



Organizational
Handbook

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IMPORTANT MEETINGS AND DATES



All forms are due by September 27

Student Government Meetings: Mandatory attendance is required by a student representative from each organization at large group Monday meetings. Two absences and the club or organization will be considered inactive. SGA meetings will be held: 9/14, 10/5, 11/2, 11/16, 11/30, 12/14, 1/18, 2/1, 2/15, 3/22, 4/5 & 4/19.

All Club/Organization/Greek Meeting (Advisors are highly encouraged to attend): Tuesday, September 1 @ noon-12:30 pm in the Student Center Ballrooms. All organization officers must be present at this meeting. General members and advisors are required to attend.

Peacock Connection Fair: Wednesday, September 2 @ 11:00 am-1 pm at Outside Student Center, Rain location TBD

Greek Council Meetings (Greeks Only): Tuesdays during lunch from 12:10-12:45 pm in the Student Leadership Center: 9/8, 10/6, 11/10, 12/8, 1/19, 2/9, 2/23, 3/16, 4/13. Greek Week is March 29- April 2, 2020.

Student Life Awards: This year's awards ceremony is set for Tuesday, March 31, 2020 @ 6:30 pm in the Student Center Ballrooms. Nominations for Organization of the Year, Member of the Year, Advisor of the Year, and Program of the Year are due at midnight March 20.

Peacock Days/FAD: This end-of-year SGA celebration will occur the afternoon following FAD, scheduled for Wednesday, April 22, 2019, or a rain date of Wednesday, April 29.

Fall Pledge Period: Fall Greek Social Week will take place from September 2 to September 8. Pledging starts September 9 and updated rosters will be due December 6.

Spring Pledge Period: Spring Greek Social Week will take place January 20-26. Pledging will start January 27 and updated rosters will be due March 27.

Leadership Training: 80% of your group must attend the event on February 10, 2020. Location and time TBD. If your group plans to attend any conferences, additional money can be asked through SGA.

Fundraising Sign Up: Sign up will occur during the All Club & Org meeting. There will be a drawing and groups will sign up in the order they are drawn. Drawing will continue until there are no more fundraising opportunities or no more groups want to sign up.

Introduction



“Student organizations are an important part of the educational experience at Upper Iowa University.”

Student organizations provide the student with the opportunity to develop new friendships with individuals that share common interests, as well as leadership skills that will be beneficial in college and life after college. To help organizations maximize their potential for success, the Office of Student Activities (OSA) has developed a manual of information and resources for campus organizations and the respective advisors. The purpose of this manual is to:

- Provide you with the proper procedures to begin a student organization at UIU.
- Help organizations be aware of what resources are available on campus.
- Help organizations be aware of university policies and procedures.
- Offer assistance to student organizations, specifically in regards to planning, promoting and providing quality programs on campus.
- Recommend best practices for creating a learning environment where integrity, respect, teamwork and responsibility are valued, and leadership skills—such as communication, time management and problem solving to name a few—are practiced.
- Guide individuals on the best ways to maximize their student involvement experience.

While this manual is meant to be a summary of certain matters of interest to student organizations, its readers should be aware that it is not a complete statement of all procedures, rules and regulations of Upper Iowa University. Divisions and departments of UIU may have their own policies and procedures, which apply to student organizations as well.

If you have any questions about the manual, would like to schedule a time to discuss starting a student organization, or need information on how you can improve your organization, please contact the Coordinator of Student Activities at (563) 425-5311 to arrange a meeting time.

Learn • Lead • Serve • Respect

Sources and adaptations from:

<i>College of DuPage</i> – Clubs and Organizations Handbook <i>Eastern Illinois University</i> – Recognized Student Organization Handbook <i>Highland Community College</i> – Organization Manual <i>Rock Valley College</i> – How to Start a Club at RVC <i>Southern Illinois University-Edwardsville</i> – Student Organization Handbook <i>Triton College</i> – “Sharing Adventures” <i>University of Missouri-St. Louis</i> – SOS Student Organization Survival	<i>University of Chicago</i> – Student Activities Handbook <i>University of Notre Dame</i> – The Source <i>University of North Texas</i> – Student Organization Handbook <i>University of Wisconsin-Stevens Point</i> – Guidepoint <i>Waubensee Community College</i> – Club Handbook <i>Western Illinois University</i> – Club Handbook Wartburg College- Campus Programming Website
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The Vision and Mission Statements of the Office of Student Activities (OSA)



Vision Statement

“Student Activities aspires to be one of the many strong developmental components of Student Life at Upper Iowa University. Our office seeks to be a place where students can engage in leadership, service, and social learning opportunities that not only enhance their knowledge and skill development, but also enrich their college experience. We aim to create a learning environment where integrity, respect, teamwork, and responsibility are valued and leadership skills—such as communication, time management, and problem solving—are practiced.”

Mission Statement

“The Student Activities office at Upper Iowa University plans, promotes, and provides engaging leadership, service, and social involvement opportunities for students to encounter as a part of their inclusive college experience. Through our services, we assemble interactive, enriching, and enjoyable programs for student participation. In conjunction to programming, Student Activities also strives to help students develop the essential skills that will benefit their vocational path and advocate living a life of true meaning and value.”

“Through committed mentoring and positive role-modeling, we enrich the college experience for students.”



Upper Iowa University
Office of Student Activities

The Office of Student Activities

The Office of Student Activities (OSA) is housed under the leadership of Student Life and is led by the **Coordinator of Student Activities**. The Coordinator oversees **two Graduate Assistants for Student Activities**. The office's mission is to provide UIU students with leadership, service, and social involvement opportunities that supplement their classroom experiences. OSA is structured specifically to provide assistance to individual students and student organizations in the planning, management, and evaluation of programs and activities directed toward meeting the diverse needs and interests of students on campus. We strive to provide a variety of opportunities for students to engage in throughout the year, challenge students to explore their leadership skills by getting involved on campus, encourage them to participate in a various social programs, and support them in their individual growth and development.

OSA is responsible for all the clubs and organizations on campus and has a right to decide clubs and members participation at any event. If any club or organization provide an inappropriate behavior or does not follow the handbook rules, OSA has a right to put the club or organization on probation and drop the club or organization from participating in any events.

The Office of Student Activities is located on the second level of the Student Center in rooms 212 & 211. Regular office hours for the fall and spring semesters are Monday – Friday, 8 am-5 pm. To schedule an appointment, please call the Coordinator of Student Activities at (563) 425-5311 or either Graduate Assistant for Student Activities at (563) 425-5920 or (563) 425-5921.

Some of the opportunities to get involved in through the Office of Student Activities include:

Peacock Entertainment Crew (PEC) – Peacock Entertainment Crew is Upper Iowa University's Student Activities Board. Recognizing that co-curricular activities and social life are important at Upper Iowa, PEC is the major planning organization for all student activities. Comprised of student leaders, PEC's goal is to program a wide variety of cultural, social, recreational and educational events for the UIU campus community.

Student Government Association (SGA) – The Student Government Association office is located on the second floor of the Student Center in room 210. SGA is a student-led organization that is elected by the student body. SGA is responsible for working and communicating with UIU's administration concerning all student-related issues and concerns. These student leaders sit in on standing university committees, assist in the policy-making process, and serve as representatives for the entire student body at Upper Iowa (As a reminder, all UIU students are invited to attend SGA meetings and bring their ideas, feedback, questions and concerns with them. SGA is dedicated to helping make UIU the best educational experience for all students).

SGA Contact Information: **Email: studentgovernment@uiu.edu; Phone: (563) 425-5950**

SGA Officers:

President: Carter Harris—harrisc17@uiu.edu

Vice President: Lane Canny—cannyl38@uiu.edu

Secretary: Alyson Carroll – carrolla81@uiu.edu

Treasurer: Ally Fink – finka22@uiu.edu

Academic Relations Officer: Kaitlin Niedert – niedertk21@uiu.edu



Success seems to be connected with **action**. Successful people keep moving. They make **mistakes**, but they don't **quit**." -

Conrad Hilton

Greek Life – Greek Life is a proven support system for thousands of men and women across the country. A sorority or fraternity can help personalize your college

experience by providing close friendships, scholastic assistance, hands-on experience in leadership, and exposure to educational programs that increase knowledge and awareness, as well as opportunities to enhance the community through service projects.

Diversity & Inclusion Programming – The Office of Student Activities values the diversity present in the Upper Iowa University student population. OSA, along with Student Life and Upper Iowa University as a whole, works to bring a better understanding of cultural diversity to the UIU community. Although there are no formal student groups on campus specifically for diversity and inclusion programming, the OSA partners with various departments across campus to offer programs and events that help educate and encourage the UIU population to embrace inclusion and the many cultures in our world.

Organizational Services – OSA provides direction and assistance to over 25 student-run campus organizations at Fayette campus. Students involved in an organization can meet with the Coordinator or Graduate Assistant for Student Activities regarding advice on running effective meetings, planning a program, addressing organizational concerns, obtaining resources, and much more. Our office helps students connect with leadership, service and social involvement opportunities here on campus, and we are equipped to help students thrive through organizational involvement.

Recognition Procedures

(Obtaining Formal Recognition as a UIU Student Organization)



Purpose of Student Organizations at Upper Iowa University

- To create a sense of community in which students, faculty, administration and staff can participate in an open educational environment.
- To help achieve a sense of identity with the college and an awareness of the surrounding community.
- To aid in individual growth and development through interpersonal activities that encourage interaction.
- To provide an opportunity for students to foster their leadership skills and capabilities.
- To enrich the cultural, aesthetic and recreational dimensions of the campus.
- To assist in developing an awareness of governmental process.
- To be a part of a group of individuals that share similar beliefs, values and interests, as well as the importance of community.

Benefits of Being a Recognized Student Organization

- Allocation of funds by the Student Government Association.
- Use of multiple campus facility locations for organizational meetings and social functions.
- Open membership solicitation on campus.
- Establishment of dues and approved fundraising events on campus for identified educational purposes that benefit the organization.
- Access to poster board, markers, bulletin board paper, and any other available resources in the Student Leadership Center.
- Use of campus mailbox and mail services (all postage to be paid by the organization).
- Use of the university's name in conjunction with that of the organization for official purposes.
- Support of the Student Government Association and Student Life, as well as faculty and administration.
- Representation of the Student Government, which affords student organizations the opportunity to participate in campus leadership opportunities and acquire skills that will aid group programming efforts.
- The opportunity to share common interests and broaden social horizons with other various student organizations.

Requirements to Become a Recognized Student Organization

Upper Iowa University has many diverse student organizations to meet the needs and interests of our students. Students are allowed to start a new organization at any time to meet additional needs or interests. To become a recognized student organization at UIU or to maintain recognition, the organization must fulfill the following expectations:

1. **Recruit at least seven full-time enrolled UIU students who have an interest in being a member.** *At least seven full-time UIU students must be active members at all times. If a group has fewer than seven members, the organization will be put on probation and have one semester to recruit new members and bring their numbers to required status. If after one semester, the group is unable to maintain seven full-time active members, the organization will be placed on "inactive" status and lose all rights and privileges associated with being a recognized student organization on campus. The organization may be reinstated to active status at the discretion of the Coordinator of Student Activities after completing the reactivation procedures.* Full membership and involvement in UIU student organizations is limited to UIU students only. Non-UIU students can only be honorary members, and at this time, no center/extended university students are permitted to join UIU Fayette Campus student organizations.
 - a. **Club Sport Teams** may remain active according to University records as long as they maintain three full-time enrolled UIU students. Some club sports require more involvement for an entire team, but if the club sport is an individual sport, Student Life will still recognize them as a club. Sports clubs must attend Student Government meetings to earn the funds from the Club and Org account.
2. Provide a list of names, addresses and telephone numbers of current officers with the annual recognition forms and submit them to the Office of Student Activities at the beginning of the year. **A recognized student organization must fill out the annual recognition forms by September 24, 2019, and the Updated Roster Form by December 6, 2019, and March 27, 2020.** (Forms are available in the Office of Student Activities, at the Club and Organization and Greek Meetings in the fall, and on the Student Activities webpage). Organizations will be given a folder of paperwork that must be filled out and turned back into the Office of Student Activities. **Organizations that have not filed their annual recognition forms by noon on September 24, 2019, will be suspended from all rights and privileges as a recognized organization until the required forms are completed.** The Office of Student Activities reserves the right to withhold recognition of any organization as well as the right to adjust form deadlines for new organizations.
3. Construct and maintain a current Microsoft Word copy of the organization's constitution and by-laws with the Office of Student Activities. Any changes to the constitution need to be approved by the Coordinator of Student Activities. To ensure continuity and consistency, your constitution must include:
 - a. The date of adoption.
 - b. A clear statement of purpose, as well as a list of objectives (outcomes) for the upcoming year that are consistent with the mission and educational goals of Upper Iowa University.
 - c. Democratic procedures for nominations, elections and removal of officers.
 - d. Democratic provisions for policy making including amendments to the organization's constitution.
 - e. A clear statement of reasonable dues or other financial obligations of members.
 - f. A non-discrimination clause or statement (see item 4 below).
 - g. A statement of financial responsibility for any debts accumulated at Upper Iowa University.
 - h. A non-hazing statement (see page 27-28 and 48 for further information regarding the hazing policy).

