article VI - Monetary Issues

- A. Dues may be collected at any time in which there is a need for additional funding. These times will be determined by the Treasurer and President and must be approved by a majority vote in the group. It is understood that collection of dues should be immediate, in full, and on time in accordance with the Treasurer and President's decision. If a member fails to pay dues on time,

disciplinary action may be taken as the Executive Committee sees fit, depending on the circumstances. (See Article II, Sections E & F)

- B. Dues collected may not exceed \$50 per semester, unless an increase is decided upon by a $\frac{3}{4}$ vote.
- C. Upon disbandment of the group, monies and mandatory student fees revert back to the granting parties. Group funds are to be granted to the University of Iowa student government.
- D. If, after five years of account inactivity, the monies are not returned to the granting parties or the UISG from the 00 account, these funds will revert to an account specified by the UISG. These funds will then be available for distribution through SABAC guidelines in compliance with the University of Iowa policy.

Article VII - Said Constitution

The constitution is to be made known to each member of the group at the beginning of each scholastic year.

- A. The constitution must be read through at the first meeting of the group each year, or at the beginning of each semester with which new members have joined.
- B. The constitution will be available to view in the Office of Student Life office.
- C. $\frac{3}{4}$ vote is needed to amend the constitution.
- D. All amendments must be submitted to the Office of Student Life for approval.
- E. In signing this constitution, all members understand that they will follow all rules and guidelines stated within this Constitution, will maintain a positive attitude within the group, and will public reflect upon the group in a positive manner.

Signed: _____

Constitution of Intersection

Intersection was established as a non-academic student organization on the campus of the University of Iowa in 2005. We, the members of Intersection, enact and approve this constitution to further develop the group's potential, ensure group union, and to provide a solid foundation from which Intersection can develop its future interests and aspirations.

June 1, 2018 (Revision #6)

Past revisions are on file at the office of the Student Life.

Article I - Preamble

The group's aim is to bring the sound of an all-male a cappella group to Iowa and to help showcase the talents of the members of the group. However, it is to be noted that Intersection is a group effort and can only function well as a single unit.

Article II – Membership

Members must actively make a positive contribution to the group. All members are also expected to be on time to all meetings and rehearsals. Failure to do so will result in possible disciplinary actions, depending on the circumstances, formality of the meeting, and advanced knowledge of said meeting/rehearsal.

- A.** In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.
- B.** The maximum number of members in Intersection cannot exceed fifteen people, unless special exception is voted upon. Intersection must also have at least six members.
- C.** There are four different classes of membership: Bass, Baritone, Tenor, and Vocal Percussionist. Any member can be in more than one class, and assignment of each class will vary depending upon the voice range of the individual, song being sung, and the needs of the group. All classes have equal rights.
- D.** Selection of the members will be conducted by vocal auditions. The auditions will be reviewed by returning members of the group. The official auditions will be held at the beginning of each school year; however, non-official auditions may be carried out in accordance with special situations.
- E.** Members of the group can lose membership rights if they show a lack of commitment to the group. Revocation of membership will be decided by a $\frac{3}{4}$ vote of remaining members. In disciplinary circumstances, a returning member of the group may be required to re-audition. The decision to re-audition will be made by the Executive Committee.
- F.** Concerns of Non-Executive Members should be brought to Executive Officers, who will then decide as a full committee on the actions to be taken.

Article III – Officers and Committees

Any member who has been in the group for more than one semester may be eligible for an officer position. Officers are appointed by a majority vote by the members of Intersection. Every member must be allowed to vote in the event that they are not present at the meeting; e-mail, SMS, or a phone call will suffice. An officer can be revoked of his title by a $\frac{3}{4}$ vote, save the president, who may be impeached only by a unanimous vote of non-president members.

Some officer positions belong to larger committees that help keep the group efficient and organized. These committees can meet at the discretion of committee members and should send record of what was discussed and accomplished during the meeting to the President. Communication between committees is essential for the group as a whole and should be done between committee leaders.

Members of the group cannot hold multiple officer positions on the Executive Committee. The jobs of the officers are not limited to the member who holds the office., but requisition of jobs must be approved by the officer and, depending on the situation, the president.

Other officer positions E-H will be assigned by the Executive Committee or may be voted on by the group if the Executive Committee sees fit. Multiple group members can hold a single position in this category. These positions only include the stated responsibilities and are not included in the Executive Committee.

The officer roles are as follows:

Members of the Executive Committee:

- A. President:** Looks over all activities that involve the group. The president must approve all final decisions. Non-approval can be over-ridden by a 100% concurrence of non-president members. The president is expected to handle disciplinary issues when members fail to meet expectations of Article II, and make sure that communication within the group remains constant. The President may hold no other committee offices, regardless of convenience.
- B. Music Director:** In charge of handling music acquisition and running rehearsals. The music director can appoint an accompanist in the event he cannot play piano and can also appoint Tenor and/or Bass section leaders in the event that outside sectionals are necessary. The music director must continually arrange new music.
- C. Treasurer:** In charge of any accounts or monetary transactions dealing with Intersection, including merchandise sales and group reimbursement. Must have presidential approval to make withdrawals from group account.
- D. Event/PR Manager:** In charge of finding potential events, advertising for events, and managing communication with the Executive Committee, customers, and the community at large. In charge of scheduling and arranging events that involve Intersection's interests. Event Manager should be aware of group funds in the event that booking requires payment.

Other officer positions can be created that do not need to be reworked into said constitution. An “Assistant” Music director would be a good example of this.

Article IV - Advisor

No advisor has been selected to advise Intersection. Should one be appointed by a majority vote, notation of that should be made with an amendment to this constitution.

Article V – Meetings and Rehearsals

- A. Rehearsals will be held at least once per week during the academic term. Depending upon decisions made by the group, up to six group rehearsals may be held per week.
- B. Rehearsals and meetings will be advertised by means of verbal communication, e-mail, or other electronic communication methods, such as group messaging or text messaging.
- C. Should $\frac{3}{4}$ of the members be present at a meeting/rehearsal, a quorum is constituted. If $\frac{3}{4}$ are not present, voting cannot take place.
- D. Regular, weekly rehearsal times should be decided during the semester prior to the next by the Executive Committee with all other members’ schedules in mind. Members with concerns about the schedule should approach the Executive Committee with their concerns, and can call a $\frac{3}{4}$ vote to amend the rehearsal schedule. Executive officers will pay special attention Article II, Section A.
- E. Members of the Executive Committee are to have minimal scheduling conflicts for rehearsal times. Valid conflicts for officers are classes rehearsal time will be scheduled around classes. Accommodations will try to be made for officers that hold positions in other groups when scheduling, however if the optimal rehearsal time is expected to interfere with an obligation on a consistent basis, removal of position or group membership will be considered.
- F. All members should be on time to weekly rehearsals and should have all music that has been distributed to them by the Music Director. Any member who repeatedly fails to be on time or bring their music to rehearsals is subject to disciplinary action, as seen fit by the Executive Committee. (See Article II, Sections E & F)
- G. Any member of the group has the authority to call a meeting as long as it is approved by a majority vote. Quorum is not necessary in these cases.
- H. A conclusionary meeting must be held once at the end of each academic semester to determine vacation-time activities and preparations for the next semester.
- I. The president without a vote can call additional special meetings/rehearsals, but these are not mandatory in the event of prior conflict or less than two weeks notice being given.

Article VI – Monetary Issues

- A. Dues may be collected at any time in which there is a need for additional funding. These times will be determined by the Treasurer and President and must be approved by a majority vote in the group. It is understood that collection of dues should be immediate, in full, and on time in accordance with the Treasurer and President’s decision. If a member fails to pay dues on time, disciplinary action may be taken as the Executive Committee sees fit, depending on the circumstances. (See Article II, Sections E & F)

- B.** Dues collected may not exceed \$80 per semester, unless an increase is decided upon by a $\frac{3}{4}$ vote.
- C.** Intersection is required to deposit all receipts in and make disbursements through the Student Organization Business Office, Fraternity Business Services, or Recreational Services.
- D.** Upon disbandment of the group, monies and mandatory student fees revert back to the granting parties. Group funds are to be granted to the University of Iowa student government.
- E.** If, after five years of account inactivity, the monies are not returned to the granting parties or the UISG from the 00 account, these funds will revert to an account specified by the UISG. These funds will then be available for distribution through SABAC guidelines in compliance with the University of Iowa policy.

Article VII – Said Constitution

This constitution is to be made known to each member of the group at the beginning of each scholastic year.

- A.** The constitution must be read through at the first meeting of the group each year, or at the beginning of each semester with which new members have joined.
- B.** The constitution will be available to view in the Office of Student Life office.
- C.** $\frac{3}{4}$ vote is needed to amend the constitution.
- D.** All amendments must be submitted to the Office of Student Life for approval.
- E.** In signing this constitution, all members understand that they will follow all rules and guidelines stated within this Constitution, will maintain a positive attitude within the group, and will publicly reflect upon the group in a positive manner.

Signed with all faith in being on time:

University of Iowa Constitution of **The Iowa Edge Student Organization**

Article I. Organization

Section I. Purpose

1. The Iowa Edge Student Organization is a group focused for and by students of color, first generation to attend college, Iowa Edge Alumni, and Iowa Edge peer leaders. Our ultimate aim is to increase student retention, diversity, and the quality of life at the University of Iowa. We also strive to provide an enriching environment to foster and stretch our talents in order to become proactive members of society.
2. The organization will work to mobilize and motivate students through events aimed at helping build community and assist student success. This will be achieved by coordinating with the Iowa Edge Executive Committee, the Center for Diversity and Enrichment, and other faculty and staff associated with the University of Iowa.

Article II. Membership

Section I. Eligibility

1. The Iowa Edge Student Organization is open to all University of Iowa students with particular emphasis for students of color, first generation students, and all those who strive to enrich diversity and student success at the University of Iowa campus. In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.

Section II. Active Membership

1. Membership is achieved by attending at least 8 Iowa Edge Student Organization weekly meetings per semester and signing in upon arrival.
2. Attendance to Iowa Edge programs is strongly encouraged as it shows commitment to the organization.
3. Attend at least one Iowa Edge Student Organization event

Article III. Officers and Duties

Section I. Executive Committee

1. The Executive Committee is composed of the President, Vice President of Membership, Treasurer, Secretary, Vice President of Public Relations, and the Vice President of Programming.
2. Members of the Executive Committee must be in attendance at meetings and all mandatory events, with the exception of emergencies and extraneous circumstances.
3. Members of the Executive Committee must be proactive in all efforts pertaining to the Iowa Edge Organization during and outside of meetings.
4. All Members of the Executive Board are equally responsible in contributing to the organization's well-being which includes contribution to meetings, reading important notifications carefully, and sharing the workload of hosting a program and other events.

Section II. Good Standing

1. Members of the Executive Committee must attend ALL Executive Committee meetings and events, unless otherwise excused by the President, to maintain good standing.

Section III. Election of the Executive Committee

1. Any active Iowa Edge Student Organization member may be nominated for a position on the Executive Committee.
2. Elections shall be by ballot.
3. A majority vote is needed for election into office.

Section IV. President

1. Qualifications
 - a. Shall have prior leadership and management experience.
 - b. Has participated in Iowa Edge or with the Center for Diversity and Enrichment
 - c. Will represent the Iowa Edge Student Organization in a positive manner with the University of Iowa campus and the Iowa Edge Program.
2. Duties
 - a. It shall be the duty of the President to act as meeting parliamentarian and assist in the overall coordination of the Executive Committee.
 - b. The President will act as the face of the organization and serve as the representative for the organization on campus.
 - c. Responsible for facilitating meetings.
 - d. Shall work with the Treasurer to maintain a budget.
 - e. Will serve as the Chair of the Executive Committee.
 - f. Shall work closely with the advisor(s) to ensure the mission and purpose of the organization are being met.

Section V. Vice President

1. Qualifications

- a. Ability to motivate others.
 - b. Provide effective communication.
 - c. Be creative in regards to member participation and recruitment of new members.
 - d. Able to interact comfortably with people from all backgrounds.
2. Duties
 - a. It shall be the duty of the Vice President to assist in any and all tasks of the Executive Committee.
 - b. In a situation where the President is absent the Vice President shall act in his or her place.
 - c. Work of the recruitment and retention of members by keeping record of member information and tracking activities of members.

Section VI. Secretary

1. Qualifications
 - a. Able to be detail oriented and organized.
 - b. Proficient in Microsoft software.
 - c. Preferred prior experience with recording minutes
 - d. Understands organizational time-management
2. Duties
 - a. The duty of the Secretary shall be to keep consistent minutes of all meetings, create meeting agendas with the help of the President, and coordinate communication.
 - b. Documenting the meetings and events of the organization by maintaining the Iowa Edge Student Org OrgSync website with photos, media clippings, event flyers, and other pertinent historical data.
 - c. Responsible for maintaining the Iowa Edge OrgSync website.

Section VII. Treasurer

1. Qualifications
 - a. Knowledge of creating and maintaining a budget.
 - b. Responsible with tracking funds.
 - c. Displays organization and attention to detail.
 - d. Knowledge of university funding sources.
2. Duties
 - a. The Treasurer shall specialize in the coordination of fundraising, budgeting, and submitting funding requests.
 - b. Presents biweekly updates to the organization about the status of the budget.