- i. A statement of compliance with university policies, procedures and campus regulations, as well as federal, state and local laws (see item 5 below).
 - j. Assurance that the petitioning organization is willing to work in a democratic manner within the framework of UIU policies and procedures (If the petitioning organization is a member of a national or regional organization, the university reserves the right to examine the record of the parent organization or affiliates.).
 - k. A list of membership expectations.
4. Create an organizational policy statement that does not have any constitutional, ritualistic or selective restrictions and include it in the organization's constitution. A non-discriminatory clause must be included in every student organization's constitution. **A student organization shall not deny membership to any student for reasons of race, religion, color, age, sex, national origin, disability, veteran status or sexual orientation.**
 5. Abide by all university policies, procedures and campus regulations, as well as federal, state and local laws. The Student Life office reserves the right to decide who is in or out of clubs if the policies are or are not abided by.
 6. Each President of a recognized student organization must be enrolled as a full-time student and have **at least a 2.5 cumulative GPA** (organizations may have higher standards enumerated in their constitutions if they so choose). The students must also be in good judicial standing at the time of election and during the term of office. All students must be in good academic standing according to the discretion to that particular organization's advisor.
 7. Every event, social, or otherwise, held by an organization must adhere to the following regulations:
 - a. It is the responsibility of each recognized student organization to see that their members, as well as those in attendance at their events and meetings, conduct themselves in accordance with UIU policies, procedures and campus regulations, and their organization's national affiliation regulations, as well as federal, state, and local laws. Each recognized organization shall be held responsible, as an organization, for any violation of UIU regulations, local ordinances, state and federal laws, and the organization's affiliation regulations committed on any premises under its control.
 - i. **The organization's advisor or another authorized university official must be present at all programs and activities sponsored by the organization** (This does not include small group activities such as small group meetings, fundraising activities in the Student Center, etc.). Questions as to if the advisor should be present should be directed to the Coordinator of Student Activities or the Graduate Assistant for Student Activities.
 8. As an organization you are highly encouraged to host two events a year in order to be recognized.
 - a. It can include co-hosting an event with another organization.
 - b. Events can occur on or off campus
 - i. Off-campus events or volunteering at a different facility must be documented and submitted to the OSA in order to share the respective organization's experiences on campus through social media.
 9. An organization will be suspended after two concurrent semesters of being inactive. The organization may reapply to become active once again if they meet all the requirements (See above).
 - a. Suspension means that a groups will not be able to reserve a room or receive or spend any funding from the university with the exception of informational and recruitment events. These events need to be approved by the Coordinator of Student Activities.

- b. **Greek Organizations Only:** In order to be created or to become active, Greek organizations will have to meet all the requirements in addition to an 8 weeks probationary period. Once the probationary period is over it is up to the discretion of the Greek Council as well as the Coordinator of Student Activities to approve this group.
 - i. All new Greek Organizations must do a presentation at a Greek Council meeting during their 8 week probation. This presentation must cover the purpose, focus and specifics of the organization. For further details contact the Student Activities office.

Responsibilities of Student Organizations



Recognized organizations are expected to:

1. Follow all Upper Iowa University recognition procedures (as listed above).
2. Abide by the Code of Student Responsibility found in the Student Handbook.
3. Follow their organization's constitution.
4. Follow all procedures for making outside purchases and ensure timely payment of any obligations made in the name of the organization.
5. Work with the Office of Student Activities when planning activities to ensure compliance with university procedures.
6. Represent the university by maintaining a professional atmosphere.
7. Not to obligate or commit the university in any way without first discussing the matter with the Coordinator of Student Activities. The coordinator will work with organizations to obtain the proper approvals when needed.
8. Make proper provisions to control the organization's activities. This includes provisions for advisors at activities and maintaining all college rules and regulations during the course of an activity.
9. Keep constitution and by-laws current.
10. Send a representative to Student Government Association and Greek Council meetings (if applicable).
11. Keep the Office of Student Activities informed of organizational meetings and activities.
12. Continue to enjoy full freedom to recruit and select members from among the student body as stated in its constitution or operating rules. The practice of excluding individuals from membership in a recognized organization on the basis of race, color, religion, sex, sexual orientation or national origin will be subject to a warning, probation, suspension and/or termination of the official organization.

Community Service

Community service, volunteerism, and service learning opportunities enhance your college experience in many ways. Students who participate in community service gain:



- A strong sense of self-worth and pride along with personal growth.
- New experiences, new friends and new possibilities.
- Increased independence and managerial skills.
- Improved decision-making abilities.
- Visibility and prestige in the community and on the job.
- A network of contacts for future opportunities including career advancement.
- Satisfaction from helping to build a stronger and safer community.

Community service is a way for many people, particularly young adults, to regain a sense of community. The Upper Iowa University Civic Engagement Program provides students with the opportunity to involve themselves in a variety of enriching, useful and practical experiences which serve both the school and the community. Through community service, students can learn new skills, assume responsibilities, become aware of the needs of others, and learn the importance of unselfish serving and giving. Community service links students to the wider community and allows for interaction with people and situations outside their previous experiences.

Each student involved in an organization is asked to perform a minimum of two community service activities each year. If all members in an organization complete their community service hours, the organization will be awarded with their community service funds from SGA.

Calculated community service hours for each individual are to be kept and recorded by an officer of the organization for their own records. A new electronic submission of service hours is now available on the UIU website, located here: <http://www.uiu.edu/service>. If you are submitting for multiple people, please write down the names of each person and the number of hours in the "Additional Information" section. Money transfers will occur once an organization's members have fulfilled all of their hours and turned in their recorded hours.



“Never doubt that a small group of thoughtful committed citizens can change the world; indeed, it's the only thing that ever has.”

-Margaret Mead

Definition of Community Service

A recognized UIU organizational community service activity:

- Is performed without compensation.
- May have an institutional or organizational affiliation (all government, charitable and non-religious IRS-ruled non-profit organizations automatically qualify as community service providers).
- Is not associated with the practice or promotion of any religion.
- Is a service to at least one person other than the student or the student's relative and is generally of benefit to the "community."
- Is separate from a service activity for which the student is already receiving school or organizational credit.
- Is not performed during scheduled class time.
- Is not service mandated by a court.

Club & Greek Advisors



All organizations are required to have an official advisor who is a full-time member of the university (either a faculty or staff member). Adjunct professors may be advisors at the discretion of the Coordinator of Student Activities. The advisor serves as a counselor and guide to help facilitate growth within the organization. He/she assists the students individually and as a group in achieving their organizational goals. He/she also ensures that the group functions within all university guidelines and procedures. **Agreeing to serve as an advisor to an organization involves accepting the responsibility for the organization and the University. These responsibilities should be clear before taking on this role.**

Finding an Advisor

It is the organization's responsibility to find an advisor. Prior to approaching someone about the advisor position, an organization should look closely at the university expectations of an advisor and develop their own expectations. This may help guide the organization to the perfect person for their group.

Responsibilities of an Advisor



The Office of Student Activities recognizes the necessity for an advisor. The essence of being a good and responsible advisor is having a sincere interest in advancing the development of each member and understanding the purpose of student involvement. Being an advisor is a huge, worthwhile investment, and these responsibilities should be clear before taking on this rewarding role.

Responsibility to the University (these include, but are not limited to the following):

1. To be certain that he/she or an authorized university representative (full-time faculty or staff member) is present at scheduled events. This also includes any activity involving travel.
2. To be certain of the content and manner of all scheduled programs, to ensure that they are presented in good taste and that they are within university policies and procedures.
3. To communicate relevant university policies, regulations and procedures to the organization.
4. To communicate and explain federal, state and local regulations which are applicable to the functions and activities of the organization.
5. To meet with the Coordinator of Student Activities, as needed, to review and discuss any problems, ideas and/or suggestions.

Responsibility to the Group (these include, but are not limited to the following):

1. There must be educational and personal development opportunities for the students who participate as members of a student organization.
2. The programs planned must justify the expenditure of students' time, abilities, energy and money.
3. To assist the organization in monitoring the organization's account and fundraising activities.
4. The advisor should be knowledgeable and well informed about all plans and activities within the group. This may be achieved through regular attendance at meetings and/or frequent consultation with student officers.
5. To maintain contact with relevant university officers and to help in communication with the national organization office if an affiliation exists.
6. The advisor should discourage domination of the group by any individual or faction.
7. The advisor is responsible for providing long-term continuity within the group, and should be familiar with its history, including major changes in the organization's programs.

8. The advisor is expected to attend the events sponsored by the group and to assist in setting the tone of the occasion.
9. The advisor should provide direct assistance in the planning and evaluation of programs.
10. The advisor should assist in promoting student interest in evaluating programs.
11. The advisor should assist the group in setting realistic goals and objectives yearly.
12. To promote respect amongst all groups.

Responsibility to the Individual (these include, but are not limited to the following):

1. The advisor should encourage each individual to participate and get involved in group meetings and events.
2. Group members may need guidance as they try to decide to what degree they should participate in activities. The advisor should assist students in maintaining a balance between the academic and co-curricular aspects of student life.
3. The advisor should always keep the best interest of the student in mind and encourage them to develop and grow through their involvement in the organization.

Helpful Advising Techniques

Generally, the advisor's contact with the organization will take place in two settings: (1) when meeting with student officers; and (2) attending group meetings, activities and programs. Below is a list of helpful techniques that will enable one or more people to effectively fulfill the role of an advisor. Please keep these things in mind throughout the academic year

Student Officer/Advisor Expectations

1. A student officer may expect the following of an advisor:
 - To assist the group in formulating long-range goals and in planning and initiating short-term projects.
 - To serve as a resource person. Often times the advisor has had previous experience and can provide the officer and members with background information.
 - To assist the officer with university procedural matters.
 - To suggest ways by which the group meetings can be improved.
 - To represent the group and its interests during staff and faculty meetings.
 - To assist the group in evaluating group projects, performance, and progress, as well as during sponsored group events and activities.
 - To offer suggestions that will permit the officers to improve their leadership skills.
 - To be available when an emergency matter arises.
2. An advisor may expect of a student officer:
 - To keep the advisor informed on all organizational activities, meetings times, locations, agendas and other group matters.
 - To meet regularly with the advisor and use him/her as a sounding board for discussing organizational plans and problems.
 - To challenge and support student officers and group members to grow and develop personally and professionally, both as individuals and as an organization.

Working with the Student Officer

1. The officer's influence:
 - Since the officer's influence is, and should be, even greater than that of the advisor, an officer can make or break an organization. Therefore, it is crucial for the advisor to mentor student officers through their leadership position(s).

2. Regular Meetings with the Officer:
 - These meetings typically serve as an opportunity for discussion regarding the officer's role within the organization. The primary responsibilities of the advisor are discharged during these meetings.
 - A good vehicle for discussion at officer meetings is planning the next meeting's agenda for the organization. This will not only provide a structure for conducting the organization's meetings, but it can also serve as a point of departure for the discussion of other areas of mutual concern.
 - The basic objective of advising student officers entails having discussions based on genuine concern for the creative and personal development of the officer and the members of the organization.

3. Different Approaches to Advising
 - The advisor will want to point out factors bearing on the ideas presented by the officer without imposing his/her own ideas.
 - If an idea is inappropriate, the advisor should try to encourage the students to consider other alternatives.
 - Informal meetings are conducive to open and worthwhile discussion.
 - If the officer asks "What should we do?" or "What do you think?," the question should be rephrased and handed back to the officer or group. The advisor is there to assist, not to solve the problem for the officer or organization.
 - The officer should be encouraged on occasion to challenge less proven members in delegating authority.
 - The advisor may wish to periodically evaluate the student officers in their effectiveness as an officer.

Working with the Group

1. If the officer, with the advisor's assistance, has developed a good agenda and keeps the group on task, the advisor will have very little to do at the meetings. There are, however, occasions when active participation by the advisor may be necessary.
 - The following techniques are suggested, in the order in which they should be used when an organization is planning a questionable activity:
 - Other ideas may be substituted for the one which is satisfactory.
 - The difficulties inherent to the plan can be pointed out.
 - The advisor may request that the group obtain the opinion of the individuals or agencies affected by the action.
 - The Coordinator of Student Activities is available and has the primary responsibility for setting and interpreting policies regarding student activities. When an advisor has questions about the advisability of an organization's plans, he or she should feel free to contact the Office of Student Activities or suggest that the organization's officers contact the OSA staff.
 - When group members seem unnecessarily bound to tradition or are frequently uncreative in their planning—a group will plan an event as reported from the previous year—what can be done to turn the group to its own resources? The following suggestions may encourage the group to develop more creative programming:
 - Brainstorming is a technique generally used to promote creativity. It calls for the student officer to define a fairly broad problem area and welcome rapid fire, uninhibited top of the head suggestions from all members. Studies have shown this technique to work best for relatively unstructured tasks. Not the least of its assets is the informal atmosphere it generates, in which even the most passive or withdrawn member feels free to contribute.
 - Students may consult with the Office of Student Activities staff. Program ideas are one of the many areas where OSA staff members stand ready to assist.

2. The Advisor's Corner – Some organizations reserve a few minutes at the close of their meetings for the advisor to speak. The range of topics, which would be relevant to such occasions, is quite broad (praise, remarks of evaluation and/or inspirational comments just to name a few).

Membership/Recruitment



Recruitment

New members are the lifeblood of an organization. Therefore, new membership recruitment and education is very important. Recruitment can be a challenging, exciting and sometimes frustrating experience. To get new members, you 1) attract people to your organization and 2) provide individuals with reasons to maintain membership.

Before actual recruiting begins, spend some time with your current members defining the purpose of your organization and identifying the benefits of membership. It is helpful to be able to tell potential members what your group does and what they will gain from involvement in the organization. Once you have defined your group's purpose and identified the benefits of being a member, then the exciting part can take place. Recruit!!!

There are many ways to recruit. Talk to your friends or other people you believe would be interested in the activities of your organization. Send out general notices, brochures, and newspaper advertisements inviting students to join your organization. When advertising, keep notices short and appealing, and include some of those benefits the organization has identified. Another way to entice people is to encourage current members to bring a friend to the next meeting so they can see what the organization is all about in person. These are just a few of the creative ways to recruit members into your organization.

To assist with the recruitment of new members, the Office of Student Activities arranges a fall organization fair. During the organization fair, registered student organizations display information about their group and encourage other students to join. The purpose of the fair is to gain interest and attract potential members. If a great deal of time, thought and energy is put into the recruitment process, it can drastically help an organization in recruitment efforts. For any questions or ideas concerning recruitment, feel free to contact the Office of Student Activities for further information and resources.

So You've Recruited – Now What?

Developing and conducting an organization recruitment campaign is very important. Yet, as we all know, retaining these new members is another matter entirely. All too frequently, groups skip a form of orientation and place their new recruits directly on committees and/or organizational projects. Although involvement is crucial to the longevity of the group, **understanding the organization and its goals and objectives, structures, norms, and taboos is equally important.** By taking the time to orient new members to the privileges and responsibilities of membership, you create a more educated membership—people who can and will make a significant contribution to the organization.

That being said, pay attention to the behavior of your new members. They are likely to feel a bit anxious and uncertain about their involvement. When left floundering in this state, new members often disappear from organizations. Do all that you can to make new members feel welcome and comfortable? For instance:

- Discourage cliques among old members.
- Refrain from telling inside jokes and stories without bringing the new members up to speed.
- Learn new members' names and help them to learn the names of others.
- Give new members some direction in their involvement. Assign them a task, ask for their input, and reward them for their contributions.

Each new member has unique talents and ideas. Give them opportunities to share...the results will be great!

Membership Development and Human Dignity ○

As a final thought, understand that excellent organizations cultivate programs, activities and events that aim to develop their members as whole persons; that is groups will aim to help its members grow in the areas of leadership, scholarship, social awareness and involvement, spiritual development, career preparation, and several other developmental areas. As always, the organization should demonstrate a commitment to the university’s stated ideal of an inclusive campus by achieving a chapter environment where students of diverse backgrounds are welcomed. Every individual has the capacity to contribute and offer their own perspective, which collectively benefits on the organization’s behalf. Ultimately, student organizations provide an opportunity to get involved and develop oneself personally and professionally by interacting and participating with others with similar interests and diverse experiences.



Organizational Funding

Organizational funds provide a means for groups to sponsor campuswide activities for students at Upper Iowa University. These funds shall be utilized to provide educational and social programming, advertising for campus activities and events, and opportunities for growth and development in leadership and service activities. Additional funding may be requested after the allotted amount has been distributed. These funds can be obtained and used toward programming an additional campuswide event. Please use the “Additional Funding Request Form” found online or in the Office of Student Activities: <http://www.uiu.edu/support/documents/afr.pdf>. Also, it is important to note that funds not spent during the current year will be transferred and available for use during the next academic year.

Note: Those Clubs & Orgs that remain the most active during the year will be awarded with funding at the end of each semester. (Please see page 44 for the checklists on how funding is allocated to organizations)

Funding for organizations will be allocated by the Student Government Association (SGA). In order for organizations to receive their funding, the following procedures are in place:

1. The organization must have a representative attend 10 out of the 12 Student Government Association meetings and six out of the nine Greek Council Meetings (if applicable) in order to receive funding (see pg. 2 for dates).
2. The organization will fill out and submit a Program Proposal form for each activity/program, which includes program title, goals and budget information.
 - a. If no program proposal has been submitted to the Office of Student Activities, the group will receive no funding for such event.
3. The form must be submitted to the Office of Student Activities.
4. If organizations are requesting extra funds, a Program Proposal and a Program Checklist must be completed along with the Organization’s Additional Funding Request Form. These should then be submitted to SGA and/or the Office of Student Activities.
5. The decision of allocating additional funds will be made by SGA once they have received all three of the abovementioned documents from the club or organization.
6. Two community service events must be completed and submitted through <http://uiu.edu/service>.
7. All clubs and organizations must participate in at least two homecoming activities.
8. All clubs and organizations must attend the All Club & Org Meeting on August 27 and the Club & Org Fair on August 28.

Receipts of all transactions must be returned to the Student Government Association office or the Office of Student Activities along with any funds that need forwarded to the Business Office. Any questions of this process should be directed to SGA and/or the Coordinator of Student Activities.

Student Organization Funding Guidelines

1. Organizations can become recognized student organizations by completing the annual recognition packet, attending the All Club and Organization and/or the All Greek Meeting, and participating in the fall Organization Fair.
2. All recognized student organizations are eligible to receive funding. Organizations who are not recognized through the Office of Student Activities will not receive funding from SGA.

3. No organization shall be funded if it discriminates on the basis of race, sex, creed, religion, physical disability, sexual orientation and/or national origin.
4. Organizations may not request funding for any activity that does not comply with Upper Iowa University policies and procedures, Code of Student Conduct, Student Organizations policies and procedures, and/or federal and state laws.
5. Before any money in a student organization account is released, the request for funds (i.e. check request, purchase orders) must be approved by the organization's president and advisor, as well as the Coordinator of Student Activities (in that order). The UIU Business Office will not process any request for funds from a student organization account without the Coordinator of Student Activities' signature.
6. Generated Income – If an organization is allocated money from Clubs and Organizations, all generated income by the organization shall be considered activity fund money. Generated Income must be deposited within the organization's university account by 5 pm the next business day. A copy of the deposit slip must be sent to the Office of Student Activities and included in the organizations financial records. The Coordinator of Student Activities is also able to deposit funds for organizations.
7. **Organizations that misuse allocated funds may have current funds revoked, suspended and/or future funding requests denied (also see Judicial Process for Clubs and Organizations).**
8. Organizations cannot request funding specifically for the purchase of organization paraphernalia. Funds obtained through fundraising and competitions (homecoming parade, Paint the Town contest) may be used for this type of purchase.

The Office of Student Activities reserves the right to discretionarily fund clubs in the interest of the University (*Policy implemented August 2004*).

Fundraising Collaboration with Dining Services

Dining Services at Upper Iowa University offer opportunities throughout the year for clubs, organizations, and trips to fundraise for their cause. In an effort to efficiently organize and plan for these opportunities, the Office of Student Activities and Dining Services have implemented policies and procedures for fundraising. These policies and procedures provide clubs, organizations, and groups with rules and accountability expectations. We understand that many groups desire fundraising opportunities, and thus, we have decided to broaden the opportunities to several groups. The following opportunities qualify under specific policies and procedures set by Dining Services and the Office of Student Activities: dining services events, catering events, concessions staffing.

Procedures

- Groups wishing to participate in fundraising opportunities through Dining Services will submit their name at the end of the All Club & Org meeting for a random drawing. As names are drawn, the group's representative will pick a date. This process will continue until all dates are filled or no more Clubs or Orgs want to sign up for more fundraising opportunities.
- If all of the dates are not filled during the All Club & Org meeting, it will be up to the discretion of the Student Life Office to fill them.
- Groups are responsible for finding members/representatives to fulfill their event needs. **The Catering Coordinator must be notified with the names and phone numbers of those who will be helping at time of sign up.** To deliver this list contact the Catering Coordinator at 563-425-5767.

Policies and Expectations

- 1) UIU Dining Services relies on the agreed upon number of people to show up the day of the fundraising opportunity. When you sign up for a slot, your group confirms the number of volunteers who will be in attendance.

- a. If fewer people show up than agreed upon, the group will receive 1% less in sales per person missing (i.e. if you were to receive 4% of sales but had one fewer person than needed, the group would only receive 3% of sales).
 - b. Fewer workers does not equal more money per individual.
 - c. Groups are responsible for finding replacements for individuals unable to attend. If an entire group can no longer assist, the Coordinator of Student Activities should be notified ASAP to assist in finding a replacement group.
- 2) Commitment to the opportunity is valued and expected.
- a. Groups are expected to show up on time for the fundraising opportunity.
 - b. Appropriate attire must be worn. Details will be communicated by Dining Services of what is expected. Generally, catering events require black shoes and pants. Shirt will vary depending on the event. Concession events are less formal. Individuals may wear their group's shirt and jeans or an approved UIU shirt. Cleanliness is expected.
 - c. Attitude of helpers is important, as you are not only representing your group, but also UIU Dining Services. Those displaying negative attitudes, actions or words, may be asked to leave and the group will be compensated less for having fewer helpers.
 - d. Once Campus Dining has issued the payment, groups will be awarded the money they have earned.
- 3) Groups and/or specific members placed on disciplinary probation or suspension are not eligible for this opportunity.

Accountability

- Groups who do not follow **all** the above procedures, policies or expectations will forfeit additional opportunities for fundraising with Dining Services until the next academic year or as indicated by Dining Services.
- Groups and/or specific members who do not follow **all** of the above procedures, policies or expectations may be placed on disciplinary probation or face other consequences as determined by the Coordinator of Student Activities.

Fundraising Policies and Procedures

An organization preparing to hold a major campus fundraiser is required to contact the Office of Student Activities to receive approval of the event before proceeding. Organizations that fail to do this risk having their project or program canceled. Please see the Campus Resale Policy located on page 30 for further information regarding this policy.

Solicitation

Commercial solicitation conducted for private gain and resulting in the immediate exchange of goods or services for remuneration is prohibited on campus.

Organizations sponsored by a university constituency shall be granted permission to solicit contributions and conduct fundraising activities for charities whose purpose it is to benefit society or any considerable part thereof through benevolent and humanitarian activities without the enhancement of the private wealth of any associated individual. A request in writing must be submitted three days in advance of the planned solicitation to the Office of Student Activities. This request should be for permission to engage in charitable solicitation on

campus. Charitable solicitations shall not interfere with the flow of traffic or with the educational processes of the university.

Importance of Budgeting

Receiving funds from the Student Government Association provides an opportunity for the development of student responsibility in the handling of organizational funds. For some officers, taking care of the details of budgeting, spending of, and accounting for these funds will involve a few extra hours of commitment during the year. Some may find that it requires their daily attention. Either way works, but if one has questions or is having trouble with budgeting, OSA encourages them to seek advice from either the Coordinator or Graduate Assistant for Student Activities.

For more details on the budgeting process, please visit the Office of Student Activities.

Judicial Process for Organizations

Upper Iowa University expects all its student organizations to conduct themselves professionally, both on and off campus. Policies and procedures have been established to protect the rights of student organizations. Likewise, your right to accept or disagree with the established policies and procedures is also protected. However, if you do disagree with these guidelines, you should do so in a positive way. Please present your constructive thoughts and comments in writing to the Coordinator of Student Activities, who will consider them carefully and thoroughly with other campus administrators. This written statement should be drafted appropriately and professionally, addressing the concern, as well as offering a proposal for a solution.

Below are the Code of Student Responsibility, the University Community Standards & Regulations, and Disciplinary Matters statements as mentioned in the 2019-2020 Student Handbook. It is important to take note of this information as a member of a UIU student organization.

Code of Student Responsibility

As a registered Upper Iowa University student, your basic responsibilities are outlined below. As a member of the UIU community, you are expected to:

1. Become familiar with the policies and procedures explained in the University Bulletin (catalog), the Student Handbook, and other published policies.
2. Respect the right of freedom of expression of all students, faculty, and staff members, following university guidelines for channels of expression.
3. Avoid conduct that is detrimental in its effect upon other students and the university, and be willing to assume the consequences of your own actions and the actions of your organization when necessary.
4. Recognize designated authority and comply with directives by Upper Iowa University faculty and staff members.
5. Practice the rules of good conduct—be truthful, respect the rights of others, and respect and protect private and public property.

6. Take the responsibility to meet your financial obligations and university deadlines. This includes completing your work-study and/or departmental assistantship duties as assigned by the Student Employment Office and the departmental supervisor.
7. Take the responsibility to meet your organization's financial obligations and Upper Iowa University deadlines.