Section VIII. Vice President of Public Relations

1. Qualifications
 - a. Knowledge of marketing and advertising techniques.
 - b. Able to utilize social media outlets in marketing and advertising.

- c. Experience working with software to create marketing materials.
 - d. Ability to identify target audiences and market to those audiences.
 - e. Be a visionary through creative outlets.
2. Duties
- a. The Vice President of Public Relations will specialize in the advertisement of campaigns.
 - b. Work closely with media outlets to advertise meetings and events.
 - c. Communicate with all members of the Executive Committee.
 - d. Submit dates of events to other organizations and official calendars.
 - e. Collaborate with the Vice President of Programming to maintain social media.
 - f. Manage the Iowa Edge Student Organization gmail.
 - g. Ability to take photos, videos, or obtain such documents to include in the social media scrapbooks.

Section IX. Vice President of Programming

1. Qualifications
- a. Organized and detail oriented
 - b. Excellent communication
 - c. Ability to be creative.
 - d. Ability to be strategic and resourceful.
 - e. Familiar with funding sources.
 - f. Knowledge in event planning.
2. Duties
- a. The Vice President of Programming shall specialize in coordinating and planning events.
 - b. This will include reservation of spaces and other logistics of event planning.
 - c. Delegate responsibilities to other Executive Committee members.
 - d. Communicate with all members of the Executive Committee.
 - e. Document the evaluation of events and keeping a historical reference to all events.
 - f. Collaborate with Vice President of Public Relations to maintain Facebook and Twitter accounts.

Section IV. Removal from Office

- 1. Should any Executive Committee member violate University of Iowa policies, city, state, or federal laws, the executive committee member automatically forfeits their position.
- 2. Should any Executive Committee member no longer be enrolled at the University of Iowa, they shall automatically forfeit their position.
- 3. The removal from office shall require a 2/3 vote by the Executive Committee.
- 4. Voting shall be by ballot.

Article IV. Student Organization Advisor

1. The student organization advisor must be a person with good standing amongst students who demonstrates a passion for diversity, student development, and student life.
2. The student organization advisor shall be expected to:
 - a. Attend meetings and events deemed necessary by the Executive Committee.
 - b. Help guide the organization in its mission.
 - c. Be a resource for the organization.

Article V. Meetings

Section I. General Meetings

1. General meetings will be held weekly for all students.

Section II. Executive Committee Meetings

1. The Executive Committee shall meet within the first two weeks of each semester.
2. The Executive Committee meeting shall be held at the discretion of the Executive Committee member.
3. General and Executive Committee meetings shall be designated by the second week of each semester.

Section III. Mandatory Meetings and Events

1. Mandatory meetings shall be:
 - a. General Meetings
 - b. Executive Committee meetings
2. Mandatory events shall be:
 - a. All events sponsored by the Iowa Edge Student Organization.
3. Mandatory meetings and events can be waived by the President with a 24 hour notice required.

Article VI. Elections

Section I. Nominations

1. Nominations shall be held in the first general meeting of April.
2. Nominations shall be accepted on the election floor.

Section II. Elections

1. Elections shall be held at the last general meeting in April.
2. Elections shall be by ballot.
3. A majority vote is needed to be elected into office.

Section III. Election Eligibility

1. Only active members may be nominated for office.
2. Only active members may vote.

Article VII. Finances

Section I. Primary Responsibilities

1. The student executive committee will be in charge of all finances with primary responsibility held by the treasurer.
2. All members of the Executive Board as well as the advisor have access view to the monetary information, but access to edit is reserved to the President, Vice President, Treasurer and Iowa Edge Student Organization Advisor.

Section II. Membership Fees

1. There will be no fees for membership. Fees will be applied to specific events as needed and the purchasing of products. These prices will be decided by the executive committee.
2. Upon dissolution, state money and mandatory student fees revert back to the granting organization.

Section III. Dissolution

1. If the group has dissolved and group fees have not been divided as stated in the Constitution by five years from last account activity, monies in the group's 00 account will revert to an account specified for this purpose within UISG. These funds will then be available for distribution through SABAC guidelines in compliance with University of Iowa policy.
2. Statement of where group fees should be divided upon dissolution, The University of Iowa or UISG is not responsible for the division of student fees that you have outlined above. It is the responsibility of your group to submit a copy of minutes which has recorded the agreement of what is to be done with the money, along with filling out the appropriate approval forms, vouchers, and tax information in the Student Organization Business Office.

Article VIII. Amendments

Section I. Amending the Constitution

1. Amendments shall be taken at any point throughout the semester.
2. Amendments shall require a 2/3 vote by the general membership and executive committee.

Section II. Review of the Constitution

1. The constitution shall be reviewed at the first Executive Committee meeting of the fall/spring semester.

Article IX. Ratification

1. Ratification of the constitution will be met by unanimous consent by the Executive Committee.
2. The new constitution will be presented with unanimous consent by the Executive Committee to all members. At which point the constitution will be voted on.
 - a. A vote of two thirds of all members is needed to ratify the new constitution.
3. Upon extreme situations, ratification of the constitution can be approved by the student organization's advisor(s).

Constitution of Spectrum UI

Article 1: Name

Spectrum UI

Article 2: Purpose and Mission Statement

Purpose: To provide a safe and welcoming space for all members of the University community to explore aspects of sexual orientation and gender identity/expression in a welcoming and accepting atmosphere, regardless of race/ethnicity, age, orientation, ability, or background.

Mission Statement: Spectrum UI is a student-run organization that strives to provide a safe space for all members of the university community to explore aspects of sexual orientation and gender identity/expression in a welcome and accepting atmosphere, regardless of race/ethnicity, age, orientation, ability, or background. Spectrum UI is committed to providing information and education that enhances the educational experience and overall quality of student life on the University of Iowa campus. Spectrum UI is working to promote advocacy, support, visibility, and diversity through events, education, and activism. In pursuing this mission, Spectrum UI strives to promote full inclusion of LGBT+ persons and their allies at the University of Iowa and to eliminate homophobia, transphobia, sexism, prejudiced views and discrimination on our campus.

Article 3: Membership

Section 1: Eligibility

- Human Rights Clause:
 - In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.
- Membership in Spectrum UI is open to anyone who supports the mission of the student organization.

- This student organization shall consist of at least six currently enrolled members. Non-students will be allowed to participate in any student organization activity and can also be a voting member, or an elected or appointed officer of said organization. A non-student is someone who is not currently enrolled at the University of Iowa for the fall or spring semester.

Section 2: Methods of Selecting Members

- Membership selection is based solely on an individual's desire to participate in Spectrum UI.

Section 3: Types of Members

- Voting membership shall be open to any non-students or currently registered UI students that have attended at least one meeting prior to voting.

Section 4: Methods of Revoking Membership

- If any member of Spectrum UI feels threatened or menaced by another member of Spectrum UI they may request that the threatening member be expelled from Spectrum UI. A complaint of threatening or menacing behavior must be presented in writing to the Executive Board. The Executive Board will review the complaint and present it to the University, if necessary.
- A two-thirds majority of the voting members present at that meeting will be required to expel any member from Spectrum UI.
- The Executive Board is empowered to recommend alternative actions to expulsion (i.e. written apologies, etc.) in less extreme cases.
- Any person expelled from Spectrum UI may petition the Executive Board in writing for reinstatement. The Executive Board shall present such a petition before the membership for a vote at the next general meeting. A two-thirds majority of the voting members present at that meeting is required to grant reinstatement.

Article 4: Executive Board

Section 1: Functions of the Executive Board

The executive board will meet weekly and plan for the upcoming general meetings. The board will plan events and head programming related to and on behalf of Spectrum UI.

Section 2: Number of Executive Members and Eligibility (community members)

There will be six members of the executive board. One must be the LGBT constituency senator. In order to be a member of the executive board, a candidate must be elected using the guidelines

found under Article 4 Section 4. Executive board members can be university students or community members. At least two (non-senator) executive board members must be students at the University of Iowa, and the LGBT constituency senator must also be a student at UI.

Section 3: Delegations of Executive Board Responsibilities and Terms

Chair

- **Default representative for the organization**
- Compiling Resources
- Secondary Signer
- Membership outreach (collaboration with media **Webmaster**)
- Head meetings / transitioning
- Primary contact for Spectrum
- Intermediary with University authorities and departments
- Collaborative events coordinator (with Outreach)
- Should expect to spend **~6-8 hours/week on Spectrum UI related activities and tasks**

Treasurer

- Heads fundraising events
- Updates roster of donors and alternative funding, etc
- Responsible for updating the Budget and Finances sections of the organizational binder
- Primary Signer
- Handles deposits
- Primary intermediary with SOBO
- Responsible for proper use of PCard (forms, usage, etc.)
- Applies for Annual (with new treasurer) and Supplementary (semesterly) funding
- Handles appropriate forms concerning finances (requisitions)
- Should expect to spend **~5-7 hours/week on Spectrum UI related activities and tasks**

Outreach Director

- Schedules volunteering opportunities in the community
- Suggests/plans collaborative events with community organizations
- Utilizes LGBT+ community resources
- Acts as mediator w/ community organizations
- Community education events
- Collaborative events coordinator (with chairperson)
- Fourth signer
- Should expect to spend **~5-7 hours/week on Spectrum UI related activities and tasks**

Media/PR Webmaster

- Manage social media sites

- Manage Organization Website
- Perform Public Relations Functions
- Update/Manage Orgsync
- Updates Listserv regularly
- Uses Listserv to distribute appropriate information
- Filters emails from organization email account
- Should expect to spend **~6-8 hours/week on Spectrum UI related activities and tasks**

Secretary

- Third signer
- Keeps record of Spectrum history
- Keeps minutes at all Executive Board and general meetings
- Keeps a record of all events and those who worked on them
- Keeps record of attendance for events and meetings
- Maintains and updates organizational binder (both hard and electronic copies)
- Should expect to spend **~5-7 hours/week on Spectrum UI related activities and tasks**

Senator

- Meet every Tuesday at 7pm
 - Legislative meetings alternate with committee meetings
- 15 office hours in **both semesters**
 - Represent the LGBT+ community on campus
 - **Act as liaison between all LGBT+ groups at the university.**
 - Be in contact with the various student organizations that represent LGBT+ students which includes but is not limited to the following organizations. (OrgSync)
 - Delta Lambda Phi
 - Gamma Rho Lambda
 - **UI Trans Alliance**
- Should expect to spend **~7-9 hours/week on Spectrum UI related activities and tasks**

All

- Must attend all general and executive meetings unless there is a valid excuse
- Must head at least two meetings per semester
- Active participation and contribution of ideas
- Must be open and accepting of other people and their ways of thinking
- Must attend all Spectrum sponsored events unless there is a valid excuse
- Must behave professionally in correspondences that are related to Spectrum
- Must respond to contacts within 24 hours
- Follow general conduct procedures (found in organizational binder)
- Must be able to fulfill their term of one academic year

Section 4: Executive Board Selection Process (Election Process)

1. Candidates must announce candidacy by the first wednesday in March to the present general membership.

1A. If a candidate is unable to attend the meeting, they may send an email to the current Executive Board to announce candidacy.

1B. Members that wish to be an officer of the Executive Board must meet the following qualifications:

(a) demonstrates an ability to complete tasks specific for the role(s) one is applying for

(b) has attended at least half of general meetings of the semester; if conflict arises, makes an effort to be up-to-date with Spectrum UI happenings via the current Executive Board.

(c) has followed through on commitments to Spectrum UI

(d) demonstrates the ability to engage the membership

(e) is open-minded and willing to compromise

(f) demonstrates consideration for Spectrum UI's best interest

2. Executive Board selections will take place at a general meeting **before the end of March.**

3. Candidates must submit the completed application packet to the executive board the Sunday before **at least 7 days prior to** elections. Candidates must list the position(s) they are applying for. Candidates will not be allowed to impromptu apply for a position unless in the case of step 10.

4. Prior to the beginning of selections, the Executive Board must designate a moderator for selections. The moderator will not have voting power in the process. The moderator will maintain neutrality in the selection process.

4A. Questions of the moderator's neutrality must be addressed during selections, not after the fact

4B. Moderator cannot be applying for a position and must be either a previous member of the executive board or a non-executive member chosen by the executive board who has attended at least half of the meetings that semester.

5. The moderator will begin selections with the candidates for Chair.

6. All candidates will be given five minutes each to explain their qualifications and goals. The membership will then have an opportunity to ask questions to all or any candidates applying.

6A. The questions should be relevant to the position for which is currently up for discussion. If the questions are inappropriate, irrelevant, or disrespectful, the moderator will redirect the questioning of that candidate and continue the process.

7. All candidates applying for the position will leave the room together. Membership will vote by secret ballots to see which candidates they find qualified for that position. Members may vote “qualified” as many candidates as they want. The moderator will then collect the ballots from each individual. The name of the voter should not be written on the ballots. All ballots must include a “no confidence” option.

8. Candidates may vote on positions that they are not running for.

9. In the event of a tie, the voting members will vote by ballot on the tied candidates. The moderator will again collect ballots. The candidate with the most votes will be the one selected.