University Community Standards & Regulations

The following are specific offenses to the university community that will subject offenders to disciplinary action by the university, and in some cases to judicial action by public authorities:

1. **Endangering personal safety**—A student or group of students may take no action that disrupts (or tends to disrupt) the peace or endangers (or tends to endanger) the safety, health or life of any person.
2. **Physical, sexual, or verbal abuse**—Physical, sexual or verbal abuse of persons is prohibited, as is subjecting persons to painful or humiliating ordeals. Public posting or utterance of obscene language or the display of lewd or pornographic material or erotic art is not allowed on campus. Sexual harassment, sexual abuse, bullying, and hazing are all in violation of student conduct regulations, state and/or federal laws. For more specific information, please reference Upper Iowa University's policies on discrimination, harassment and sexual abuse.
3. **Destruction of property**—Vandalism is prohibited on campus; this includes, but is not limited to the misuse of, destruction of, or damage to any and all property—university, public and/or private.
4. **Mass demonstrations and/or disorderly conduct**—Any assembly or individual act that interferes with the normal operation of Upper Iowa University or that could result in damage to public or private property or injury to persons is prohibited, and participants will be asked to disband by designated university officials. Drunken conduct, inciting mass disturbances, and riots are also considered disorderly.
5. **Failure to comply with directives**—While performing their University duties, staff or faculty members may give directives and instructions to students. Failure to comply with these directives will result in disciplinary action.
6. **Theft**—any form of acquiring private or public property for one's own use and/or possession is considered as, and will be dealt with as theft.
7. **False information or dishonesty**—Furnishing false information and/or misleading statements (oral or written) to university officials with the intent to deceive is fraudulent.
8. **Forgery**—the alteration or misuse of university documents, records and/or identification cards is fraudulent, as is the deceptive alteration or use of personal checks.
9. **Cheating and plagiarism**—because cheating, academic dishonesty and plagiarism constitute a denial of the university's and the offender's own integrity, they will not be tolerated.

Cheating includes, but is not limited to:

- The use of unauthorized books, notes or other sources in the giving or securing of help in an examination or other course assignments.
- The copying of another students' work or allowing others to copy your work. The submission of work that is not your own or allowing others to submit your work as theirs.
- The submission of the same work for two or more classes without the approval of any instructors involved.

Academic dishonesty includes, but is not limited to:

- Sharing academic materials and knowing they will be used inappropriately.
- Accessing another person's work without permission.
- Providing false or incomplete information on an academic document.

- Changing student record without approval.
- Obtaining and using texts or other materials intended for instructor use only.

Plagiarism includes, but is not limited to:

- The presentation of another's published or unpublished work as one's own.
- Taking words or ideas of another and either copying them or paraphrasing them without proper citation of the source.
- Using charts, graphs, statistics or tables without proper citation.

Detected cheating or plagiarism will result in consequences that at the professor's discretion may include course failure. In addition, an offender can be reported to the Faculty Judicial Board for possible further disciplinary action.

- 10. Alcoholic beverages and alcohol abuse**—The laws of Iowa forbid the use or possession of alcoholic beverages by any person under age 21. Possession of empty or full containers, or the use of alcoholic beverages such as liquor, beer, or other forms of intoxicants by any student is not permitted on university property, general campus buildings, athletic fields, campus recreational areas and residence halls (except in the privacy of their rooms when the student is over the age of 21). Consumption of alcoholic beverages by any student to the point of losing control and/or not functioning mentally or physically in a normal manner will result in disciplinary action. Please see the Substance Abuse Policy for all university guidelines governing the use of alcohol both on and off campus. Violation of this policy is subject to disciplinary action.
- 11. Drugs**—In consideration of federal and state laws, the possession, use, or sale of marijuana, other illegal drugs or drug paraphernalia is prohibited on university property. University property includes general campus buildings, residence halls, athletic fields and campus recreational areas.
- 12. Smoking**—The Upper Iowa University Board of Trustees unanimously adopts the policy of no tobacco use in all university buildings. "Pursuant to the law of the State of Iowa, Upper Iowa University is designated as a smoke free environment. As such, smoking shall be prohibited and a person shall not smoke in university buildings or on university grounds." This policy is adopted for the health and safety of the university community.
- 13. Fire**—Setting fire to combustible materials in or on university buildings or grounds is in violation of state law. Setting off a false alarm is a serious offense, as is tampering with fire safety equipment and/or the alarm system. Violation of these standards will be subject to disciplinary action and possible suspension from Upper Iowa University.
- 14. Firearms, explosives, weapons or noxious substances**—For reasons of safety, the use of or possession of firearms of any type, air rifles, firecrackers, explosives, illegal weapons, dangerous chemicals, and/or noxious substances is not allowed in university buildings or on university property.
- 15. Misuse of telephone**—Telephone calls made with the intent to defraud, alarm or annoy others are prohibited by law in Iowa. The offense may be prosecuted either at the place where the call was made or where it was received. A student may use only the telephone authorization code number assigned to him or her. Residence hall students are responsible for all telephone calls made from their rooms.
- 16. Misuse of keys**—Keys to university housing and buildings are not to be duplicated or used for unauthorized access. Students may not possess university keys unless issued by a university official. Keys that are found must be turned in immediately to Student Life (Fayette Campus).
- 17. Improper entry into buildings**—Entering a building after its posted hours of operation or after it has been locked and secured is considered improper entry. Only those individuals or authorized groups who have been granted permission by the proper person in charge may enter buildings after regular closing hours.
- 18. Misuse of computers**—Upper Iowa University's computer resources are shared by all members of the university community. Individuals must use these resources responsibly in pursuit of university-related functions, and in doing so, not infringe on the rights, integrity or privacy of others. Responsible use

covers, but is not limited to, behavior in the computer labs, use of e-mail and use of the internet. Students must obey all appropriate federal, state and local laws. Students must adhere to all guidelines as detailed in Upper Iowa University's statement of "Policy on Acceptable Use of Technology."

19. **Hazing**—Considered any action taken or situation created, intentionally, whether on or off university premises, to produce mental or physical discomfort, embarrassment, harassment or ridicule. Such activities may include, but are not limited to the following: use of alcohol; paddling in any form; creation of excessive fatigue; physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips, or any other such activities carried on outside or inside of the confines of the university; wearing of public apparel which is conspicuous and not in good taste normally; engaging in public students and buffoonery; morally degrading or humiliating games and activities; and any other activities which are not consistent with fraternal law, ritual, or policy, or the regulations and policies of the university.
20. **Disruptive classroom behavior**—Disruptive classroom behavior is any conduct that substantially interferes with or obstructs the teaching or learning process in the context of a classroom or education setting. As determined by the instructor, it is an individual's conduct that distracts or intimidates others in a manner that interferes with instructional activities or fails to adhere to classroom rules or instructions.
21. **Stalking**— Stalking is the persistent annoyance of an individual, either in person or in writing, using electronic formats or by telephone. Stalking can also involve following, spying on, alarming and/or causing distress to an individual. Stalking may also involve violence. Some examples of stalking include, but are not limited to:
 - Making calls or sending emails containing lewd or obscene remarks.
 - Making calls or sending emails intended to harass, whether or not conversation ensues.
 - Making the telephone ring repeatedly with an intent to harass.
 - Following an individual with the intent to cause discomfort or harm.

Disciplinary Matters

Discipline is a fundamental part of the living/learning process. Since Upper Iowa University expects its students to take responsibility for their own actions, the following guidelines provide a policy and structure to ensure that all our students are treated fairly.

1. Each student organization shall be held responsible for following all university policies and guidelines. In some cases the organization and/or individual members of the organization may face disciplinary action. In cases where organizations face disciplinary action, all communication with the organization will be directed through the organization's president (head officer) and advisor.
2. The Upper Iowa University Administration reserves the right to discipline a student/registered student organizations whose personal conduct on or off campus or academic standing is regarded as undesirable. Sanctions can range from a reprimand to expulsion. Examples of undesirable conduct are outlined above, and examples of undesirable academic standing are found in the university catalog.
 - a. The Office of Student Life reserves the right to expulse any student, from any club or organization, whose conduct has not been in accordance with the University's policies and expectations.
3. If a student is removed from the residence hall, suspended, dismissed or expelled, the student is responsible for all financial obligations for that semester. No refunds are given to students in violation of university standards and regulations. If a student organization is suspended, dismissed or terminated, the organizations' funds become property of the Office of Student Activities.
4. At the time of a student's/student organization's suspension or dismissal, all outstanding financial obligations to the university must be met. A student under suspension may not apply for readmission

until these obligations are first cleared. A student organization under suspension may not apply for recognition until their previous financial obligations are cleared.

5. The Office of Student Life reserves the right to dismiss any student from a Club and/or Organization, if they are found in discordance with the university's policy and procedures.

Information on the Disciplinary Hearing Process can be found in the Student Handbook. For questions, please see the Graduate Assistant for Student Activities or the Coordinator of Student Activities.

Types of Disciplinary Sanctions

The following types of disciplinary sanctions may be imposed by the university in handling disciplinary cases toward student organizations. Sanctions for an individual student may be found in the Student Handbook. The types of sanctions are listed below and ascend in order of severity. Fines and restitution may be included in any disciplinary action.

1. **Reprimand**—A verbal or written warning.
2. **Disciplinary Probation**—A strong official warning in writing to the student organization informing them recognition is made conditional for a stated period. The action constitutes notice that further violation of any kind will result in more serious penalties and/or possible termination. Disciplinary probation can carry into and/or through another semester. Disciplinary probation may also include (but is not limited to):
 - Loss of privileges, which includes specific campus restrictions and/or obligations, denial of university facility usage, and ineligibility to represent the university in any capacity, including, but not limited to, conference delegations, national organizations, etc.
 - Immediate cancellation of campus funding.
3. **Suspension**—An interruption of the presence of the student organization at the university for a definite, stated time. This may be for a short, definitely prescribed period, as set by the imposing authority. Generally, the period of time is at least the balance of the current semester. The action may be made applicable for the following semester. The student organization is eligible for consideration of recognition upon petition to the appropriate authority upon the conclusion of the suspension period.
4. **Termination**—The student organization is permanently excluded from the university and is not eligible for consideration for future recognition.

Other sanctions deemed appropriate by the university may also be assigned, which may include, but are not limited to fines, restitution, community service, substance abuse assessments and/or educational reports and reflections.

Right of Appeal

Appeals must be filed in writing within 24 hours (excluding weekends) after receiving notice of the hearing decision. Appeals should be sent to the appropriate university official or hearing body as directed in the sanction letter. The initial decision of the hearing body will be stayed until an appellate body ruling is rendered. The decision of the appellate body is final and cannot be further appealed.

Disciplinary Record and Reports

Confidential records of all misconduct reports, investigations and disciplinary actions of an organization are maintained by and kept in the Office of Student Activities. These records become part of the organization's file. Those individuals who are a part of the university community who have a need to know will be granted access to view these files as approved by the Coordinator of Student Activities.

Parent(s) or guardian(s) may be notified in writing of the decisions, when appropriate, in disciplinary cases if written permission is granted by the student charged for violating university regulations and/or local, state, or federal laws. Upper Iowa University will exercise its ability to notify parents of students under the age of 21

when they are found in violation of the university alcohol and drug policies. The complete policy is found in the “It’s Our Policy” section of the Student Handbook.

Learn • Lead • Serve • Respect

University Policies

(Particularly pertaining to UIU Student Organizations, but not limited to these policies alone)

Upper Iowa University recognizes a student’s right to function as an individual and to express his/her own beliefs in a lawful and prudent manner. Students having concerns or suggestions about expressing themselves should contact the appropriate university personnel. We believe a student’s comments and ideas should receive a hearing and that a response should be given. Through these efforts, we hope to produce students of the highest integrity and maintain Upper Iowa University’s reputation for fairness and high ideals.

Alcohol Policy

1. The university is committed to maintaining a campus environment conducive to the intellectual and personal development of students and to the safety and welfare of all members of the university community.
 - a. Alcohol – The University neither condones nor sanctions the use of alcohol. All individuals are expected to observe the alcoholic beverage laws of the state or province and country in which the campus is located. Members of the university community who are legal age (21 or older) are expected to make responsible decisions about the use of alcohol and to assume full responsibility for their personal conduct and actions. This includes respecting the rights of those individuals who choose not to use alcohol. In consideration of state and local laws, the possession and use of alcohol by underage persons is prohibited on university property. When it comes to organizational programming, Upper Iowa University encourages students to hold substance free events and programs.
 - b. Drugs – In consideration of federal, state and local laws, the possession, use, and/or sale of illicit drugs or possession of drug paraphernalia is prohibited on any university campus.
2. The possession, use, or sale of alcoholic beverages is prohibited on the university campus unless otherwise permitted by this policy.
 - a. A student or employee shall not make alcoholic beverages available to any student, employee, or guest who is under legal drinking age.
 - b. Students of the legal drinking age living in the residence halls can consume alcoholic beverages inside their rooms on a personal basis. The student choosing to consume alcoholic beverages shall do so with care and responsibility. When consuming alcoholic beverages, the student is responsible for his or her actions and will avoid conduct that is disruptive to the general area. Open containers of any kind containing alcoholic beverages are not permitted outside the student’s room, including, but not limited to, all common areas of the residence hall.
 - c. Full-time employees who reside on university property or in university owned housing are exempt from the university’s alcohol policy related to the serving and/or the consumption of alcoholic beverages in university owned personal residences. They are required to obey all federal, state and local laws related to alcohol and are expected to behave responsibly when consuming or possessing alcoholic beverages.

- d. The possession or consumption of alcoholic beverages is not permitted at any campus social activity, athletic event, intramural activity, student campus organization activity, university sponsored student trip, student activity for prospective students, and/or recreational areas of the university unless the event has been approved by the following: **Residential Campus** –Coordinator of Student Life, Senior V.P. for Residential University & Chief Academic Officer and the President; **Academic Extension** – Regional Coordinator, Senior Vice President for the Academic Extension and the President; and **International Programs** – Center Coordinator, V.P. for International Programs and President. A department requesting such an event shall complete the Alcohol Availability Request Form which can be obtained from Student Life. Departments requesting permission to serve alcohol must meet the following requirements:
- 1) Responsibility for obtaining proof of age before serving an alcoholic beverage lies with the licensed vendor. Departments, organizations, individuals or groups hosting or sponsoring the event must provide adequate supervision and implement precautionary measures to ensure that alcoholic beverages are not accessible or served to persons under the legal drinking age or to persons who appear intoxicated.
 - 2) All individuals or registered groups must comply with local, state, and federal laws applicable to the location of the campus/center and the policies of Upper Iowa University in which the student is enrolled or to which the group is affiliated with. It is the duty and responsibility of the sponsoring organization(s) or individual(s) to provide adequate supervision and to comply with all applicable laws and university regulations including the activity authorization process.
 - 3) Alcohol must be served through a licensed vendor. The university's contracted food service must be the vendor if the event is held at any location on the Fayette campus.
 - 4) Outside security must be provided if deemed necessary by the Coordinator of Student Life/International Center Coordinator/Regional Coordinator or his/her representative.
 - 5) The quantity of alcohol available at an activity is to be based upon the number of people of legal drinking age expected to attend and the duration of the activity.
 - 6) Nonalcoholic beverages and food are to be provided whenever alcohol is served. They must be displayed as prominently as the alcohol. They must also be available in appropriate quantities depending upon the number of people in attendance.
 - 7) Advertising for events, including social functions, may not carry any reference of alcoholic beverages being present and/or served. This includes advertising through social media.
 - 8) Consumption of alcohol on trips or sanctioned by Upper Iowa University shall be consistent with relevant, local laws. Trips include, but are not limited to, athletic trips, interim trips, conventions, conferences, retreats, field trips, and service trips. The determining factor of legal aged students drinking on these trips is the choice of the chaperone and still needs approval from the Coordinator of Student Life/International Center Coordinator/Regional Coordinator or his/her representative.
 - 9) No alcoholic beverages may be present at any activity for the purpose of initiation, admission into, affiliation with, or as a condition of continued membership in an organization.
 - 10) The service of alcoholic beverages is to be a secondary position in respect to the programmed activities. Alcoholic beverages are regarded as a social amenity related to educational, cultural, and recreational programs, and the sale of such beverages will be confined to this purpose.
- e. Student organizations sponsoring activities off campus must follow the guidelines established by the Substance Abuse Committee and observe local, state and federal laws.
- f. University departments may host events on or off campus for alumni, university employees or guests that include the serving of alcoholic beverages. Those events must meet university standards and be approved by the Senior Vice President of the respective campus and the President or his/her representative when he/she is not available. Requests are to be made in writing using the Alcohol Availability Form and submitted to the Senior Vice President. He/she will review and send to the President's Office. Only the President can approve funds that will provide free alcohol at approved events. All vendors must provide the university with a certificate of insurance. Food service is authorized to hold a valid liquor license. The university has contracted with food service to provide food and beverages for all Fayette Campus events in accordance with federal and state laws and the policies and standards established by the university.

- g. Non-university sponsored events* are scheduled through the special Events Coordinator in Fayette or the Center Coordinator at the Academic Extension. A written agreement is required between the sponsor and the university. Individuals renting university space on the Fayette Campus must contract with the campus food service for any food and beverage needs. All food and beverage agreements are made directly with the university's food service.

*Non-University sponsored event is any event that is not affiliated with or funded by the university.

- 3. Alcoholic beverage marketing programs specifically targeted for UIU students and/or held on campus should conform to the Academic Extension and Residential Student Handbook's rules and regulations. Programs should avoid demeaning sexual or discriminatory portrayal of individuals. Alcoholic beverages, such as kegs or cases of beer, are not to be provided as free rewards to individual students or campus organizations. Off-campus promotional activities that are primarily directed to UIU students regardless of campus location should be developed with the previous knowledge and approval of the Coordinator of Student Life/International Center Coordinators/Regional Coordinators or his/her representative. Posters, signs or apparel that is purchased in connection with any University group or function cannot reflect or portray alcohol.
- 4. The university will make known its Substance Abuse Policy to students and employees by using such means as student and faculty/employee handbooks, residence hall meetings, faculty and employee meetings, orientation programs and other efforts as deemed appropriate.

B. Education Program

- 1. The Executive Coordinator of Adventure & Leadership (hereafter referred to as Coordinator) has developed a system that provides accurate, current information about the health risks and symptoms of alcohol and other drug use for students, faculty and staff.
- 2. The Coordinator makes efforts to establish collaborative relationships between community groups and agencies and the university for alcohol- and drug-related education, treatment and referrals.
- 3. The university promotes the development of a coordinated effort across campus for substance abuse education, treatment and referral.
- 4. The university supports and promotes drug-free campus activities.

C. Enforcement

As part of the education process, members of the university community are informed about university expectations and consequences when an individual violates substance abuse policies and/or related federal, state, and local laws.

- 1. Substance abuse policies and guidelines are published in student and faculty/employee handbooks and available at www.uiu.edu.

Hazing Policy

Any action taken or situation created, intentionally, whether on or off university premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule is considered hazing. Such activities may include, but are not limited to the following:

- Use of alcohol
- Use of any drug, narcotic, or controlled substance
- Eating spoiled foods, raw onions, or anything else unreasonable
- Paddling in any form
- Branding in any form
- Tying a person to a chair, pole, anchor, tree, person, or any other object
- Creation of excessive fatigue presenting physical and psychological shocks
- Pushing, shoving, tackling, and/or any other physical abuse
- Exposing oneself indecently or appearing nude in anyway
- Subjecting a person or group of people to verbal harassment
- Calling people demeaning names
- Misleading pledges in an effort to convince them that they will not be initiated, that they will be hurt during initiation, or any other activity subject to mental stress
- Carrying items that serve no constructive purpose or that are designed to punish or embarrass the carrier
- Requiring people to deface or steal property
- Assigning or endorsing pranks
- Having people perform personal chores
- Conducting interrogations or any other non-constructive questioning
- Answering telephones, doors, or greeting organization members with a prescribed chant, riddle, song, or rhyme
- Quests, treasure hunts, scavenger hunts, road trips, or any other such activities carried on outside or inside of the confines of the university
- Wearing of public apparel which is conspicuous and not in good taste normally
- Engaging in public students and buffoonery
- Morally degrading or humiliating games and activities
- Any other activities which are not consistent with fraternal law, ritual, or policy, or the regulations and policies of the university

Hazing at Upper Iowa University is STRICTLY PROHIBITED. Any individual or group found guilty of hazing will be subject to disciplinary sanctions which could include suspension, expulsion, and/or group termination. For further questions about hazing, please see the Student Handbook or contact the Coordinator of Student Activities.

Any person suffering or witnessing a hazing activity is encouraged to report the incident to the Office of Student Activities. The principle officer of each registered student organization shall be responsible for informing pledges and members of the University Hazing Policy.

The Upper Iowa University Hazing Policy will be in accordance with the laws of the State of Iowa at all times. However, the university's standards of personal conduct substantially exceed the minimum expectations of civil law and custom. Student organizations and individual students found in violation of Iowa hazing laws will be subjected to university disciplinary action. The university disciplinary process does not make an individual or organization exempt from criminal prosecution with the State of Iowa.

For club and organization reference, the law on hazing in Iowa states the following (708.10):

For club and organization reference, the law on hazing in Iowa states the following (708.10):

This information was found at: <http://search.legis.state.ia.us/nxt/gateway.dll/ic?f=templates&fn=default.htm>

1. a. A person commits an act of hazing when the person intentionally or recklessly engages in any act or acts involving forced activity, which endanger the physical health or safety of a student for the purpose of initiation or admission into, or affiliation with, any organization operating in connection with a school, college, or university. Prohibited acts include, but are not limited to, any brutality of a physical nature such as whipping, forced confinement, or any other forced activity which endangers the physical health or safety of the student.

b. For purposes of this section, "forced activity" means any activity which is a condition of initiation or admission into, or affiliation with, an organization, regardless of a student's willingness to participate in the activity.

2. A person who commits an act of hazing is guilty of a simple misdemeanor.

3. A person who commits an act of hazing which causes serious bodily injury to another is guilty of a serious misdemeanor.

In accordance with the Iowa Hazing law, the Office of Student Activities has developed the following procedures:

1. At the time of registration, the president of each organization must receive a copy of the law and university policy and will be required to sign a statement acknowledging that such a copy has been received. This copy of the law/policy shall be read and signed by leading officer and advisor on behalf of the organization and its members. This signature signifies that the group, team or organization has been informed of the policy and understands and agrees to comply with the provisions of this law.
2. This statement will be kept in the group, club or organization's permanent file within the Office of Student Activities.
3. All organizations with a pledge process will only pledge members during the allotted time and will abide by all the policies and procedures laid forth by the university, including the hazing policy. Any organization pledging outside of the allotted time will face disciplinary action.



Membership Statement

Membership in a recognized student organization shall be restricted to Upper Iowa University students, faculty and staff. Officers of student organizations shall be students. Faculty and staff members along with their families, community persons, and others may associate with a recognized student organization. With regard to membership (i.e., honor and recognition societies, or professional, service and social groups) selection must be made without reference to race, age, creed, gender, religion, physical disability, national origin, marital status or sexual orientation.

The criteria for membership as set forth in the constitution of a student organization shall not include race, gender, religion, physical disability, national origin, and/or sexual orientation. All recognized student organizations shall be in compliance with federal regulations pertaining to non-discrimination on the basis of sex education programs as outlined in Title IX of the Education Amendments of 1972:

“No person in the United States shall on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

Section 86.14 “This part does not apply to the membership practices of social fraternities and sororities which are exempt from taxation under Section 501 (a) of the Internal Revenue Code of 1954, the active membership of which consists primarily of students in attendance at institutions of higher education” or “of the YMCA, YWCA, Girl Scouts, Boy Scouts, and the Camp Fire Girls.”

Membership requirements for student organizations must be the same for men and women. Exception: Social fraternities and sororities are exempt from this regulation.

In accordance with Section 504 of the Rehabilitation Act of 1973:

“No qualified handicapped student shall, on the basis of handicap, be excluded from participation in or denied benefits of any extracurricular activities or programs, including student organizations.”

Nondiscrimination Policy

Article XV of the Upper Iowa University bylaws states: “In administering its affairs, the university shall not discriminate against any person on the basis of race, creed, color, national or ethnic origin, sex, sexual orientation, age or physical disability.”

The university is committed to providing all of its students, faculty, staff, and visitors with equal access to its programs, events and facilities. To this end, and in compliance with Section 504 of the Rehabilitation Act of 1973, Upper Iowa University has made some reasonable modifications to its buildings and grounds that allow students, faculty, and staff, including those with limiting visual or hearing impairments, equal access to the regular programs and degree objectives offered by the University. These modifications include auxiliary aids, modification in classroom locations, and/or adjustment of classroom techniques and practices.

Persons seeking additional information about this policy, for assistance to accommodate individual needs, or for lodging of any complaints or grievances under it should contact the Residential University EO Officer, PO Box 1857, Fayette, IA 52142, (563) 425-5347; or the Extended University EO Officer, PO Box 1857, Fayette, IA 52142, (563) 425-5394.

Promotional Policies and Procedures

NOTICE: Please note that the following procedures pertain to the Upper Iowa University Fayette Campus specifically. Any external marketing and communications for events, activities, items for sale, etc. that are open and publicized to the general public must be communicated through the Office of Communications and Marketing (OCM). OCM will work directly with groups and individuals wanting to promote outside of the campus community.

CAMPUS POSTINGS—All posters, signs or notices made for display on campus information and events must be approved through Student Life. Student Life staff members permitted to approve signage includes the following: Dean of Students, Assistant Dean of Students, Coordinator of Student Activities, Administrative Assistant of Student Life, Graduate Assistant for Student Activities.

All approved posters, signs and notices must be stamped “Student Life” by one of the individuals listed above. The “Student Life” stamp signifies that the posting is acceptable and ready for postage. Postings academic in nature or related to campus functions will be approved (see below for list of acceptable items that can and cannot be posted).

Once postings are approved and stamped, they may be placed on bulletin boards across campus. Regarding placement: NO POSTINGS should be placed on windows, entryway glass panels, doors, and/or on car windows or doors. Should a poster or sign be put up without prior approval, or in an incorrect location, it is subject for removal and will be removed as soon as possible. University staff will remove inappropriate signage, as well as outdated materials from bulletin boards when necessary. It is greatly appreciated when postings are taken down by the person/organization who posted the material.

Postings that will NOT be approved include, but are not limited to the following:

- Promotion of alcohol use (only educational posters on alcohol will be accepted)
- Abusive, embarrassing, threatening or harassing signage that implies illegal actions (sale of weapons, alcohol or any other substances, etc.)
- Anything violating the university codes of student conduct

Postings that will be approved include, but are not limited to the following:

- Educational information on certain topics (health, holidays, etc.)
- Club, organization or institutional events
- Items for sale (books, refrigerators, furniture, etc.)
- Apartments/houses for rent
- Roommates needed

All postings must be tasteful and in the best interest of the university community. The university reserves the right to take any sign down. Questions about the posting procedures can be addressed to Student Life.