10. The candidates not chosen for the position may be considered for the other positions they stated on their documentation.

11. According to the University of Iowa, an affiliated Student Organization must have a primary contact (Chair) and an Advisor. Thus, if a Chair was not selected from the original candidates, the moderator must ask all announced candidates if they would like to be considered for the empty position. If so, repeat steps 6-10. If not, continue to step 13. If that fails, the moderator can ask all members in attendance if they would like to be considered for the empty position.

12. Repeat steps 6-11 until all positions have been filled. Follow this order: Chair, Treasurer, PR **Webmaster**, Outreach, Senator and Secretary.

13. If any positions are unfilled at the end of selections, all duties and roles of those positions will be divided among the existing executive members.

12A. Exception: if the unfilled position is the Chair refer to step 11.

Section 5: Procedure to Fill Vacancy

Should a vacancy arise, the membership must decide whether or not to fill the vacant position. If the membership chooses to leave the position vacant, the position will remain vacant until the next Executive Board selection process. If the membership chooses to fill

the position before the next general Executive Board selection process, they will follow the same procedure for selection as outlined in Article 4 Section 3.

Article 5: Advisors

Section 1: Eligibility

Must have one advisor who is a permanent member of the university faculty and an optional graduate student advisor.

Section 2: Method of Selection

Two thirds of the executive board must approve the new advisor. The graduate student advisor is usually the head of the LGBT resource center. It is highly recommended that the full time faculty member advisor has some experience with the LGBT+ community.

Section 3: Length of Term

The recommended length of term for the faculty member advisor is two years, but this advisor can renew their term as many times as they want to. The recommended length of term for the graduate student advisor is one year, but they can also renew their term. The advisors must give one month notice if they intend to no longer be an advisor.

Article 6: Rules of Procedure/Executive Board Member Removal/Resignation Process

Section 1. Attendance and absences policy

Any member of the Executive Board (including senator position) who misses more than 3 regular meetings without notifying the remaining members of the Executive Board may be subject to removal from office, following procedures for disciplining absenteeism. If the Executive Board has been notified of illness, family death, or unusual circumstances resulting in missing a meeting, an exemption can be granted at the discretion of a Board majority.

Section 2. Frequency of meetings

General membership meetings shall be held at least once a week during the fall and spring semester, with the exception of the two weeks preceding the termination of the semester. Executive meetings shall be held with the same frequency as general membership meetings. Dates, times, and locations shall be as follows: general memberships meetings will occur on Wednesday at 7pm and will end at 9pm, location is subject to change; executive meetings will occur on Thursday at 7pm and will end at 9pm, location is subject to change. Locations of weekly meetings must be announced at least 72 hours in advance and are subject to change

petition. Emergency executive meetings can be held without notice to anyone other than the Board, however minutes must be made available. Any member may attend Executive Board meetings and participate in discussion without voting privileges. A two-thirds majority is required for general members in order to override Executive Board decisions, with a minimum of six general members present.

Section 3. Quorum

A quorum of the Executive Board shall consist of half of the members of the Executive Board. A two-thirds majority of average attendance is required of general members in order to pass motions or participate in election.

Section 4. Removal/Resignation

1. Removal

a) A written petition with the signatures of three voting members other than the person filing the complaint must be presented for review at a meeting of the general membership stating explicit reasons why the Executive Board member should be removed from their position. No changes may be made to the petition once it is signed. It is the responsibility of the Executive Board to validate the signatures on the petition. Copies of the complaint will be given to each Executive Board member. The individual lodging the complaint will keep the original. Copies of the complaint will be circulated amongst the general membership. The Executive Board member against whom the complaint was lodged will have a time to speak in their defense. The individual lodging the complaint will have an equal time for rebuttal. The voting membership will then be allowed to question both parties and discuss the charges. There is no specific time limit for this discussion. A vote will then be taken by secret ballot. The ballots will be counted by two volunteers not directly involved in the complaint; this includes specifically the individual lodging the complaint, the Executive Board member against whom the complaint was lodged, and the three signatories of the complaint. A two-thirds majority of the general membership at the meeting is required to remove any Executive Board member. After the vote, regardless of the outcome, the original copy of the complaint will be kept on file by an advisor, and will not leave the possession of said advisor. Copies may be requested at any time. Action to remove or discipline an Executive Board member cannot be revived without new evidence and/or complaints.

2. Resignation

- a) Must inform the Executive Board of intent of resignation with a month notice- or in the case of an emergency- as soon as possible
- b) Must have a valid reason for resignation

- c) Must complete all transitional paperwork and make sure their sections of the organizational binder are current
- d) Must aid in finding a replacement and training of said replacement
- e) Election process for the replacement will go as detailed in Section 4 Article 2
- f) The replacement will fill the position for the remainder of the term

Section 7: Other Committees and Duties

Various committees may be established by the President to handle special events or ongoing projects. Committee chairs must be members of Spectrum UNL, and will be selected by the specific committee, subject to Executive Board approval. Committee membership is open to any member of Spectrum UNL. Committee chairs are encouraged to attend, if possible, regularly scheduled Executive Board meetings, and report on their committees' activities. If it is not possible for the Committee chairs to attend Executive Board meetings, another committee member is required to attend as a proxy and report on the activities of the committee. Committee chairs are responsible for keeping minutes of all committee meetings. These minutes shall be kept with all other Spectrum UNL records, and shall be made available to any interested members.

Article 7: Finance

Section 1: Dues, Membership Fees

No dues or membership fees are required for membership in Spectrum UI.

Section 2: Alternate Funding

All operating funds for Spectrum UI shall be raised through donations, fundraising activities, and grants from non-profit corporations.

Section 3: Operation Guidelines

No part of the net earnings of Spectrum UI will inure to the benefit of individuals. Spectrum UI must establish that it will not be organized or operated for the benefit of private interests, such as the creator or the creator's family, shareholders of the organization, other designated individuals, or persons controlled directly or indirectly by such private interests. Spectrum UI shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purpose set forth in this document.

Spectrum UI will not, as a substantial part of its activities, attempt to influence legislation (unless it elects to come under the provisions allowing certain lobbying expenditures) or participate to any extent in a political campaign for or against any candidate for public office. Notwithstanding any other provision of this constitution, Spectrum UI shall not carry on any other activities not

permitted to be carried on by an organization exempt Federal Income Tax under Section 501 of the Internal Revenue Code of 1986 (or corresponding provision of any future United States Internal Revenue laws). Spectrum UI monies will be handled by the Student Organization Business Office, regardless of source.

Article 8: Non-Campus Affiliation (not applicable)

Article 9: Amendments

Propositions to alter or amend this document must be submitted in writing at a meeting of the Executive Board. A first presentation shall take place at the next general meeting. Copies will be made available to members upon request. At the following general meeting, the proposed amendment(s) will be represented, discussed, and voted on. A two-thirds majority of voting members present is required to pass any amendment.

Article 10: Legislative or Political Activities

Spectrum UI shall not participate in or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office. However, Spectrum UI can participate in education pertaining to the mission of the student organization which will or can be affected by particular political candidates or legislative actions.

Article 11: Dissolution Clause

Should Spectrum UI dissolve, any money remaining in the organization's personal account with the university, shall be held in trust until such time as a similar organization is formed. Spectrum UI shall appoint an acting trustee, responsible for deciding the appropriation of monies. Any outstanding debts shall have priority for such appropriation. Also, upon dissolution state money and mandatory student fees revert back to the granting organization. If Spectrum UI has dissolved, and all monies have not been appropriated, and it has been 5 years since the latest control activity on account, monies still remaining shall revert to an account with University Of Iowa Student Government, and be available to disbursement to other campus organizations in accordance with applicable guidelines.

Article 12: Effective Date of Constitution

General Member Approval: 5/7/2014

Executive Approval:

Chair: Haley Altman 5/7/2014

Treasurer: Kristin Luensmann 5/7/2014

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Article 13: Repeal Article 4

General Meeting Approval: 4/3/18

Executive Approval: 4/3/18

Chair: Hannah Dunlap 4/3/18

Outreach Director: Alex Bare 4/3/18

Article 14: Executive Board

General Meeting Approval: 4/3/18

Executive Approval: 4/3/18

Chair: Hannah Dunlap 4/3/18

Outreach Director: Alex Bare 4/3/18

Section 1: Functions of the Executive Board

The executive board will meet weekly and plan for the upcoming general meetings. The board will plan events and head programming related to and on behalf of Spectrum UI.

Section 2: Number of Executive Members and Eligibility (community members)

There will be five members of the executive board. In order to be a member of the executive board, a candidate must be elected using the guidelines found under Article 4 Section 4.

Executive board members must be university students.

Section 3: Delegations of Executive Board Responsibilities and Terms

Chair

- **Default representative for the organization**
- Compiling Resources
- Secondary Signer

- Membership outreach (collaboration with **Webmaster**)
- Head meetings / transitioning
- Primary contact for Spectrum
- Intermediary with University authorities and departments
- Collaborative events coordinator (with Outreach)
- Should expect to spend **~8-10 hours/week on Spectrum UI related activities and tasks**

Vice-Chair

- Assist with chair duties
- Secondary Representative for organization
- Member outreach
- Should expect to spend **~6-8 hours/week on Spectrum UI related activities and tasks**

Treasurer

- Heads fundraising events
- Updates roster of donors and alternative funding, etc
- Responsible for updating the Budget and Finances sections of the organizational binder
- Primary Signer
- Handles deposits
- Primary intermediary with SOBO
- Responsible for proper use of PCard (forms, usage, etc.)
- Applies for Annual (with new treasurer) and Supplementary (semesterly) funding
- Handles appropriate forms concerning finances (requisitions)
- Should expect to spend **~5-7 hours/week on Spectrum UI related activities and tasks**

Outreach Director

- Schedules volunteering opportunities in the community
- Suggests/plans collaborative events with community organizations
- Utilizes LGBT+ community resources
- Acts as mediator w/ community organizations
- Community education events
- Collaborative events coordinator (with chairperson)
- Fourth signer
- Should expect to spend **~6-8 hours/week on Spectrum UI related activities and tasks**

Webmaster

- Manage social media sites
- Manage Organization Website
- Update/Manage Orgsync
- Updates Listserv regularly
- Uses Listserv to distribute appropriate information
- Filters emails from organization email account

- Third signer
- Keeps record of Spectrum history
- Keeps minutes at all Executive Board and general meetings
- Keeps a record of all events and those who worked on them
- Should expect to spend **~5-7 hours/week on Spectrum UI related activities and tasks**

All

- Must attend all general and executive meetings unless there is a valid excuse
- Must head at least two meetings per semester
- Active participation and contribution of ideas
- Must be open and accepting of other people and their ways of thinking
- Must attend all Spectrum sponsored events unless there is a valid excuse
- Must behave professionally in correspondences that are related to Spectrum
- Must respond to contacts within 24 hours
- Follow general code of conduct
- Must be able to fulfill their term of one academic year

Section 4: Executive Board Selection Process (Election Process)

1. Candidates must announce candidacy by the first wednesday in March to the present general membership.

1A. If a candidate is unable to attend the meeting, they may send an email to the current Executive Board to announce candidacy.

1B. Members that wish to be an officer of the Executive Board must meet the following qualifications:

- (a) demonstrates an ability to complete tasks specific for the role(s) one is applying for
- (b) has attended at least half of general meetings of the semester; if conflict arises, makes an effort to be up-to-date with Spectrum UI happenings via the current Executive Board.
- (c) has followed through on commitments to Spectrum UI
- (d) demonstrates the ability to engage the membership
- (e) is open-minded and willing to compromise
- (f) demonstrates consideration for Spectrum UI's best interest

2. Executive Board selections will take place at a general meeting **before the end of March.**

3. Candidates must submit the completed application packet to the executive board the Sunday before **at least 7 days prior to** elections. Candidates must list the position(s) they

are applying for. Candidates will not be allowed to impromptu apply for a position unless in the case of step 10.

4. Prior to the beginning of selections, the Executive Board must designate a moderator for selections. The moderator will not have voting power in the process. The moderator will maintain neutrality in the selection process.

4A. Questions of the moderator's neutrality must be addressed during selections, not after the fact

4B. Moderator cannot be applying for a position and must be either a previous member of the executive board or a non-executive member chosen by the executive board who has attended at least half of the meetings that semester.

5. The moderator will begin selections with the candidates for Chair.

6. All candidates will be given five minutes each to explain their qualifications and goals. The membership will then have an opportunity to ask questions to all or any candidates applying.

6A. The questions should be relevant to the position for which is currently up for discussion. If the questions are inappropriate, irrelevant, or disrespectful, the moderator will redirect the questioning of that candidate and continue the process.

7. All candidates applying for the position will leave the room together. Membership will vote by secret ballots to see which candidates they find qualified for that position. Members may vote "qualified" as many candidates as they want. The moderator will then collect the ballots from each individual. The name of the voter should not be written on the ballots. All ballots must include a "no confidence" option.

8. Candidates may vote on positions that they are not running for.

9. In the event of a tie, the voting members will vote by ballot on the tied candidates. The moderator will again collect ballots. The candidate with the most votes will be the one selected.

10. The candidates not chosen for the position may be considered for the other positions they stated on their documentation.