**Please note that the plastic sign holders that are supplied around campus are for Student Life and departmental events and information specifically. Therefore, only signs from Student Life and the respective academic departments will be allowed to post their signs within the plastic sign holders. All other bulletin boards and posting areas are eligible to post materials on.*

ELECTRONIC MAIL—with the amount of email sent out on a regular basis, it is important to monitor the number of messages we send out to campus. Therefore, clubs and organizations may send out no more than two mass

emails regarding information and events respectively. Students or advisors of clubs and organizations may send emails to promote their respective activity or function. The email must be approved by Student Life before being sent. Mass emails on behalf of clubs and organizations must be sent by the Coordinator of Student Activities, Graduate Student for Student Activities, or the organization advisor. If none of these individuals are available, another Student Life staff member may e-mail on their behalf.

All emails must follow campus rules/policy and club and organization regulations. These messages need to be academic in nature or related to campus functions (emails will not be sent out regarding items for sale, roommates, needed, etc.). Special mass emailing consideration for university sponsored student groups will be made by the Coordinator of Student Activities. Upon approval, the email will be sent out of the Student Life member's email account with the organization or group's name being listed. Please note that the selling of personal items, business, and mass forwards are not permitted in the UIU email system.

Emails that will NOT be approved include, but are not limited to the following:

- Items for sale (books, refrigerators, furniture, etc.)
- Apartments/houses for rent
- Roommates needed
- Promotion of alcohol use (only educational emails on alcohol will be accepted)
- Abusive, embarrassing, threatening or harassing emails that imply illegal actions (sale of weapons, alcohol or any other substances, etc.)
- Anything violating the university codes of student conduct

Emails that will be approved include, but are not limited to the following:

- Educational information on certain topics (health, holidays, etc.)
- Club, organization or institutional events

Questions about the posting procedures can be addressed to Student Life.

University electronic mail (email) systems and services are part of university facilities. Any electronic mail address or account associated with the university, or any sub-unit of the university, assigned by the university to individuals, sub-units or functions of the university, is property of Upper Iowa University, including all the mail associated with the account. Access to University electronic mail services, when provided, is a privilege that may be wholly or partially restricted by the university without prior notice and without the consent of the email user when required by and consistent with law, when there is substantiated reason to believe there is a violation of a policy or law.

ONLINE BULLETIN BOARD—to reduce the amount of email sent to students, faculty and staff, Upper Iowa has created an online bulletin board through myUIU that allows individuals to communicate certain messages to the entire campus without congesting inboxes. Messages ranging from book sales, furniture, tutoring, ride share, and many other areas are encouraged to go through the myUIU bulletin board. Individuals who post messages within the bulletin board are responsible for deleting their thread. Messages and threads need to be removed after a month of being posted.

While using the myUIU bulletin board, individuals must post in accordance to Upper Iowa University policy. The messenger must NOT post, email, or otherwise make available content within the bulletin board that:

- is unlawful, threatening, harassing, defamatory, libelous, invasive of another's privacy or is harmful to minors in any way

- is false, deceptive, misleading, deceitful, misinformative or constitutes "bait and switch"
- violates any laws, third party rights or institutional policies
- distributes spam, chain letters or pyramid schemes
- promotes the use of alcohol, parties, weapons and/or other functions

Individuals who post messages within the online bulletin board must understand that all postings and photos posted are the sole responsibility of the individual from whom the posting originated. UIU does not control, nor is the institution responsible for any postings that may be exposed to students, faculty and/or staff. Interactions between individuals found on the bulletin board, including payment and delivery of goods or services, and any other terms, conditions, warranties or representations associated with such dealings, are solely between the individual and/or group and such organizations and/or individuals.

Access to the myUIU online bulletin board, when provided, is a privilege that may be wholly or partially restricted by the university without prior notice and without the consent of the user when required by and consistent with law, when there is substantiated reason to believe there is a violation of Upper Iowa University policy or the law.

Postings made on behalf of outside groups, organizations and/or businesses will be allowed (at cost and only if they do not violate any of the university codes of student conduct). Postings must be tasteful and in the best interest of the university community. Violators will be subject to disciplinary action. A cost of \$5 per post may be paid through Student Life. The advertisement will stay up for a period of one month from the initial postdate.

STUDENT CENTER COMMONS ADVERTISING—Campus information and events can be advertised through the Student Center Commons TVs for special weeks, months and programs. We have the capability of displaying information and events on the TVs that are installed within the Student Center Commons. This is a more effective, sustainable way for information to be shared with the campus community. All materials submitted for advertising in the commons must be approved through Student Life.

Documents must include the following:

- Name of Group
- Date(s) of Event
- Location of Event
- Contact Information for the Event or Shared Information (name of person or group and an email, office name, and/or phone number to contact)

Marketing items that will NOT be approved for the commons TVs include, but are not limited to the following:

- Items for sale (books, refrigerators, furniture, etc.)
- Apartments/houses for rent
- Roommates needed
- Promotion of alcohol use (only educational information on alcohol will be accepted)
- Abusive, embarrassing, threatening or harassing messages that imply illegal actions (sale of weapons, alcohol or any other substances, etc.)
- Anything violating the university codes of student conduct

Marketing items that will be approved include, but are not limited to the following:

- Educational information on certain topics (health, holidays, etc.)

- Club, organization or institutional events

All information must be tasteful and in the best interest of the university community. The university reserves the right to edit or refuse any marketing submissions. Questions about advertising in the Student Center Commons can be addressed to Student Life.

Discrimination and Harassment Policy

Upper Iowa University strives to maintain a working and learning environment that fosters mutual employee and student respect that promotes harmonious, productive, working and learning relationships. Behaviors that inappropriately assert sexuality as relevant to employee or student performance are damaging to his/her environment. Discrimination, harassment and/or retaliation in any form constitute misconduct that undermines the integrity of the university relationship. Sexual harassment, as well as discrimination, harassment and/or retaliation by any member of the university is in violation of both law and university policy and will not be tolerated in the university community. Therefore, Upper Iowa University prohibits discrimination and/or harassment that is sexual, racial or religious in nature, or is related to anyone's gender, national origin, age, sexual orientation, disability or any other basis protected by federal, state or local law. This policy applies to all employees and students throughout the organization and to all individuals who may have contact with any employee or student of this university. Matters involving discrimination and/harassment will be dealt with promptly and confidentially by the appropriate university officials.

Other Policies or Regulations

Selling of Goods Policy—Individuals or groups looking to sell any product with UIU information (or UIU- likeness) must work through approved licensed vendors. For more information, please contact the Coordinator of Student Activities prior to any ordering of goods for the purposes of selling.

Campus Resale Policy—Individuals of organizations wishing to produce any item for resale on campus (e.g. glasses, t-shirts, sweatshirts, decals, cups, etc.) must have the item preapproved through the Coordinator of Student Activities. Submit ideas to the Coordinator of Student Activities for approval AT LEAST two weeks before ordering merchandise.

Constitution Changes—All organizations should follow the guidelines established by their constitutional by-laws with regard to constitutional amendments. Should a change need to be made, organizations should work with the Coordinator of Student Activities for approval of any changes. Once approved, organizations simply need to update their constitutions and provide the Coordinator of Student Activities with an updated copy.

Fundraising Policy—Student organizations may wish to supplement the funds they obtain from the Student Government Association by raising money themselves. Proposals for fundraising events must be discussed with and approved by the Coordinator of Student Activities IN ADVANCE of publicity and/or financial commitments. This consultation exists to approve of appropriate proposals, to inform the organization of the relevant policies, to protect the financial interests of the organization, and to advise organizational representatives about making any appropriate arrangements for the event.

Organization Apparel Policy—Individuals of organizations wishing to produce any item to serve as group paraphernalia that will have any design associated with Upper Iowa University imprinted on it (e.g. glasses,

t-shirts, sweatshirts, decals, cups, etc.) must have the item preapproved through the Coordinator of Student Activities. Submit ideas to the Coordinator of Student Activities for approval AT LEAST two weeks before ordering merchandise.

Prize Policy—The use of gift certificates or purchased items as prizes and awards is encouraged to motivate students to participate in involved in campus activities. However, cash prizes are not permitted for any event sponsored by OSA or student organizations. Cash prizes may be granted to organizations, but they should be deposited in the organization’s agency account immediately for university expenditure monitoring.

Gambling Policy—The university’s policy on gambling is coincidental with state law. Gambling is not permitted at university functions or on university property.

Raffles Policy—No raffles of any kind are allowed.

Inappropriate Behavior – Students are expected to cooperate and be civil with one another and with any university official at any given time. A student shall not interfere with, annoy, disturb or obstruct any other student, staff member or the university by means of noise, abusive language and/or any other nuisances. Students who verbally abuse or fail to cooperate with university officials acting in the performance of their duties will face disciplinary action.

Public Performance—Students participating in any university performance (including dances or talent contests) that behave or whose performance is overtly sexual in movement/gestures, vulgar, in poor taste or disrespectful toward any person or group will be held accountable through the university disciplinary process. Additionally, any student group or organization that sponsors a contest or activity in which this type of behavior is present may be held accountable through the university disciplinary process as well.

Upper Iowa University Campus Resources & Services

Catering

Dining Services offers a wide variety of special catering services on campus. Special events scheduled by the University will be planned in consultation with the university officials and catered by Food Service personnel. Special efforts will be made toward imaginative and unique menus. They offer decorated cakes, special cookies, party trays, box lunches, weddings, rush parties, cookouts, banquets, and a number of other fun and creative catering options. For more information, contact Dining Services at (563) 425-5767 or at <http://uiu.campusdish.com/>

All catered events on campus shall be handled by the university food service. This is arranged through the Coordinator of Catering. A substantial penalty fee will be enforced if this policy is not followed. The set-up and menu arrangements must be made at least two weeks in advance. Confirmation of a final number of people attending a food service catered event must be given 48 hours in advance. Please note that any organization with an unpaid invoice at the end of the semester will be denied service until these charges are paid.

Print Shop

When individuals and student organizations need to make copies of their advertisements, they must first get their articles approved by the Office of Student Activities before submitting them to the Print Shop. All articles must be approved before printing to ensure copyright policies are not being broken. This form will need to be completed and submitted—along with the item needing copied—to the Office of Student Activities before it can go to the Print Shop. Once approved, the Office of Student Activities will sign the Printing Approval Form and the organization will then be allowed to print their materials from the Print Shop. Please note the cost of printing will be deducted from the organization's account.

Laminating Services

Laminating services are available every Thursday @ 2 pm (cost is \$.08/inch; 25" wide limit) through library services to laminate any organizational materials. For more information on library services, call extension (563) 425-5722, or check out the Library Homepage at <http://www.uiu.edu/academics/library/index.html>

Mailing Service

Student Organizations may mail out organizational material(s) through the university mail service. These items must be packaged in approved university packaging. The cost of mailing will be deducted from the organization's account.

Room Reservations

Recognized organizations are eligible to use university facilities, including classroom space, athletic facilities, university meeting rooms and outdoor areas. Permission and registration must be obtained in advance from the office responsible for the facilities desired. The preferred way to reserve a room is to access the following website, create an account and make the reservation: <http://events.uiu.edu/>. For assistance, you may also call the Events Coordinator at (563) 425-5848. The Student Leadership Center is available specifically as a meeting space for organizations. To reserve this space for a meeting, sign up on the calendars located in the Leadership Center.

If you wish to reserve an area or room on campus for an organizational event, you must obtain approval of the event from the Coordinator of Student Activities or Graduate Assistant for Student Activities.

It is the responsibility of the organization or group who reserves the room or area to:

1. **Organize room setups (if any).** Any room set up or reservation must be submitted at least one week in advance. Room setup requests may include: AV needs (TV/VCR, chalkboard, etc.), tables, chairs, podiums, whether the room(s) need to be unlocked and locked, etc.
2. **Return the room to its original condition.** All garbage must be picked up, furniture moved to where it was found and the room locked.
3. **Report any damages, problems or concerns.** If any problems occur while your group or organization uses a room or area, contact the person responsible for making reservations (see above).

The following areas are available for use by the Office of Student Activities:

- Student Center (Ballroom(s), OSD Conference Room, Game Room, Peacock Cove, Student Leadership Center)
- Garbee Hall Complex (Solarium, TV Lounge, Main Lobby)
- Liberal Arts Auditorium
- Baker-Hebron Auditorium
- Dorman Gymnasium & Athletic Fields
- Edgar Fine Arts Classrooms
- Grace-Meyer Square
- Alexander-Dickman Oval Lawn
- Henderson-Wilder Library (Kinney Room, AV Room, Computer Labs (3), Hall of Presidents)
- Parker-Fox Hall Conference Room
- Recreational Center

If you have any questions regarding any of the above information, please contact the Events Coordinator at (563) 425-5848.

Remember, only groups that have been recognized by the Office of Student Activities will be allowed to schedule rooms. Rooms are scheduled according to priority. There are no rental charges for the facilities when they are used by a recognized student organization or campus department exclusively for their own use.