11. According to the University of Iowa, an affiliated Student Organization must have a primary contact (Chair) and an Advisor. Thus, if a Chair was not selected from the

original candidates, the moderator must ask all announced candidates if they would like to be considered for the empty position. If so, repeat steps 6-10. If not, continue to step 13. If that fails, the moderator can ask all members in attendance if they would like to be considered for the empty position.

12. Repeat steps 6-11 until all positions have been filled. Follow this order: Chair, Treasurer, PR **Webmaster**, Outreach, Senator and Secretary.

13. If any positions are unfilled at the end of selections, all duties and roles of those positions will be divided among the existing executive members.

12A. Exception: if the unfilled position is the Chair refer to step 11.

Section 5: Procedure to Fill Vacancy

Should a vacancy arise, the membership must decide whether or not to fill the vacant position. If the membership chooses to leave the position vacant, the position will remain vacant until the next Executive Board selection process. If the membership chooses to fill the position before the next general Executive Board selection process, they will follow the same procedure for selection as outlined in Article 4 Section 3.

Article 15: Inclusion and Financial Statement

General Meeting Approval: 4/30/18

Executive Approval: 4/30/18

Chair: Hannah Dunlap 4/30/18

Outreach Director: Alex Bare 4/30/18

Human Rights Clause:

In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.

Financial Clause:

Spectrum UI is required to deposit all receipts in and make disbursements through the Student Organization Business Office, Fraternity Business Services, or Recreational Services. Upon

dissolution, state money and mandatory student fees revert back to the granting organization. Inactive organizations will be considered dissolved after five years of no account activity. Revenue generated dollars or "00 funds" must be divided as stated in this Constitution and carried out by our leadership. Our organization's remaining revenue generated dollars or "00 funds" will be divided or disbursed to Trans Alliance. If this organization has dissolved and revenue generated dollars or "00 funds" have not been divided as stated in this Constitution by five years from last account activity, funds in our "00 account" will revert to an account specified for this purpose within student government(s). These funds will then be available for distribution through student government(s) guidelines in accordance with University of Iowa policy.

Caribbean Student Association

Article I - Purpose:

The mission of **Caribbean Student Association (CSA)** is to create a foundation and safe space for students who identify as Caribbean and/or West Indian descent.

Our aim is to promote awareness of our presence on this campus, as well as appreciation for our colorful cultures. **CSA** strives to give our members a home away from home by creating a soft bridge between the Caribbean and The States.

Over the next few years, we aspire to partner with our countries and our campus to create care packages and study abroad opportunities for current students. We intend to expand **CSA** beyond our campus, by recruiting and including prospective students, through establishing scholarships and orientation trips. Finally, we would like to connect with other CSA's nationwide.

All of we is one.

Article II - Membership:

Section 1:

- In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.

Section 2:

- Executive Board (must be a member in good standing)
 - President (Primary Representative)
 - Vice-President (Secondary Representative)
 - Treasurer (Authorized Signer 1) and must be a different individual than the President
 - Secretary/Recorder

- Miss CSA
- Public Relations Chairperson

Section 3:

- General Members:
 - UI Students (must comprise 80% of the total organization membership) are eligible to vote and hold office within the Organization.
 - Non-UI Students (cannot exceed 20% of total organization membership) are not eligible to vote or hold office within the organization.
- Members in Good Standing:
 - To be a member in good standing one must have paid dues, meet meeting attendance requirements as set forth in By-Laws, and earn the necessary amount of points needed. Members in Good Standing have the right to vote as well as seek and hold an elected office or position.

Section 4:

- All University of Iowa students are entitled to membership in the organization.
- All faculty, staff, and interested community members will receive membership in the organization.

Section 5:

- The organization shall admit as a member any person who expresses interest, contacts the organization officers, and provides their name and contact information. All situations of revoking membership will be evaluated on a case by case basis by the officers of the club, who are in charge of the revocation process.
- Individuals may appeal the revocation of their membership by contacting an officer and will appeal to a committee of members supervised by either an advisor, an officer, or a combination of officers, members, and the advisor.
- To be removed from this organization, a member must miss three consecutive meetings with unexcused absences. When this occurs, that individual's membership status will be voted on by the organization and must obtain a majority vote in favor to stay a member. Membership can also be suspended if one acts unrepresentative of the organization.

- Membership will cease at the member's own request or upon departure from the University of Iowa.

Article III - Officers and Executive Duties:

Section 1:

- All Executive Board members are expected to attend all meetings each semester unless a previous arrangement has been made or an pre-existing engagement prevents them from attending. All members of the Executive Board are strongly encouraged to attend other activities and unofficial meetings.
- Should an Executive Board Member need to be removed from office, a meeting of the Executive Board shall be held and a vote taken, with removal occurring as the results of a majority vote. The officer up for removal has the option to repeal the vote. A reason for removal includes, but is not limited to, failure to comply with officer duties.

Section 2:

President:

- The duties of the President is to call all meetings to order therefore, the President must be present at all meetings. The President must keep order during these meetings by remaining unbiased and objective.
- It is the responsibility of the President to delegate tasks to each Executive Board Member and ensure that ALL Executive Board Members are fulfilling their duties as assigned.
- The term of the President is one academic year.
- The President will have no voting power, unless to break a tie and make an amendment in the final stage of the three-step process.

Vice President:

- The Vice-President is the acting President in their absence. They will take on all responsibilities of the President when need be. The Vice-President must be present at all meetings, with an agenda for the items covered in said meeting.
- The Vice-President will keep record of minutes in the Secretary's absence.
- The Vice-President will oversee every committee made throughout the academic year, ensuring that all committee members are fulfilling their assigned duties.
- The term of the Vice President is one academic year.
- The Vice-President will have voting power.

Secretary:

- The Secretary is responsible for taking accurate minutes and attendance sheets of all meetings. The minutes will be submitted to the Vice President and sent out to all members within twenty-four hours.
- The Secretary will call the meeting to order in the absence of the President and Vice-President.
- The Secretary will organize and read email account.
- The Secretary will maintain members contact information.
- The term of the Secretary is one academic year.
- The Secretary will have voting power.

Treasurer:

- At each meeting, the Treasurer must report all transactions and budget updates. They must keep updated and accurate transaction records for the academic year. They will approve all financial actions proposed by the Executive Board.
- The Treasurer will be in charge of drafting a budget.
- They are responsible for funding applications.
- The Treasurer is to ensure that all receipts of all paid checks are returned promptly, as well as photocopied for UI Caribbean Student Association records.
- The Treasurer must make all records available to the Executive Board Members and general body members.
- The term of the Treasurer is one academic year.
- The Treasurer will have voting power.

Public Relations Officer:

- They will oversee marketing committee. They are in charge of all social media related tasks: promoting all activities, meetings etc of the organization.
- In charge of networking and connecting with other organizations on campus as well as, local businesses in the community.
- The Public Relations Officer must be a part of at least two committees.
- The term of the Public Relations Officer is one academic year.
- Public Relations Officer will have voting power.

Miss CSA:

- Miss CSA is the crowned winner of the Miss CSA Pageant, with this title it is her responsibility to organize two community service projects each semester.
- She helps the Public Relations Officer with outreach to other organizations and other communities.

- Miss CSA will act as a Pageant Coach throughout the Pageant and assist teaching the girls confidence, elegance and other key components they may need to win.
- Miss CSA can be a graduate or undergraduate student.
- The term of Miss CSA lasts until the next Miss CSA receives a crown.
- Miss CSA will have voting rights and is considered as part of the Executive Board.

Article IV - Advisors

Section 1:

- Advisors of registered student organizations must be members of the University of Iowa faculty or administrative professional staff.

Section 2:

- The Executive Board shall be responsible for selecting an advisor. It is anticipated the advisor will be a member of the faculty or staff at the University of Iowa. The advisor shall:
 - Serve for at least one academic year and shall attend the meetings of the organization and aid and advise the organization on matters under consideration.
 - The advisor shall be responsible for the continuity of records and other property.
 - Additional persons, faculty and/or non-faculty or staff may be asked to join the appointed advisor whenever tasks involved make it feasible to have additional representation. Only the appointed advisor may vote as a board member if he or she is granted that right.

Article V - Meetings

Section 1:

- There will be bi-weekly Executive Board Meetings and General Membership Meetings. Members will be notified of meetings in an email, as well as at the previous meeting.

Section 2:

- The President, Vice President and Secretary have the authority to call meetings.

Section 3:

- The minimum number of meetings members are required to attend each semester to be considered a member in good standing are five. The member is on probation for the next semester if they do not attend the minimum of five meetings. If they are on probation for two consecutive semesters, they will lose their membership privileges.

Article VI- Elections

Section 1:

- Membership will be notified of the annual elections, that occur in April, no later than April 15th, and at least four weeks in advance by announcement at a previous general meeting and by email communication.

Section 2:

- Members must have attended five organization meetings in order to participate in elections

Section 3:

- Officer elections will be a three step process:
 - Candidates are able to nominate themselves in an email a month prior to the election.
 - The day of the election Candidates read a speech they have prepared themselves, justifying the reasons why they should have the Executive Board position.
 - A secret ballot will take place with the eligible General Members and Executive Board Members except the President.
 - At the end of the election the President will announce the results.

Section 4:

- Elections will be conducted in person by secret ballot with the winner receiving $\frac{2}{3}$ of the vote at a general meeting.

Article VII - Finances

Section 1:

- Dues will be determined and voted on by the Executive Board prior to the beginning of the academic fall semester. Members will be notified of dues payment and expected to pay dues to participate in organization activities.

Section 2:

- The Treasurer shall be responsible for all collection of dues, budget application processes, disbursement of funds, and payment authorization. The Treasurer is also responsible for following all University of Iowa cash-handling and accounts payable policies are followed. They must report the collection of dues from members to the Secretary.

Section 3:

- **Caribbean Student Association** is required to deposit all receipts in and make disbursements through the Student Organization Business Office, Fraternity Business Services, or Recreational Services. Upon dissolution, state money and mandatory student fees revert back to the granting organization. Inactive organizations will be considered dissolved after five years of no account activity. Revenue generated dollars or "00 funds" must be divided as stated in this Constitution and carried out by our leadership. Our organization's remaining revenue generated dollars or "00 funds" will be divided or disbursed to **Center of Diversity and Enrichment**. If this organization has dissolved and revenue generated dollars or "00 funds" have not been divided as stated in this Constitution by five years from last account activity, funds in our "00 account" will revert to an account specified for this purpose within student government(s). These funds will then be available for distribution through student government(s) guidelines in accordance with University of Iowa policy.

Article VIII - Amendments

Section 1:

- Proposed amendments to this constitution must be submitted in writing by membership to the Executive Board. The proposal is then brought to the general body for a $\frac{2}{3}$ vote. If the proposer doesn't agree with the vote, then they are able to appeal it and bring it to the Executive Board for another vote. If the proposer is still unsatisfied it is then taken to the President for a final vote.

Section 2:

- Members will be notified of a proposed amendment by an email and previous general body meeting.

Section 3:

- A 2/3 vote is required by members in good-standing and Executive Board members excluding the President.

Section 4:

- All amendments or changes to this constitution must be reflected in an updated constitution that must be submitted to the Center for Student Involvement & Leadership located at 145 Iowa Memorial Union.

Article IX - Ratification

- This constitution is ratified on March 28, 2017.

Constitution of SistaSpeak

Article I- Name and Purpose.

Section A. The name of this organization shall be SistaSpeak.

Section B. The mission and strategies for this organization are as follows:

SistaSpeak aims to develop a community of women with lives of purpose who reform negative attitudes held by and against women and reshape misguided societal norms and beliefs. We also aim to promote physical, emotional, and mental health, specifically among, but not limited to women of color.

1. Develop a community and support system that fosters excellence among its members.
2. Increase awareness of current issues that affect health and their contribution to women's well being.
3. Create a safe and secure environment where women can communicate about sensitive issues and topics.
4. Encourage positive attitudes and relationships by promoting self-awareness, positive self-perception, and healthy interactions among one another and the opposite sex.
5. Strengthen ties between the University and the community.

Article II-

Section A. Human Rights Clause:

In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the

U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.

Section B. Limitations of Membership.

All persons are eligible for membership.

Section C. Classes of Membership.

SistaSpeak will include two classes of membership.

1. Foundation members.
 - a. Any member who attends over 50 percent of meetings in a semester.
2. Family
 - a. Any member who attends at least one meeting a semester.

Section D. Selection and Revocation of Membership.

1. Selection.
 - a. All persons who identify with SistaSpeak's vision and mission and attend one or more meetings throughout the semester will be considered membership.
2. Revocation of Membership.
 - a. Any person who fails to abide by the mandate of a safe and secure environment or who brings harm to themselves and/or anyone else in the context of our events will have their membership revoked.

Article III- Officers and Duties.

Section A. Officers.

President

1. Takes responsibility for supervising/overseeing the work of the other officers and ensuring that they function together as an effective team;
2. Provides the overall vision and sense of direction for the organization;
3. Serves as a spokesperson/representative/external liaison for the organization;
4. Schedules and runs officer and organization meetings;
5. Serves as a role model for other officers and members.