For planning meetings or events on weekends or after business hours the requirements are:

1. The organization's advisor and/or a designated chaperone, must be in attendance throughout the event.
2. The request must be made one week in advance of event.

Please remember that the sponsoring group is responsible for any damages to or cleanup of the room in which their event is held. The organization is also responsible for the conduct of any patron, guest or visitor who attends their event.

An organization should receive approval, reserve the location and submit set-ups no later than one week in advance of their event. If the organization cancels their event, the Office of Student Activities must be informed of the cancellation as soon as possible in order to facilitate making the space available to another group. Those wishing to reserve the Fayette Opera House will need to acquire the signature of the Coordinator of Student Activities.

Events Calendar

Organizations should reserve their date of campus wide events on the **events calendar** as soon as possible to ensure other groups and university functions are not scheduled on the same day. Reserving campuswide events on the student activity calendar will also help with the marketing of an event as the student activity calendar is displayed around campus and the university website. **To check available dates and times on the Events Calendar, go to MyUIU. To have events posted in the calendar, please contact the Coordinator of Student Activities or the Graduate Assistant for Student Activities.**

Use of University Vehicles

Upper Iowa University has vehicles available for use to all university funded student organizations. All drivers must be 21 years of age or older and have a class D driver's license. These vehicles must be scheduled through your advisor. **Advisors and/or an approved chaperone must travel with the group.** The organization will be responsible for funding the trip. Payment will be transferred internally from Facilities through the University Business Office for university-funded organizations. Mileage and any vehicle problems should be noted on the transportation card when returning the vehicle. Please note: Mileage costs are subject to change each year.



“It is a wonderful power which each student here possesses—the power of **will**.

The power to **choose**. The power to **decide**. The power to take **initiative**.”

John R. Mott

1883 UIU Graduate and Winner of the 1946 Nobel Peace Prize

Program Planning

Programs serve many functions. They are used to educate, inform, entertain, intrigue and engage. Registered student organizations are encouraged to develop programs for their members and the campus community.

When planning events and activities, organizations must:

1. Ensure that your events do not restrict the rights of other members of the university community.
2. Ensure that events are consistent with the university's mission and educational goals.
3. Comply with all federal laws and university regulations.
4. **Turn in your Program Proposal two weeks prior to the event.**
5. Make sure to book the space for your event at events.uiu.edu, *if necessary*.

NOTE: Activities may not be scheduled if they disrupt normal university functions, such as classes and/or other university-sponsored events.

Program Development and Execution

Sometimes the planning and development of a program can become difficult. Therefore, the Office of Student Activities has developed the W⁵ + H + E (W⁵HE) Model for program planning. This model has been developed to help organizations develop their program(s). Consider the following:

The W⁵HE Model

W⁵HE = W⁵ + H + E (Who, What, When, Where, Why + How + Evaluate)

- Step 1 – Who:** Identify the audience. Who is your program for students, faculty, staff and/or community members?
- Step 2 – What:** Identify the program. What is the title of the event? What is your program going to be about? What message or information do you want the audience to obtain?
- Step 3 – When:** Identify the date and time of your event. When are you going to hold your program? When is the best time to hold your program?
- Step 4 – Where:** Identify the location. Where are you going to have your event? * Where is the best location for your event? Will your audience be able to enjoy/learn in that environment?
- *Due to the increase of activities on campus, getting the exact room or facility you need and scheduling around other activities on campus sometimes becomes difficult. One way to solve this problem is to PLAN EARLY and RESERVE THE SPACE.
- Step 5 – Why:** Identify the purpose of your program. The sole purpose of having a program is for the audience to gain something. Therefore, why are you having an event? Why should your

audience attend the event? Why is your event and the information you are sharing important?

Step 6a – How:

Identify the specifics and details of your event. This step is the entrée of event planning. The How Step is at the heart of your program or event. It's what determines whether or not your program is successful. During the How Step, many questions have to be asked (Who is going to facilitate the program? Is the program co-sponsored? How are you going to finance the program? What needs to be done before the event? Who is going to take care of those things? How are you going to publicize? What university services are needed to produce the program? When do they need to be contacted?, etc.).

The best way to identify an answer to these questions is to brainstorm and assign tasks along the way during the time when the program is first initiated (while the program and thought is fresh in your mind). The five W questions are relatively easy to answer and can be answered during the first event planning meeting. The How Step does take time, but all of the questions involved in the step can be identified during the event's first planning meeting.

Step 6b – Evaluation:

The Evaluation Step should be considered during the How Step and executed after the program has taken place. Although it is not always necessary, it is important to receive feedback on programs. Evaluations are not only a great way to receive feedback and to see how an organization did, but they also provide some great insight on how to improve programs in the future. Evaluations can be used to test the audience's learning and understanding of the material and to show how satisfied they were with the event. This step can be executed in a variety of ways, both formally and informally. Organizations can decide on the best way to evaluate their programs (survey, questionnaire, quiz,).

Once an organization has completed these six steps, the foundation of their program has been established. Please remember that **the Coordinator of Student Activities must approve all programs sponsored by student organizations**. Program proposal forms are located on the Student Activities webpage: <http://www.uiu.edu/studentlife/clubs/activities.html>. Failure to get program approval will result in the cancellation of the organization's program and may lead to disciplinary action.

Program Security

The sponsoring organization's advisor or authorized university representative (full-time faculty or staff member) must be present at scheduled events. Any program sponsored by a student organization that will run past midnight must be approved by campus security.

Contracted Services

Upper Iowa students are **NOT** authorized to sign service contracts for programs. This includes contracts for DJs, comedians, speakers, etc. If your organization is interested in hiring entertainment, the Office of Student Activities must be contacted **PRIOR** to contacting the service. The Office of Student Activities and/or Upper Iowa University will not be held accountable for fulfilling contracts signed by students or student organizations.

Leadership Development

Membership Development

Excellent organizations develop programs, activities and events that aim to develop their members as a whole. They aim to develop members in the areas of leadership, scholarship, social awareness and involvement, spiritual development, career preparation, and other areas essential to the member's success. The organization should also demonstrate a commitment to the university's stated ideal of an inclusive campus by achieving a chapter environment where students of diverse backgrounds are welcomed.

Motivation

For our purposes, let's accept that the word "motive" means "something that causes a person to act" and that "to motivate" means "to provide with a motive." It would then follow that motivating could be defined as providing someone with a reason to act. Easy to define, difficult to do, and yet motivation is one of the most important aspects a leader needs to consider.

Motivating team members can be one of the most difficult challenges a leader encounters, so it's important for one to understand clearly what is expected of you in this regard.

Group leaders clarify tasks that are important to the welfare of the organization and that provide members with reasons for doing them. Leaders should remember that while they are certainly among the most important sources of motivation in the organization, they are not the only sources. They should not assume complete responsibility for motivating the organization. Members must want to act and motivate themselves to some degree. A low level of motivation among group members does not necessarily reflect poor leadership rather members need to take more ownership in contributing to the group's endeavors.

Things to keep in mind regarding motivation

First, people more readily do things they have strong reasons for doing (Do they want something desperately? Do they feel something is necessary? Do they feel that the effort is in their best interest?).

Second, if you are to be effective in motivating or inspiring others, you must understand what they want and need, and then clarify those wants and needs in terms of organizational goals. Then you must provide members with a strong enough incentive that they will choose to act.

Finally, remember that leadership is basically the process of inspiring others to work willingly toward a common goal.

To some degree, leaders can measure their success by the number of people they have inspired to join their effort. It is through joint effort that members develop a feeling of belonging and a sense of pride in an organization and its accomplishments. However, it isn't always about numbers. Remember quality versus quantity can have a deeper impact.

If you are having difficulty recruiting or retaining members, stop in and talk to the Coordinator of Student Activities for some tips on how to motivate others.

Communication and Teambuilding

An organization's success relies heavily on the quality of interaction between its members. One of the best ways to ensure good communication between group members is to establish an environment where working together on common goals is the norm rather than the exception.

It is important to note, however, that effective teamwork and positive communication take practice and deliberate effort. When the leaders of an organization conduct activities in a positive and supportive atmosphere, team building can be a fun-filled and productive experience.

Teambuilding is the process of improving the interaction among group members so that the organization as a whole functions more effectively. The major aim of teambuilding is to improve the problem-solving abilities of team members. Successful teambuilding efforts will reduce interpersonal roadblocks, improve group cohesiveness, nurture individual potential, and promote support and trust among team members. The higher level of respect that group members gain for one another will help the group achieve its goals.

Teambuilding can take the form of either work or play. What is important is that you can find a task, an activity or an event in which all members of the group can become involved. Since teambuilding is best done early in the group's development. You might consider intramural activities, planning major social functions or getting together as a group to plan the year's goals and objectives. These are all examples of activities that can promote a sense of belonging and contribute to a successful team. A retreat in the fall to work on group goals and/or relationships can have the same effect. In general, if your group's members enjoy being with each other, you are in a good position to encourage them to develop goals as a group that will further the purpose of your organization.

While teambuilding is essential to newly formed groups or organizations with large numbers of new members, there are other times it can be effective as well. You might find it helpful to use teambuilding techniques when:

- Members seem bored or irritable.
- Members appear to be going off in different directions or drifting away from the group.
- There is a great deal of conflict amongst members.
- Members have been apart for a while from breaks or vacations.
- You want to take a break from the normal routine and/or boost team spirit.

Officers should remember that as a group leader, your part is an integral part of the organization. Don't stand on the sidelines while the group is forming. Let members get to know you and understand your goals for the organization. Your role during the teambuilding phase is similar to that of a host during a party. Make sure that everyone feels welcome and that they are all participating and having a good time.

Workshops and Retreats

The Office of Student Activities is available to assist organizations with planning workshops and/or retreats that are designed to teach and develop leadership skills. Each leadership event can be designed to meet the needs of a specific group, such as conducting effective meetings, motivation, recruiting, delegation, budgeting, decision-making and goal setting. The Office of Student Activities also has a number of resources to help with teambuilding efforts. Contact the Coordinator of Student Activities or the Graduate Assistant for Student Activities for insight on how to make your organization more team-oriented.

Recognition

Recognition is an easy, yet powerful way to enhance the efforts of any organization. Successful institutions, associations, establishments, administrations, corporations and businesses are constantly recognizing individuals and groups within their organizations. These teams take the time to say “thank you” for their member’s time, dedication and hard work. The organizations truly value each of their members and they are dedicated to recognizing others, which in turn is not only rewarding to each constituent, but also to the organization.

It is strongly encouraged that UIU student organizations take the time to recognize individuals within their groups. Whether an individual is recognized at each meeting or a small group of people are recognized publicly during a ceremony at the end of the year, make sure time is made to recognize their efforts. Below are a couple ways in which you can recognize valuable members (organizations are not limited to these options, rather these are just some suggestions.) Be creative! Make it appropriate and unique to the organization:

- Present a “monthly contributor” award to the individual who volunteered the most time during a given month.
- Present a “good deeds” award each meeting. When an individual sees someone outside of the organization helping someone or another cause, they nominate the individual and get recognition during the next group meeting.
- Create a “Peacock Spirit” award for the individual who sheds the most Peacock Spirit in an organization during Homecoming.
- Create a traveling trophy that signifies something special to the organization and represents strong leadership to the individual that carries it every other week.
- Design a cape for the organization’s “Hero of the Week” and the hero can choose to wear it across campus throughout the week proudly displaying their hard work.
- Send out a weekly “thank you message” to someone in the organization telling them they are appreciated.

Student Life Awards

Each spring, Student Life holds an award ceremony to honor outstanding students and organizations. This year’s awards ceremony is set for Tuesday, March 31, 2020 @ 6:30 pm in the Student Center Ballrooms. The purpose of this ceremony is to recognize students for their contributions to Upper Iowa University and for going above and beyond outside of the classroom. This awards ceremony seeks to:

1. Recognize the dedication of outstanding individuals, projects, programs, activities and organizations.
2. Emphasize the importance and relevance of co-curricular life in the educational process.
3. Provide a tangible way for the university to acknowledge student organizations and advisors.

New awards are being offered every year as student life and leadership opportunities evolve. Recipients are considered from information that is collected throughout the year and through award applications submitted by the UIU community. This awards ceremony is open to all departments/offices looking to recognize students’ work outside of the classroom.

Advisor Recognition

And don't forget the Advisor! An organization's advisor is a valuable resource to the organization. The organization's relation with the advisor can have a huge impact on the group's status. An advisor position is a nonpaid position. Anyone who takes on this role is volunteering their time and energy. It is important throughout the year for student organizations to show appreciation to their advisor. This can be done through a thank you card, gift certificates, emails of thanks, a shout out during a meeting, etc. An organization can also nominate their advisor for the Club or Greek Advisor of the Year Award, which is distributed at the end of the year at the Student Life Awards Ceremony. Whatever method is chosen, be sincere and thankful for the advisor's time and energy.

Commencement Regalia Embellishments

January 22, 2020

Submitted by: Holly Wolff, Holly Streeter, Janelle Soppe and Megan Eimers

Issue: Students have expressed their desire to be recognized at Commencement with specific stoles to represent their time as an Upper Iowa University student, including those from Greek Life, International students, and most recently, Athletes.