Vice President

1. Supervises/oversees chair people and the work of all committees;
2. Selects committee chairs;
3. Delegates appropriate responsibilities to committee chairs;
4. Actively keeps up-to-date on work of committees with committee chairs;
5. Chairs occasional special committees or projects;
6. "Assumes responsibility" during absence of president.

Secretary

1. Records and distributes all pertinent information to members, including meeting minutes, upcoming events and opportunities;
2. Handles all organizational correspondence;
3. Keeps accurate membership lists with names, addresses and phone numbers (including summer addresses);

4. Maintains thorough organizational files and records.

Treasurer

1. Establishes annual budget for organization and ensures that it's followed;
2. Reports regularly to organization officers and members the group's financial status;
3. Manages day-to-day financial transactions;
4. Records and pays bills/reimbursements
5. Deposits/withdraws funds
6. Works closely with Student Organization Accounts Service

Public Relations

1. Designs and Distributes all marketing and advertisement
2. Responsible for managing ALL social media accounts (GroupMe, Twitter, Instagram and Facebook)

Event Planners/Committee Coordinator

1. Manage work of committees, with appropriate direction and delegation;
2. Reports to vice president and reports at organization meetings;
3. Each committee will have specific responsibilities and goals.

Section B. Term of Officers.

The term of office shall be from August to May for each year.

Section C. Any officer may be removed from membership in SistaSpeak by a two-thirds vote of the Executive Committee. Any officer removed

may appeal to the general membership. Said officer shall be considered reinstated with two-thirds approval of the members of SistaSpeak.

Section E. Any vacancy which may occur in an office shall be filled by an appointment by the remaining members of the Executive Committee pending ratification at the next group meeting.

Article IV- Meetings.

Section A. The times for regularly scheduled meetings shall be

Section B. At least 7 days notice shall be given for each regular business meeting of the organization.

Section C. Special or emergency meetings may be called with less than 2 days notice by the Executive Committee.

Section D. The meetings shall include a quorum, order of business and disposition of minutes.

Article V- Elections.

Section A. Election of Officers.

Election of officers shall be held in March. At least one month's notice shall be given before the election meeting. Nomination shall be initiated from the floor and elections done by a ballot. The person receiving a majority vote will be elected.

Article VI- Finances.

Section A. SistaSpeak will have no dues.

Section B. Funds will be used for the operation of SistaSpeak as directed by a majority vote of the voting members.

Section C. Upon dissolution, state money and mandatory student fees revert back to the granting organization.

Group fees should be divided as stated in the Constitution and carried out by the dissolving group's members and officers.

If the group has dissolved and group fees have not been divided as stated in Constitution by five years from last

account activity, monies in the group's 00 account will revert to an account specified for this purpose within UISG/ECGPS.

These funds will then be available for distribution through SABAC or GPAC guidelines in compliance with University of Iowa policy.

Article VII- Amendments.

Section 1: This constitution shall be amended by a vote of 2/3 majority of the membership at any regular or special meeting.

Section 2: Provision for advance notice of amendment shall be notification by email.

Article VIII- Ratification.

This constitution shall become effective upon approval by a 3/4 vote of the membership on this day March 19, 2012.

Financial Clause:

SISTA SPEAK is required to deposit all receipts in and make disbursements through the Student Organization Business Office, Fraternity Business Services, or Recreational Services. Upon dissolution, state money and mandatory student fees revert back to the granting organization. Inactive organizations will be considered dissolved after five years of no account activity. Revenue generated dollars or “00 funds” must be divided as stated in this Constitution and carried out by our leadership. Our organization’s remaining revenue generated dollars or “00 funds” will be divided or disbursed to **The Center for Student Involvement and Leadership**. If this organization has dissolved and revenue generated dollars or “00 funds” have not been divided as stated in this Constitution by five years from last account activity, funds in our “00 account” will revert to an account specified for this purpose within student government(s). These funds will then be available for distribution through student government(s) guidelines in accordance with University of Iowa policy.

Title: CONSTITUTION OF WOMEN IN SCIENCE AND ENGINEERING
AMBASSADORS

Preamble:

WISE Ambassadors

Date:

May 6, 2010

May 2, 2010

Article I

Purpose:

The purpose of the Women in Science and Engineering Ambassadors is to expand and improve educational and professional opportunities for women in all fields of science, technology, engineering, and math. WISE Ambassadors use community outreach programs to teach young girls, to inspire their interests in science and technology, and to educate the community on the contributions of women in science and engineering.

Article II

Membership

- a) In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.
- b) Members are encouraged, but are not required, to be any of the following: a woman, a student in a science or engineering field, or interested in science and outreach to the community.

c) Different Classes of Membership:

A general member has to attend one meeting or event per school year.

A committee member is any general member that volunteers to help committee chairs plan events.

A committee chair oversees their area of involvement to plan and organize events. They must be a general member that volunteers to be a committee chair and is then voted in by other general members at the beginning of the fall semester of each year.

An officer is a general member that has been involved in the group for at least one school year. They volunteer for a position and are then voted in by other general members.

- d) Members do not have to be selected or to apply to this organization. Anyone with an interest in joining should contact an officer, the advisor, or come to a meeting. Official Membership begins after the person attends one meeting or event. Revocation of

membership will only happen in extreme circumstances as determined by the advisor and the officers. One example of misconduct would be representing WISE Ambassadors and the University of Iowa in a negative way.

Article III

Officers and Duties

- a) President: The President will lead meetings, oversee committee chairs and other officers, and motivate members. The President also keeps the WISE office informed of the Ambassadors' activities. The President will also be in charge of maintaining a record of all Ambassadors activities for the year in a comprehensive binder that will be submitted to WISE at the end of the year.
- b) Vice President/Treasurer: the VP/Treasurer will lead meetings if the President is not available. They will also track past expenses and be the financial liaison from WISE Ambassadors to the WISE office. The VP will collect all Event Request Forms and ensure that they are filled out correctly before giving the forms to the WISE main office. The VP/Treasurer will also represent the Ambassadors at any UISG funding meetings or other required commitments.
- c) Secretary: The Secretary will take the meeting minutes at all meetings, maintain the ICON website, maintain the list of email addresses for all members, keep a record of participation for members, and inform all general members of meetings and events via email.
- d) Public Relations: The Public Relations Liaison will take pictures at WISE Ambassadors events, update the website, and inform the press about the organization's events.

To qualify for any of the officer positions listed above, a person must be a general member during the previous school year, must show enthusiasm toward the organization, and must be voted in by other general members.

A person can be nominated or volunteer to run for an officer position. Elections take place once a year, at the end of the spring semester in April or May during a scheduled meeting. Nominees will be announced at that meeting, and voting will take place for the following year's officers.

If a position is vacated before their term is complete, one of the remaining officers will notify all members of a meeting to nominate and vote in a new person.

If any member has concerns about an officer, they should speak to the President or the advisor to address the issue.

Article IV

Advisor

The Women in Science and Engineering (WISE) program at the University of Iowa employs a half-time graduate assistant whose duties include coordinating the WISE Peer Mentoring Program and facilitating the efforts of the WISE Ambassadors. The person in this position will provide administrative and organizational support to the WISE Ambassadors student organization, particularly in the areas of organizational, legal, and financial planning. An undergraduate student assistant is also employed by WISE and serves as a liaison between the student meetings of the Ambassadors and the WISE office staff. Occupants of both positions are selected and hired by the WISE Director, Chris Peterson Brus, who serves as the advisor for this student group.

Article V

Meetings

- a) Meetings are held twice monthly or as needed.
- b) Members will be notified by email one week in advance of special meetings.
- c) A quorum will consist of at least one officer or committee chair and three general members.
- d) Officers and committee chairs have the authority to call meetings.

Article VI

Elections

- a) Elections for officers for the following year are held once a year at the end of the spring semester in April or May. Elections for committee chairs are held once a year at the beginning of the fall semester in August or September.
- b) Members will be notified at least two weeks prior to elections.

Article VII

Finances

- a) Dues will not be collected for this organization.
- b) The elected treasurer and our advisor will be in charge of financial affairs.
- c) **WiSE Ambassadors** is required to deposit all receipts in and make disbursements through the Student Organization Business Office, Fraternity Business Services, or Recreational Services. Upon dissolution, state money and mandatory student fees revert back to the granting organization. Inactive organizations will be considered dissolved after five years of no account activity. Revenue generated dollars or “00 funds” must be divided as stated in this Constitution and carried out by our leadership. Our organization’s remaining revenue generated dollars or “00 funds” will be divided or disbursed to WiSE Department Office and at the Current WiSE Department Chair discretion. If this organization has dissolved and revenue generated dollars or “00 funds” have not been divided as stated in this Constitution by five years from last account activity, funds in our “00 account” will revert to an account specified for this purpose within student government(s). These funds will

then be available for distribution through student government(s) guidelines in accordance with University of Iowa policy.

Article VIII

Amendments

- a) Eligible voting members will be informed of the proposed amendment first by email and second by reading at the next meeting.
- b) A 2/3 vote is needed to ratify an amendment.
- c) Note that all amendments or changes to this constitution must be submitted to the Student Organization Liaison for approval.

Article IX

Ratification

Adopting of this constitution will happen at a scheduled meeting. Ratification will pass by a majority vote of general members.

CONSTITUTION OF THE ORGANIZATION OF WOMEN
LAW STUDENTS AND STAFF

ARTICLE I: NAME

The name of this organization shall be the Organization of Women Law Students and Staff (O.W.L.S.S.), organized on September 21, 1973 at the University of Iowa College of Law In Iowa City, IA, Johnson County, Iowa, 52242.

ARTICLE II: PURPOSE

The Organization of Women Law Students and Staff shall study the changing needs and problems of women in the legal profession and develop, recommend and implement new programs with particular emphasis upon the needs of women at the University of Iowa College of Law.

The Organization shall:

1. Work within the law school to promote the needs of women and to recruit women students, faculty and staff.
2. Focus on aiding recruitment efforts of prospective women students.
3. Serve as a support group for women within the College of Law.
4. Engage in all necessary efforts to improve opportunities for women.
5. Disseminate information relating to women and develop other educational programs on a local, regional and national level.
6. Provide assistance to communities, organizations, associations and other groups working toward the improvement of women's status.
7. Require the Board to develop an annual statement outlining specific objectives to serve as guidelines for activities during the following year.

ARTICLE III: MEMBERSHIP

The membership of the Organization of Women Law Students and Staff shall be open to all law students, law faculty members, and law staff members who subscribe to the purposes for the organization.

In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.

Each member shall:

1. Pay yearly dues, the amount of which is recommended by the board and included in the annual statement. Membership for the year is conferred upon payment of dues.
2. Have one vote in specified organization-wide votes, unless otherwise specified in the bylaws.

ARTICLE IV: THE EXECUTIVE BOARD

The Executive Board is the governing body of the Organization of Women Law Students and Staff.

A. Board Eligibility Requirements

1. All persons interested in any elected board position must:
 - a. Be current members of the Organization, and
 - b. Have been members since the beginning of the semester in which the election takes place
2. For first-year Board positions, interested persons must be members of the organization at the time of election

B. Election Procedures

1. Election of board members shall be done via secret ballot.
2. Voting shall be open for at least one full day.
3. While voting is open, the voting shall be overseen by one member of the Board.
4. Precautions should be taken to ensure votes are kept secret, that only members are allowed to vote, and that each member is only able to vote once.
5. Ballots shall be counted by one member of the Board and one member of the administration.
6. In the case of a tie, a run-off election shall be held within one week of the original election, following the same procedures.
7. The current Board will devise additional procedures as necessary to ensure informed and efficient elections. This should include decisions on how to inform members of open positions, solicit and distribute information from interested candidates, publicize elections, etc.

C. Voting Eligibility

1. All members are eligible to vote for general board positions.
2. Only first-year student members are eligible to vote for the first-year Board positions.
3. While there is no strict requirement that members must have joined the organization by a certain amount of time before the election in order to vote, if there is an unusual and substantial uptick in membership directly preceding an election, the Board may, by a unanimous vote of current members of the Board and the academic advisor, invalidate an election's results and redo the election if they feel this swell in membership is indicative of purposeful tampering by individuals joining the organization for the express purpose of manipulating an election.

D. Term of Office

1. Members of the Board will hold their positions for one year.
2. This term will run from spring election to spring election (for general Board members) and fall election to the end of the academic year (for first-year representatives).

E. Transfer of Power

1. Outgoing members of Board will serve in an advisory capacity as the newly elected Board members familiarize themselves with their duties.
2. One joint meeting will take place between the old Board members and the new Board members. At this meeting:
 - a. The incoming board members will certify that they have read this constitution
 - b. The outgoing board members will instruct the new members on any information necessary to ensure the new members are able to effectively carry out their duties, as well as briefing the new board members on any ongoing business the new board will need to continue.
3. Each member of the outgoing board will also draft a 'transfer memo' outlining responsibilities and recommendations for the person taking over their position in the coming year. These memos will be delivered before the joint board meeting outlined above.

F. Duties of Board Members

1. General Duties

- a. Other than specified, mandatory meetings, all board members will make their best effort to attend all additional Board meetings scheduled throughout the year as necessary.
- b. Other than the President, members will effectively oversee their assigned committees and communicate committee business back to the Board.
- c. All members of the Board will have one equal vote and all decisions, unless otherwise specified within this document, will be made by a simple majority.

2. President

- a. The president shall:
 - i. act as a general coordinator and contact person for members internally and nonmembers externally.
 - ii. be responsible for calling required meetings of the Executive Board and members at large.
 - iii. serve as one of the contact persons on any official University of Iowa paperwork on behalf of the organization.
 - iv. regularly update and meet with the organization's advisor.

3. Vice President

- a. The vice-president shall:
 - i. assist the president as necessary and will conduct any meetings that the president cannot attend.

- ii. take minutes for all meetings; if the vice president cannot attend, they will assign as needed.
 - iii. supervise the organization and operation of the committee structure. The vice-president will oversee the outreach committee.
- 4. Administrator
 - a. The administrator shall:
 - i. keep accurate records of current membership, including information on when dues are paid.
 - ii. serve as the point of contact with the Student Organization Business Office (SOBO) and maintain all SOBO financial documents via OrgSync.
 - iii. keep accurate account of organizational funds and work with the Board to develop a budget on a semester-by-semester basis.
 - iv. oversee the Fundraising and Membership Committee.
- 5. Events Coordinator
 - a. The events coordinator shall:
 - i. be largely responsible for the logistics of any planned events, including room reservations, catering, advertising events, communications with partnering organizations, and any other extra duties that may be requested by those in charge of the particular event.
 - ii. The events chair's responsibilities will likely change from event to event and may be used to complete any tasks that are normally assigned to other board members.
- 6. Conference Coordinators (2)
- 7. First-Year Representatives (2)
- G. Impeachment
 - 1. As outlined above, each incoming Board member will certify, via signed agreement, their understanding and agreement to fulfill their obligations as outlined in this Constitution
 - 2. A Board member can be impeached for failure to substantially fulfill these obligations.
 - a. Impeachment requires a majority vote of the other members of the Board.
 - b. A member subject to impeachment has the right to speak on their own behalf at the meeting at which the impeachment vote is to be taken. They must be informed at least two weeks in advance of the time and place of the meeting at which the impeachment vote will take place.

ARTICLE V: MEETINGS

A. Executive Board Meetings

The Executive Board shall hold two meetings a year. The purpose of one of the required meetings shall be to help transition the incoming board into their positions at the end of the school year. Regular meetings beyond the two required are recommended.

B. Quorum

A quorum shall require a majority of the Board members and any general members present and voting at the meeting, except:

1. A majority of all members shall be required for:
 - a. Amendment of the constitution

The Administrator shall determine the number of members needed to reach a “majority.”

ARTICLE VI: COMMITTEES

A. Standing Committees

1. **Fundraising Committee:** Shall work with the Administrator to handle membership dues, plan fundraising efforts, and handle any other financial concerns which may arise during the year.
2. **Events & Mentorship Committee:** Shall work with the Event Chair and 1L Representatives to oversee the Mentorship Program, schedule Potlucks and other events, and ensure that the Mentorship Program is running smoothly.
3. **Outreach Committee:** Shall work with the Vice President and the OWLSS Advisor to work on community service events and to promote OWLSS within the greater University of Iowa campus community.
4. **Conference Committee:** Shall work with the Conference Co-Chairs to aid in planning the annual Conference.

B. The aforementioned committees will be composed of OWLSS members who choose to partake. Committee members will not be chosen via election but will be voluntary.

C. Board members are in charge of building membership and coordinating committees.

D. Ad hoc committees shall be created as necessary.

ARTICLE VII: FINANCE

A. Dissolution

1. Upon dissolution, state money and mandatory fees revert back to the granting organization.
2. Organization fees should be divided as stated in the constitution and carried out by the dissolving organization's members and officers.
3. If the organization has dissolved and organization fees have not been divided as stated in the constitution by 5 years from the last account activity, monies in the organization's 00 account will revert to an account specified for this distribution through SABAC guidelines in compliance with University of Iowa policy.
4. Upon dissolution, all group fees shall be granted to the Equal Justice Foundation at the University of Iowa College of Law.

B. Required Financial Clause:

The Organization of Women Law Students and Staff is required to deposit all receipts in and make disbursements through the Student Organization Business Office, Fraternity Business Services, or Recreational Services. Upon dissolution, state money and mandatory student fees revert back to the granting organization. Inactive organizations will be considered dissolved after five years of no account activity. Revenue generated dollars or "00 funds" must be divided as stated in this Constitution and carried out by our leadership. Our organization's remaining revenue generated dollars or "00 funds" will be divided or disbursed to the Equal Justice Foundation at the University of Iowa College of Law. If this organization has dissolved and revenue generated dollars or "00 funds" have not been divided as stated in this Constitution by five years from last account activity, funds in our "00 account" will revert to an account specified for this purpose within student government(s). These funds will then be available for distribution through student government(s) guidelines in accordance with University of Iowa policy.

EXHIBIT B



HOME COUNCILS NATIONAL PAN-HELLENIC COUNCIL

History



Above: Kappa Alpha Psi, Gamma Chapter, University of Iowa, c. 1915

African American Greek-letter organizations have a long and rich history both nationally and locally. The first black fraternity, Alpha Phi Alpha Fraternity Inc, was founded in 1906 at Cornell University in Ithaca, New

York. However, at the University of Iowa, the first of the historic African American organizations to be established locally was Kappa Alpha Psi Fraternity, Inc.

Kappa Alpha Psi remained the only African American fraternal organization at Iowa until 1919. In that year, eight women formed a local chapter of Delta Sigma Theta Sorority, Inc. Only two more black fraternity and sorority chapters were formed at the University of Iowa before 1950: Alpha Phi Alpha Fraternity (1922) and Alpha Kappa Alpha Sorority (1949). These organizations provided a forum in which African American students engaged in the current discourse and built leadership skills that would serve them upon graduation.

In the early years, both Kappa Alpha Psi and Alpha Phi Alpha operated houses. In 1933, ten students lived in the Kappa House and fifteen lived in the Alpha House. Members of Delta Sigma Theta resided in the Federation Home at 942 Iowa Avenue. The other organizations from Iowa's campus were founded as follows: Omega Psi Phi Fraternity, Inc. (1975); Phi Beta Sigma Fraternity, Inc. (1979); Zeta Phi Beta Sorority, Inc. (1980); and Sigma Gamma Rho Sorority, Inc. (1983).



ALPHA THETA—BABY CHAPTER—UNIVERSITY OF IOWA

Above: Charter members of the Alpha Theta Chapter in 1922



Delta Sigma Theta Members in Des Moines, Iowa, c. 1924

Below are the charter dates for the six of the Divine 9 historically African American fraternities and sororities that call Iowa home:

Alpha Phi Alpha Fraternity Incorporated

Alpha Theta Chapter: Chartered March 11th 1922

Alpha Kappa Alpha Sorority Incorporated

Epsilon Theta Chapter: chartered May 10th, 1969

Kappa Alpha Psi Fraternity Incorporated

Gamma Chapter: Chartered March 7th 1914

Delta Sigma Theta Sorority Incorporated

Delta Chapter: Chartered April 4th, 1919

Phi Beta Sigma Fraternity Incorporated

Kappa Psi Chapter: Chartered May 5th, 1979

Zeta Phi Beta Sorority Incorporated

Pi Kappa Chapter: Chartered December 2nd, 1980

Executive Board

The NPHC Executive Board meets weekly to coordinate and maintain the general business of the council. Feel free to contact the NPHC council officers below if you have any questions or concerns.

President: Frederick Cherry

Organization: Alpha Phi Alpha Fraternity Inc.

Email: gc-nphc-president@uiowa.edu

Vice President of Public Relations: Stephanie Russell

Organization: Alpha Kappa Alpha Sorority Inc.

Email: gc-nphc-community@uiowa.edu

Vice President of Risk Management: Devin Francis

Organization: Zeta Phi Beta Sorority Inc.

Email: gc-nphc-riskmanagement@uiowa.edu

Vice President of Finance and Operations:

Vice President of Leadership Development:

Events and Programs

Biannual Meet the Greeks

Within the first two weeks of each semester, NPHC hosts “Meet the Greeks” in conjunction with the Multicultural Greek Council. During Meet the Greeks, NPHC fraternities and sororities share information about their organization and/or individual chapter with prospective members or those who have questions about Greek Life in general.

RSVP for Fall 2018 Meet the Greeks (Tuesday, August 28) [here](#).

Annual NPHC Step Show

The National Pan-Hellenic Council hosts the NPHC Step Show every spring semester. The Step Show features members of our 6 NPHC organizations in performances that serve as both an expressive art

performance and a ritual of group identity. The show, which is one of the most anticipated events of our community, serves as a great time to watch our Greeks in action.

NPHC Community Service

The fraternities and sororities of the National Pan-Hellenic Council have a rich and strong tradition of providing service to the campus and the Iowa City community. We deeply commit ourselves to improving and bettering the lives of those in need. Some of our individual organization philanthropies include, but aren't limited to, the March of Dimes, Ronald McDonald House, Sleep Out for the Homeless, Educational Advancement Foundation, and the Youth Mentor Program.

Additional Information

Orgsync

COUNCILS
Interfraternity Council
Multicultural Greek Council
National Pan-Hellenic Council
Panhellenic Council

The Division of Student Life fosters student success by creating and promoting inclusive educationally purposeful services and activities within and beyond the classroom.

Fraternity & Sorority Life
260 IMU - Student Life Organization Office Suite

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Iowa City, IA 52242

FSL: 319-335-3252

CSIL: 319-335-3059

Fax: 319-353-2245

uiowafsl@uiowa.edu

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STUDENT LIFE AT IOWA

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HOME □ NEWS □ FRATERNITY & SORORITY LIFE HIRES NEW STAFF TO ENHANCE SUPPORT FOR CHAPTERS

Fraternity & Sorority Life hires new staff to enhance support for chapters



By Lauryann King on July 12, 2018



IVCF App. 2182

App 2093

The Center for Student Involvement and Leadership's Fraternity and Sorority Life (FSL) brought on three new coordinators during the 2017-2018 academic year: Meghan Bullard, Kyle Fowler, and Loreal Marshall.

Erin McHale, assistant director of Fraternity and Sorority Life Programs, is excited to have the capacity to enhance support within the FSL communities on campus, "The growth of our Fraternity and Sorority Life staff reinforces the institutional commitment to provide support for these important organizations, which have a very rich history and purpose of establishment at the University of Iowa."

Learn more about Fraternity & Sorority Life [at their website](#).

2018 Year In Review

This article is part of the **2018 Year in Review**, which highlights some of the Division of Student Life's accomplishments from the previous academic year.

[Go to Year in Review](#)

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Finals @ the IMU as told by adorable animals

December 06, 2018



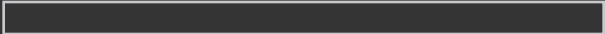
Meet your RA: Johnny Malicoat

November 01, 2018



Meet your RA: Jocelyn Roof

November 01, 2018



The Division of Student Life fosters student success by creating and promoting inclusive educationally purposeful services and activities within and beyond the classroom.

Student Life at Iowa
249 IMU
Iowa City, IA 52242

319-335-3557
vp-student-life@uiowa.edu

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FSL

ΛΘΝ

Lambda Theta Nu Sorority, Inc.

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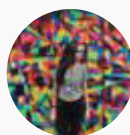
Welcome to the official OrgSync page of the UnAbated Alpha Upsilon Chapter of Lambda Theta Nu Sorority, Inc. Our chapter was founded at the University of Iowa campus on November 23, 2014 after being an interest group known as B.E.L.L.A.S. since Fall 2013. We are excited for the future of this organization on the University of Iowa campus! If you wish to inquire about membership into Lambda Theta Nu Sorority, Inc. please contact Cassandra Garza at alphaupsilon.vp@gmail.com.

Portal Information

Description

The purpose of Lambda Theta Nu Sorority, Inc. shall be to open doors of opportunity to the

Current Positions



Monica
Aparicio Ruiz
President



Tahlia
Hauptly
**Vice
President**



Tahlia
Hauptly
**Recruitment/Membership
Intake Chair**

Latinas in our community. The primary focus is academic excellence and meeting the needs of Latina women in higher education. Lambda Theta Nu Sorority, Inc. also promotes the advancement of Latinas through various campus activities and community services and provides an environment for personal growth within a unit of sisterhood. Lambda Theta Nu Sorority Inc.'s priorities, however, will be placed on academic excellence and community service.

Category
MGC

Website
<http://lambdathetanu.org>

PR First Name
Monica

PR Last Name
Aparicio Ruiz

Primary Rep. Email
[REDACTED]

SR First Name
Tahlia

SR Last Name
Hauptly

Secondary Rep. Email
[REDACTED]

Recruitment/Membership Intake Chair First Name
Tahlia

Recruitment Chair/Membership Intake Last Name
Hauptly

See All

Recruitment/Membership Intake Chair Email

[REDACTED]

Community Service Chair First Name

Monica

Community Service Chair Last Name

Aparicio Ruiz

Community Service Chair Email Address

[REDACTED]

Philanthropy Chair First Name

Monica

Philanthropy Chair Last Name

Aparicio Ruiz

Philanthropy Chair Email Address

[REDACTED]

Marketing/PR Chair First Name

Monica

Marketing/PR Chair Last Name

Aparicio Ruiz

Marketing/PR Chair Email Address

[REDACTED]

Council Meeting Delegate/Rep First Name

Samaria

Council Meeting Delegate/Rep Last Name

Parada

Council Meeting Delegate/Rep Email Address

[REDACTED]

Scholarship Chair First Name

Monica

Scholarship Chair Last Name

Aparicio Ruiz

Scholarship Chair Email Address

Social Chair First Name

Chabeli

Social Chair Last Name

Rivera Torres

Social Chair Email Address

[REDACTED]

New Member Educator First Name

Tahlia

New Member Educator Last Name

Hauptly

New Member Educator Email Address

[REDACTED]

Primary Signer's First Name (Treasurer)

Tahlia

Primary Signer's Last Name (Treasurer)

Hauptly

Primary Signer's Email Address (Treasurer)

[REDACTED]

Primary Signer's hawkID (Treasurer)

thauptly

Secondary Signer's First Name

Monica

Secondary Signer's Last Name

Aparicio Ruiz

Secondary Signer's Email Address

[REDACTED]

Secondary Signer's hawkID

maparicioruiz

Third Signer's First Name

Chabeli

Third Signer's Last Name

Rivera Torres

Third Signer's Email Address

[REDACTED]

Third Signer's hawkID

sparada



Sign in with Campus ID



FSL

Lambda Theta Phi Latin Fraternity, Inc.

HomeEventsFormsNewsMore

Must be signed in to join

FeedProfile

Current Positions

Portal Information

Description

Lambda Theta Phi is a non-profit service/social fraternity which emphasizes Latino unity and the celebration of the Latino culture. With its acceptance into the National Inter-fraternity Conference (NIC) in 1992, Lambda Theta Phi became the first nationally recognized Latino Greek letter fraternity in the country. The mission of The Interested Gentlemen of Lambda Theta Phi Latin Fraternity, Inc. is to cultivate a spirit of brotherhood, to value an education, to promote unity among all Latinos, to be proud of and cherish our heritage, to assert roles of leadership, to develop character, to practice chivalry, and to serve mankind.

Category



Tristan A
Schmidt

President



Sergio
Fernandez

Vice
President



Jheison O
Chinchilla

Recruitment/Membership
Intake Chair

MGC

Website

<http://www.thelambdas.org/>

PR First Name

Tristan

PR Last Name

Schmidt

Primary Rep. Email

[REDACTED]

SR First Name

Sergio

SR Last Name

Fernandez

Secondary Rep. Email

[REDACTED]

Recruitment/Membership Intake Chair First Name

Jheison

Recruitment Chair/Membership Intake Last Name

Chinchilla

Recruitment/Membership Intake Chair Email

[REDACTED]

Marketing/PR Chair First Name

Miguel

Marketing/PR Chair Last Name

Jacobo

Marketing/PR Chair Email Address

[REDACTED]

Social Chair First Name

Juan

See All

Social Chair Last Name

Vega

Social Chair Email Address

[REDACTED]

Primary Signer's First Name (Treasurer)

Javier

Primary Signer's Last Name (Treasurer)

Sandoval

Primary Signer's Email Address (Treasurer)

[REDACTED]

Primary Signer's hawkID (Treasurer)

sandvl

Secondary Signer's First Name

Tristan

Secondary Signer's Last Name

Schmidt

Secondary Signer's Email Address

[REDACTED]

Secondary Signer's hawkID

tschmidt1

Third Signer's First Name

Sergio

Third Signer's Last Name

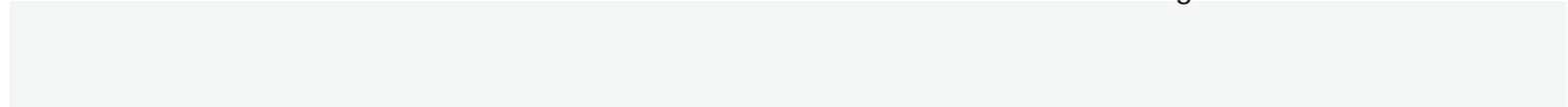
Fernandez

Third Signer's Email Address

[REDACTED]

Third Signer's hawkID

Sfrnandez





Sign in with Campus ID



FSL

Sigma Lambda Beta

Almighty Alpha Chapter

Home

Must be signed in to join

Feed

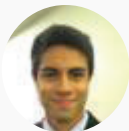
Profile

Current Positions



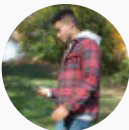
Enrique L
Carbajal

President



Jesus
Rasgado
Lopez

Vice
President



Stephen L
Golden Jr.

Recruitment/Membership

Portal Information

Description

Our Mission

To nurture and further a dynamic, value-based environment which utilizes our historically Latino based fraternity as a catalyst to better serve the needs and wants of all people.

Our Story

During the fall of 1985, Baltazar Mendoza-Madrigal began to explore the idea of establishing a Latino-based fraternity at the University of Iowa. Having seen the impact organizations like Phi Beta Sigma Fraternity had on their constituency, Mendoza-Madrigal knew something similar could be done for the Latino interest. Without knowing the impact he would have 27 years down the road, Baltazar starting doing research on this possibility.

Intake Chair

See All

After months of dedicated research, Mendoza-Madrigal called for a special meeting on March 7, 1986. Held at the Chicano Native American Cultural Center (now known as the Latino Native American Cultural Center), this meeting would bring together the Latino students to discuss the feasibility of creating a social fraternity that would focus on the Latino culture.

"The Latino community was divided among several social groups at the time," said Mendoza-Madrigal. The enthusiasm in favor of establishing a social fraternity that could help in unifying the community was so great that word started to spread quickly across the University of Iowa campus. Everyone knew that something great was about to take place. After much planning, the ideoplogy and philosophy of this new organization were finalized on April 4th, 1986. Henceforth, this day is recognized as the official founding date of Sigma Lambda Beta International Fraternity at The University of Iowa.

After 27 years, our Fraternity has grown to over 100 collegiate entities spanning across 29 states from Coast to Coast. Moreover, our membership has expanded beyond our Hispanic-Latino origins making us one of the most culturally diverse Greek lettered organizations.

Category
MGC

Website
<http://www.sigmalambdabeta.com>

PR First Name

Enrique

PR Last Name

Carbajal

Primary Rep. Email

[REDACTED]

SR First Name

Jesus

SR Last Name

Rasgado-Lopez

Secondary Rep. Email

[REDACTED]

Recruitment/Membership Intake Chair First Name

Stephen

Recruitment Chair/Membership Intake Last Name

Golden

Recruitment/Membership Intake Chair Email

[REDACTED]

Community Service Chair First Name

Enrique

Community Service Chair Last Name

Carbajal

Community Service Chair Email Address

[REDACTED]

Risk Manager First Name

Ricardo

Risk Manager Last Name

Lopez

Risk Manager Email Address

[REDACTED]

Primary Signer's First Name (Treasurer)

Enrique

Primary Signer's Last Name (Treasurer)

Carbajal

Primary Signer's Email Address (Treasurer)

[REDACTED]

Primary Signer's hawkID (Treasurer)

elcarbajal

Secondary Signer's First Name

Sanchez

Secondary Signer's Last Name

Jesus

Secondary Signer's Email Address

[REDACTED]

Secondary Signer's hawkID

jasanchez

Third Signer's First Name

Jesus

Third Signer's Last Name

Rasgado

Third Signer's Email Address

[REDACTED]

Third Signer's hawkID

jrsgadolopez

EXHIBIT C

WOMEN'S RESOURCE & ACTION CENTER

HOME GET HELP GET INVOLVED PROGRAMS & SERVICES NEWS & EVENTS ABOUT ☐HOME ☐ PROGRAMS & SERVICES ☐ WOMXN OF COLOUR NETWORK

The mission of the programming series is to create space for dialogue, support, and empowerment among students, faculty, and staff at University of Iowa. Through the co-creation of a supportive community of womxn, individuals will have the ability to explore their racial, ethnic, and cultural identities, share lived experiences, and discuss what it means to be womxn of colour in our campus community.

Why the "x"?

"Womxn removes the sequences of m-a-n and/or m-e-n from the term "woman/en" that sheds light on the prejudice, discrimination, and institutional barriers womxn have faced, but to also show that womxn are not a sub-category of men, while providing active resistance to transphobia to include transwomen, trans*femme, and other gender non-confirming womxn."

Steinmetz, S. (1995). Womyn: The evidence, American speech. Vol. 70, No. 4, pp. 429–43. Durham, N.C.: Duke University Press. Merbruja, L. (2005). 3 common feminist phrases that (unintentionally) marginalize trans women. Everyday Feminism: <http://everydayfeminism.com/2015/05/feminist-phrases-marginalize-trans-women/>

Join the Network!

For updates on upcoming events and meetings, join the University of Iowa Womxn of Color Network Facebook [group](#).

Email wrac@uiowa.edu to be added to the WOCN Listerv!

FALL 2018 ANNUAL WELCOME MIXER!



Fall 2018 Events:



presents...

Fall 2018 Events

September 5th- *2nd Annual Welcome Mixer!*

4PM-6PM - Wednesday- Old Brick

October 3rd- *Self-Caring with WBCN!*

5:30PM-7PM - Wednesday- Bowman House

November 7th- *Queering the Conversation!*

5:30PM-7PM - Wednesday- Bowman House



Individuals with disabilities are encouraged to attend all University of Iowa-sponsored events.
If you are a person with a disability who requires a reasonable accommodation in order to participate in this program, please contact WRAC in advance at 319-335-1486.

OGI
Office of Graduate Inclusion



NEW! Fall 2018 Faculty & Staff Meet-ups!

A poster for the Womxn of Colour Network at the University of Iowa. The poster has a dark blue background with a decorative floral border in yellow, orange, and white. At the top, it says "University of Iowa" in a small font, followed by "Womxn of colour network" in a large, stylized font. Below this, it says "presents..." in a smaller font. The main title "Faculty & Staff Meetups" is written in a large, cursive font. Below the title, it says "Join us during your lunch hour for an opportunity to connect with other Womxn of Colour working on campus!" in a bold, sans-serif font. The dates and location are listed: "12PM-1PM - Bowman House (230 N Clinton St)", "September 19th", "October 17th", and "November 21st". At the bottom, there is a logo for the Women's Resource & Action Center (WRAC) and a disclaimer: "Individuals with disabilities are encouraged to attend all University of Iowa-sponsored events. If you are a person with a disability who requires a reasonable accommodation in order to participate in this program, please contact WRAC in advance at 319-335-1486." There are also small floral icons in the bottom corners.

University of Iowa
Womxn
of colour network
presents...

Faculty & Staff Meetups

Join us during your lunch hour for an opportunity to
connect with other Womxn of Colour working on campus!

12PM-1PM - Bowman House (230 N Clinton St)

September 19th
October 17th
November 21st

Women's
Resource & Action
Center

Individuals with disabilities are encouraged to attend all University of Iowa-sponsored events.
If you are a person with a disability who requires a reasonable accommodation in order to
participate in this program, please contact WRAC in advance at 319-335-1486.

Questions or concerns? Contact Jessica Padilla at jessica-padilla@uiowa.edu.

PROGRAMS & SERVICES

Support & Discussion Groups

Counseling
Violence Prevention
Iowa N.E.W. Leadership
Womxn of Colour Network
Diversity & Inclusion
Scholarships



The Division of Student Life fosters student success by creating and promoting inclusive educationally purposeful services and activities within and beyond the classroom.

Women's Resource & Action Center
Bowman House, 230 N. Clinton St.
Iowa City , IA 52242

319-335-1486
Fax: 319-353-1985
wrac@uiowa.edu

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Facebook

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STUDENT LIFE AT IOWA

NEWS EVENTS WHAT WE DO DEPARTMENTS STUDENT JOBS IOWA CHALLENGE YEAR IN REVIEW ☐

HOME ☐ NEWS ☐ MEET THE WOMAN BEHIND WRAC'S WOMXN OF COLOUR NETWORK

Meet the woman behind WRAC's Womxn of Colour Network





This fall, WRAC's Womxn of Color Network will begin its second year in operation. It is led by Jessica Padilla, who began working at the Women's Resource & Action Center about two years ago.

Padilla happens to be a Hawkeye herself. She got her BA at the UI in 2014, where she studied International Studies, Spanish, and Critical Cultural Competency. She then switched sides of the state to get her Master's degree in higher education and student affairs at Iowa State University.

Growing up, she never gave too much thought to what she would be doing when she was older. She wanted to graduate college, and be the first in her family to do so. Padilla was a part of UI's TRIO Upward Bound Program, a college preparatory program for first-generation college students. It was at this program, she says, that she began to see herself as a Hawkeye.

As an undergraduate, Padilla was involved with a variety of student organizations. She was a member of ALMA, the Association of Latinos Moving Ahead, and a member Sigma Lambda Gamma, which she is now an intake advisor for. She also became a peer leader for Iowa Edge, a first-generation college program for minority students that occurs before On Iowa in the fall. She now resides on the planning committee for that program.

When she was younger, Padilla said she didn't even know that working on college campuses was an option. However, she knew she was passionate about serving minoritized students.

"Being in leadership roles is where I unconsciously found my calling," she says.

Throughout her undergrad years, she worked at the Center for Diversity and Enrichment. During her sophomore year, she met a graduate student, Elizabeth Martinez, from the HESA (Higher Education Student Affairs) program. Martinez asked her what she wanted to do after college, and Padilla said she wasn't sure. She liked being around the community, and talking to other students about why college can be an option for them.

Martinez told her about NASPA, a national organization for student affairs practitioners in higher education. They have an undergraduate fellowship program called NUFP (NASPA Undergraduate Fellowship Program) that she became involved with. Through that, Padilla got an internship at La Casa Cultural Latina, the Latino center at the University of Illinois at Urbana-Champaign.

This fall, Padilla will be starting her third year working at WRAC, where her main role is overseeing and planning the Iowa N.E.W. Leadership Institute. The institute is a 5 day program designed to empower womxn and increase their representation in public leadership. Padilla also happens to be an alumna of this program.

In starting the Womxn of Color Network, Padilla knew she wanted to create something that would build community for a group of students who may otherwise feel isolated on a large campus.

“I just wanted to make sure women of color always feel like this center is their space as well,” she says. “We are a center where we work with an intersectionality lens, and we are very inclusive of everyone, so we want to make sure that is seen through our programming. That was my motivation for starting something like this.”

She was influenced by Iowa State’s Womxn of Color program, which is a two-day retreat. Padilla wanted to do something similar, but as a programming series hosted throughout the academic year. She has made sure that all of the facilitators are womxn of color that work in the campus community, and that each program is designed to build community, provide support, and create a much needed space for womxm of color on campus and in the community.

The next Womxn of Color Event will take place October 3, at The Bowman House on 230 N. Clinton St. More details are available here: <https://wrac.uiowa.edu/programs-and-services/womxn-of-colour-network/>.

Donate to help support the Womxn of Colour Network here: <https://goldrush.uiowa.edu/project/11131>

Department: **Women's Resource & Action Center**

Tagged: **Featured**

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December 06, 2018



Meet your RA: Johnny Malicoat

November 01, 2018



Meet your RA: Jocelyn Roof

November 01, 2018

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249 IMU
Iowa City, IA 52242

319-335-3557
vp-student-life@uiowa.edu

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STUDENT LIFE AT IOWA

NEWS EVENTS WHAT WE DO DEPARTMENTS STUDENT JOBS IOWA CHALLENGE YEAR IN REVIEW ☐

HOME ☐ NEWS ☐ WOMXN OF COLOR NETWORK CREATES SPACE FOR DIALOGUE, SUPPORT, AND EMPOWER

Womxn of Color Network creates space for dialogue, support, and empowerment



By Laurie Haag on July 12, 2018



This year the Women's Resource and Action Center (WRAC) created a new programming initiative, the Womxn of Color Network (WCON). The mission of the WCON series is to create space for dialogue, support, and empowerment among students, faculty, and staff at University of Iowa. Through the co-creation of a supportive community of womxn, individuals will have the ability to explore their racial, ethnic, and cultural identities, share lived experiences, and discuss what it means to be womxn of color in our campus community. WCON programs were offered monthly beginning in the fall semester, for a total of seven programs focusing on different aspects of womxn of color's lives, including leadership, self-care, exercise, identity, and more.

According to Jessica Padilla, WRAC's NEW Leadership coordinator and founder of the WCON program, "It can be difficult to find each other on this campus, and it takes time for people to make connections with each other and with our own community. I thought it would be a great opportunity to create a place for all women to connect, network, and make community. I think this is very important because to survive anything without a community to support you can be very difficult." WCON presentations are designed to build community, provide support, and create a much needed space for womxn of color in the campus and community.

What we're doing here I hope is just the beginning of the community-building, sisterhood-building that we want to have here at the University of Iowa."

The Womxn of Color Network series started with a Fall Kick-Off Mixer featuring UI Vice President for Student Life Melissa Shivers. At the mixer, VP Shivers told the crowd, "It can sometimes be challenging to find a space to be exactly who we are. But this program is a space where things happen. This is a space where you can come and be. You can come and get support and encouragement... This program is an indication of what we need on our campus in order to build our community. What we're doing here I hope is just the beginning of the community-building, sisterhood-building that we want to have here at the University of Iowa." The Kick-Off attracted a capacity crowd at the Bowman House, made up of students, staff, faculty, and community members who engaged in community building exercises, enjoyed food, and shared their experiences of being womxn of color on campus. Other WCON events moved around campus partner spaces, including a presentation in the Iowa Memorial Union by Dr. Melissa Shivers and a Zumba and WERQ class in the Campus Recreation and Wellness Center. Other campus partners involved in the monthly events included the Rape Victim Advocacy Program (RVAP) and University Counseling Service (UCS).

In the coming year Padilla says the WCON program will continue to grow and build on the foundation laid by previous WRAC programs including Women Against Racism and The Sister Connection, providing a space for dialogue, support, and empowerment among students, staff, and faculty at the university. Programs will be held monthly in the fall and spring semesters, and Padilla hopes to present a nationally-known speaker to campus as part of the program.

Why the "x"?

"Womxn removes the sequences of m-a-n and/or m-e-n from the term "woman/en" that sheds light on the prejudice, discrimination, and institutional barriers womxn have faced, but to also show that womxn are not a sub-category of men, while providing active resistance to transphobia to include transwomen, trans*femme, and other gender non-confirming womxn."

Steinmetz, S. (1995). Womyn: The evidence, American speech. Vol. 70, No. 4, pp. 429–43. Durham, N.C.: Duke University Press.

Merbruja, L. (2005). 3 common feminist phrases that (unintentionally) marginalize trans women. Everyday Feminism: <http://everydayfeminism.com/2015/05/feminist-phrases-marginalize-trans-women/>

2018 Year In Review

This article is part of the **2018 Year in Review**, which highlights some of the Division of Student Life's accomplishments from the previous academic year.

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Tagged: [2018 Year in Review](#) [Stretch](#)

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November 01, 2018

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Thanks for visiting!

This project is now in update mode. Check back regularly to see how things are progressing.

Womxn of Colour Network

\$4,415

88%

Raised toward our \$5,000 Goal

72 Donors

PROJECT HAS ENDED

Project ended on October 05, at 11:55 PM CDT

Project Owners

Share to Maximize IMPACT

Description

Updates

Donor Wall

Womxn of Colour Network

The University of Iowa Women’s Resource & Action Center is home to the UI Womxn of Colour Network Program Series. This program launched in Fall 2018 with the start of the WOCN Welcome Mixer at WRAC with an attendance that filled the house with students, faculty and staff womxn of colour. The monthly programming consisted of successful attendance and authentic ethnic dinners from local restaurants.

Creating a Community

Levels Choose a giving level

\$10

ONE STUDENT DINNER

Cover the cost of dinner for one student at a monthly Womxn of Color gathering.

Contribute \$10

ONE BOOK FOR THE LIBRARY

App 2130

IVCF App. 2219

App 2130

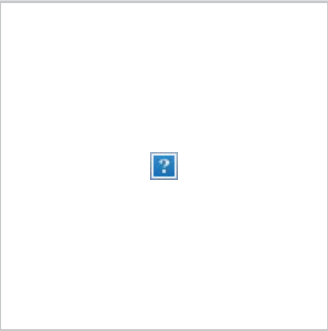
https://goldrush.uiowa.edu/project/11131[12/12/2018 2:21:56 PM]

The mission of the programming series is to create space for dialogue, support, and empowerment among students, faculty, and staff at University of Iowa.

Through the co-creation of a supportive community of womxn, individuals will have the ability to explore their racial, ethnic, and cultural identities, share lived experiences, and discuss what it means to be womxn of colour in our campus community while sharing space during dinner.

Examples of Womxn of Colour Network Programs

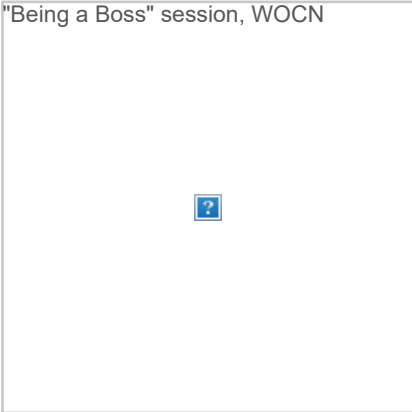
- Navigating Emotional Wellness!
- Self-Care for the Soul!
- Persisting & Resisting!
- Surviving & Thriving!
- Queering the Conversation!
- Move & Groove Night!
WERQ/Zumba by WOC fitness instructors
- Being A Boss! Ft. WOC Dr. Melissa Shivers VP Student Life



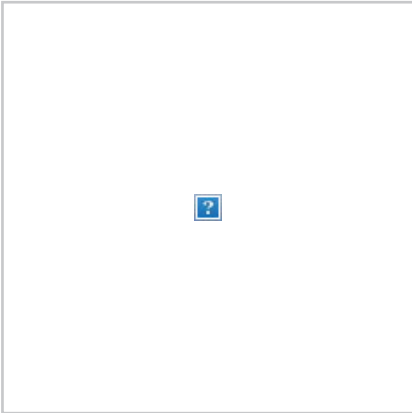
power narratives and experiences through story sharing and reflection."

- Danielle Martinez, WOCN Facilitator and Assistant Director for Academic Support & Retention

NOTICE: The University of Iowa Center for Advancement is a 501(c)(3) tax-exempt organization soliciting tax-deductible private contributions for the benefit of the University of Iowa. Please visit the UI Center for Advancement [disclosures](#) site for additional information.



"Being a Boss" session: Fall, 2017



Womxn of Colour Mixer: Fall, 2018

"Facilitating for the Womxn of Colour Network has been a wonderful experience. It has allowed me to create positive and lasting relationships with other staff, faculty, students, and community members with whom I have shared identities and experiences that otherwise I may not interact with at a place as large as Iowa. It also gives me the opportunity to give back to my community to elevate the

Page 187 of 191

\$25

Covers the cost of one book for the new Womxn of Color Network collection in the Women's Resource & Action Center's Sojourner Truth Library.

Contribute \$25

\$60

SPONSOR A GATHERING

Covers the cost of beverages and snacks for one mid-month Womxn of Colour lunch gathering for faculty and staff.

Contribute \$60

\$120

STAFF A WOCN EVENT

Supports wages for a student intern staffing for one monthly Womxn of Color event.

Contribute \$120

\$240

PROGRAM MATERIALS

Sponsor one semester's worth of Womxn of Color Network materials.

Contribute \$240

\$500

SPONSOR ONE DINNER

Sponsor one monthly Womxn of Color Network dinner.

Contribute \$500

\$1,000

BRING A SPEAKER

Sponsor one guest keynote speaker for a Womxn of Color event / open to all students and the community.

Contribute \$1,000

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?

EXHIBIT D

From: Christiansen, Erika E </o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=c697324856ef494b9b7899ccb6a304f2-eechrist>
To: Vogel, Jeremy M <jeremy-vogel@uiowa.edu>
Subject: RE: Org Sync help
Date: Mon, 18 Jun 2018 17:55:41 +0000
Inline-Images: image001.jpg

THANK YOU!!!!

From: Vogel, Jeremy M
Sent: Monday, June 18, 2018 12:36 PM
To: Christiansen, Erika E <erika-christiansen@uiowa.edu>
Subject: RE: Org Sync help

Just finished!

Let me know if there is anything else I can help with ☺

Best,
Jeremy

From: Christiansen, Erika E
Sent: Monday, June 18, 2018 11:57 AM
To: Vogel, Jeremy M <jeremy-vogel@uiowa.edu>
Subject: Org Sync help

Hi Jeremy,

When you have time today, can you please go to orgsync and change the following 38 organizations category to Defunct:

Chinese Student Christian Fellowship
American Institute of Aeronautics and Astronautics
Association of Nursing Students (UIANS)
Financial Management Association
Institute of Electrical and Electronic Engineers
Korean Conversation Group
Phi Beta Lambda
Public Relations Student Society of America (PRSSA)
American Academy of Pediatric Dentistry
Christian Pharmacy Fellowship
Graduate Student Anthropology Association (U of I)
J. Reuben Clark Law Society
Student Iowa School Counseling Association

Asian Pacific American Student Association (U of I)

German Club

Hong Kong Student Association

Japanese Students and Scholars Club

Korean Uiowa Students Association

Malaysian Student Society

Minority Association of Pre-medical Students

National Association for the Advancement of Colored People (UI Chapter of NAACP)

Revolution Dance Company

Chinese Dance Club

Young Americans for Liberty

Alpha Phi Omega-Omicron (APO)

Code the Change

MEDLIFE (Medicine, Education and Development for Low Income Families Everywhere)

CMA EDU

Cookie Dokie

Red Shamrock Student Organization

Cru

Geneva Campus Ministry

Imam Mahdi Organization

Latter-day Saint Student Association

Sikh Awareness Club

Wall-Breakers

Young Life

Iowa American Student Dental Association (IASDA)

Each account is disabled and name is updated to defunct summer 2018. If you come across any that are not updated, please let me know.

THANKS!

Erika

Erika Christiansen

she, her, hers

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[Schedule a meeting with me!](#)



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