Discussion: Commencement is a momentous occasion to celebrate a student's academic journey and activities outside of the classroom and we want our graduates to showcase this. Rather than limiting the embellishments worn at Commencement, recommendations below will assist to determine funding and parameters before approving additional stoles at Commencement.

Recommendation: The Commencement Committee requests that the following areas be addressed before approval of additional regalia embellishments outside of the University approved stoles and cords be granted. In addition, these requests will help to ensure consistency for future requests.

Publication: The Commencement Program will contain information regarding "University Approved" stoles, cords and medallions. It is understood that it is hard to control the other embellishments that might be added last minute; therefore, the committee wishes to ensure UIU communicates simply those approved by the University.

Funding:

- Light blue stoles worn by all graduates are funded through the Graduation Fee collected from each graduate who applies for Graduation.
- Stoles to represent specific student groups (International, Athletics, Greek Life) must have a funding plan outside the use of University funds. Money to purchase these stoles must be through a private donor, fundraised or purchased by the student. Charges for stoles cannot be placed on the student's University account. A three-year funding plan should be in place before approval of the recommendation.

Sponsorship: Each group will have a professional sponsor and university-approved group who endorses the stole recommendation and who will assist to ensure the required details are met.

Design: Stoles will be reviewed and approved by the Commencement Committee by December 31 for the current academic year. This deadline allows for production, shipping and distribution to graduates.

Eligibility: A written summary of student eligibility is expected to accompany the stole request. This will reduce confusion for who is eligible to wear the stole.

Longevity: The proposal should include the plans to either allow the graduate to retain the stole after Commencement or to return the stole. Should the stoles be returned after the Commencement ceremony, the sponsoring group is responsible for gathering the stoles the day of Commencement, cleaning and storing for the next year.



HAZING POLICY AWARENESS FORM



Upper Iowa University Hazing Policy

Any action taken or situation created, intentionally, whether on or off university premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule is considered hazing. Such activities may include, but are not limited to the following: use of alcohol; use of any drug, narcotic, or controlled substance; eating spoiled foods, raw onions, or anything else unreasonable; paddling in any form; branding in any form; tying a person to a chair, pole, anchor, tree, person, or any other object; creation of excessive fatigue; presenting physical and psychological shocks; pushing, shoving, tackling, or any other physical abuse; exposing oneself indecently or appearing nude in anyway; subjecting a person or group of people to verbal harassment; calling people demeaning names; misleading pledges in an effort to convince them that they will not be initiated, that they will be hurt during initiation, or any other activity subject to mental stress; carrying items that serve no constructive purpose or that are designed to punish or embarrass the carrier; requiring people to deface or steal property; assigning or endorsing pranks; having people perform personal chores; conducting interrogations or any other non-constructive questioning; answering telephones, doors, or greeting organization members with a prescribed chant, riddle, song, or rhyme; quests, treasure hunts, scavenger hunts, road trips, or any other such activities carried on outside or inside of the confines of the university; wearing of public apparel which is conspicuous and not in good taste normally; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities which are not consistent with fraternal law, ritual, or policy, or the regulations and policies of the university.

Hazing at Upper Iowa University is STRICTLY PROHIBITED. Any individual or group found guilty of hazing will be subject to disciplinary sanctions which could include suspension, expulsion, and/or group termination. For further questions about hazing, please see the Student Handbook or contact the Coordinator of Student Activities.

Any person suffering or witnessing a hazing activity is encouraged to report the incident to the Office of Student Activities. The principle officer of each registered student organization shall be responsible for informing pledges and members of the University Hazing Policy.

The Upper Iowa University Hazing Policy will be in accordance with the laws of the State of Iowa at all times. However, the university's standards of personal conduct substantially exceed the minimum expectations of civil law and custom. Student organizations and individual students found in violation of Iowa hazing laws will be subjected to university disciplinary action. The university disciplinary process does not make an individual or organization exempt from criminal prosecution with the State of Iowa.

Below is the hazing law for the state of Iowa. This law/policy should be read to every member, pledge, or applicant for membership of the organization. Once the group, team, or organization has heard, understands, and agrees to comply with the provisions of this law, the principle leader and advisor of the organization should sign off on this agreement.

For club and organization reference, the law on hazing in Iowa states the following (708.10):

This information was found at: <http://search.legis.state.ia.us/nxt/gateway.dll/ic?f=templates&fn=default.htm>

1. a. A person commits an act of hazing when the person intentionally or recklessly engages in any act or acts involving forced activity which endanger the physical health or safety of a student for the purpose of initiation or admission into, or affiliation with, any organization operating in connection with a school, college, or university.

Prohibited acts include, but are not limited to, any brutality of a physical nature such as whipping, forced confinement, or any other forced activity which endangers the physical health or safety of the student.

b. For purposes of this section, "forced activity" means any activity which is a condition of initiation or admission into, or affiliation with, an organization, regardless of a student's willingness to participate in the activity.

2. A person who commits an act of hazing is guilty of a simple misdemeanor.

3. A person who commits an act of hazing which causes serious bodily injury to another is guilty of a serious misdemeanor

A signed non-hazing agreement for each organization may be found in their file in the Office of Student Activities

Don't Forget...

- Several forms and resources for planning are available to you for on the Student Activities webpage: <http://www.uui.edu/studentlife/clubs/activities.html>
- When planning a program, fill out the Program Proposal Form located on the webpage.
- Turn in all of your paperwork to the Office of Student Activities. If you have updates throughout the year, turn them in as well.
- When making a purchase, fill out the Organization Expense Request Form prior to making a purchase and turn it into OSA. The Coordinator of Student Activities can assist with check requests and purchases. This form is located on the webpage.
- When requesting for additional funds, feel free to complete the Additional Funding Request, along with a program proposal and turn these forms into SGA for approval. Once approved, the program must be executed and upon completion, additional funds will be added to the organization's account once evaluation is received. The forms are located on the webpage.

We, the undersigned officers of _____, have read and understand the Hazing Policy Awareness form. We recognize and confirm the members of the organization understand the purposes and missions of Upper Iowa University and further agree to conduct ourselves in a manner that is a credit to both the university and the organizations. The rules and regulations stated in the current Organizational Handbook are applicable to the organization and its members.

OFFICER INFORMATION *Please print*

Position	Name	Signature	Email Address
President			
Vice President			
Pledge Master			
Secretary			
Treasurer			
Student Government Rep.			
Advisor			
Advisor			
Other			
<u>New Pledges Sign Below</u> (Greeks Only)			



Organization Application Form

We, the undersigned officers of _____, petition for approval as a recognized organization and herewith submit the information requested. We recognize and confirm the members of the organization understand the purposes and missions of Upper Iowa University and further agree to conduct ourselves in a manner that is a credit to both the university and the organizations. The rules and regulations stated in the current Organizational Handbook are applicable to the organization and its members.

This application form is to be submitted with a current copy of the club/organization’s constitution via email to the Coordinator of Student Activities. Also, the Student Organization Advisor Agreement, and a typed list of current members must be submitted in print to the Office of Student Activities in order for the organization to be considered a registered, recognized student organization. Be sure to keep a copy of this and all forms for the organization’s records.

OFFICER INFORMATION *Please print*

Position	Name	Phone Number	Email Address
President			
Vice President			
Secretary			
Treasurer			
Student Government Rep.			
Advisor			
Advisor			
Other			

MEETING INFORMATION

Number of Meetings Per Month	
Location of Meetings	
Day/Time of Meetings	

MEMBER INFORMATION *Please read completely— Form on the back*

Please have your members provide their information on the back of this form. This will serve as your organization’s roster. Should your roster change throughout the year, **PLEASE** submit your updated roster through email, a Microsoft Word file, printed copy, etc. to the Coordinator of Student Activities. We’ll accept any format of an updated roster, just **PLEASE** inform OSA of your roster changes. Thanks!

MEMBER INFORMATION *Please print*

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ORGANIZATIONAL HANDBOOK AGREEMENT FORM



Learn • Lead • Serve • Respect

“We, the undersigned, belong to the organization _____, and we commit ourselves and our organization to understanding and following not only the policies set in place by the university and the Office of Student Activities, but also abiding by all of the information provided within the text of the 2019-2020 Organizational Handbook. We understand that the information we have obtained from this handbook was established to help our organization and its members stay safe and to be productive as we strive to be successful citizens and scholars of Upper Iowa University. We realize that we are responsible for making sure all of our members are aware of the information that is mentioned in the Organizational Handbook and that it establishes the foundation of our organization’s efforts toward our own goals and objectives. If we ever have any questions regarding a policy or procedure, we will contact our advisor, another University staff/faculty member, or the Office of Student Activities to aid us in finding an answer before taking action.”

Please note that all the officers and the advisor of the organization are **REQUIRED** to read & understand the Organizational Handbook and to acknowledge this understanding by signing this form. It is the responsibility of the officers and the advisor to make sure members of the organization are aware of the information in the Organizational Handbook. All organization members are strongly encouraged to read & understand the handbook as well; however, it is not a requirement.

Name of Organization	
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Officer Signatures *(required)*

Officer Name & Position <i>(please print)</i>	Signature	Date
Advisor:		

Member Signatures are on the reverse side of this form.

Member Signatures *(please complete as accurately as possible)*

	Member Name <i>(please print)</i>	Member Signature	Date
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Please attach additional sheet, if necessary.

STUDENT ORGANIZATION ADVISOR AGREEMENT



Student organizations at Upper Iowa University are required to have an authorized full-time university representative (either a faculty or staff member) as an advisor to be recognized by the university. The advisor serves as a counselor and guide to help facilitate growth within the organization. He/she assists the students in achieving their organizational goals and ensures that the group functions within all guidelines and procedures.

I, _____ have agreed to serve as advisor of the _____ organization and agree to accept certain responsibilities on behalf of the student organization and Upper Iowa University. These responsibilities include, but are not limited to the following:

Responsibility to the University (these include, but are not limited to the following):

- To be certain that he/she or an authorized university representative (full-time faculty or staff member) is present at scheduled events. This also includes any activity involving travel.
- To be certain of the content and manner of all scheduled programs, to ensure that they are presented in good taste and that they are within university policies and procedures.
- To communicate relevant university policies, regulations and procedures to the organization.
- To communicate and explain federal, state and local regulations which are applicable to the functions and activities of the organization.
- To meet with the Coordinator of Student Activities, as needed, to review and discuss any problems, ideas and/or suggestions.

Responsibility to the Group (these include, but are not limited to the following):

- There must be educational and personal development opportunities for the students who participate as members of a student organization.
- The programs planned must justify the expenditure of students' time, abilities, energy and money.
- To assist the organization in monitoring the organization's account and fundraising activities.
- The advisor should be knowledgeable and well informed about all plans and activities within the group. This may be achieved through regular attendance at meetings and/or frequent consultation with student officers.
- To maintain contact with relevant university officers and to help in communication with the national organization office if an affiliation exists.
- The advisor should discourage domination of the group by any individual or faction.
- The advisor is responsible for providing long-term continuity within the group and should be familiar with its history, including major changes in the organization's programs.
- The advisor should assist in the orientation of new officers.
- The advisor is expected to attend the events sponsored by the group and to assist in setting the tone of the occasion.
- The advisor should provide direct assistance in the planning and evaluation of programs.
- The advisor should assist in promoting student interest in evaluating programs.
- The advisor should assist the group in setting realistic goals and objectives yearly.
- To promote respect amongst all groups.

Responsibility to the Individual (these include, but are not limited to the following):

The advisor should encourage each individual to participate and get involved in group meetings and events. Group members may need guidance as they try to decide to what degree they should participate in activities. The advisor should assist students in maintaining a balance between the academic and co-curricular aspects of student life.

The advisor should always keep the best interest of the student in mind and encourage them to develop and grow through their involvement in the organization.

By signing this agreement form, you understand and accept the responsibilities outlined above as a student organization advisor.

Advisor Name (Please Print)

Organization

Signature/Date

Coordinator of Student Activities/Date



Organization Updated Roster Form

NEW MEMBER INFORMATION *Please print*

	Name	Phone Number	Email Address
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Additional Funding Request



Additional funding may be requested for the purpose of hosting a campuswide event, or attending a notional conference or competition. At the discretion of the Student Government Association, an additional \$100 may be granted to organizations when, and only when, ALL of the tasks on the organization’s checklist have been met, and there is a financial need to continue campus wide programming. Organizations may request no more than \$100 in additional funding for campuswide events (which is 2 events or requests). Please complete the following information, obtain the appropriate signatures, and submit this form to the Student Government Association along with a detailed Program Proposal and Program Checklist. Please keep in consideration that it takes approximately one week for University funds to be transferred.

Club/Organization	
Account Number	
Contact Name/Number	
Requested Amount	
Date Needed	

Event Description (Please explain the organization’s justification for receiving additional funds and what the funds will be put toward):

Total Amount Offered	
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Approval	Signature	Date
Organization Officer		
Organization Advisor		
Student Government Association Representative		

ORGANIZATION, CLUB, & GREEK INVOLVEMENT CHECKLIST



Organization	
President	Contact Number:
Advisor	Contact Number:

NOTE: To receive any funding, a representative MUST attend 10 out of 12 Student Government meetings and 5 out of 6 Greek Council Meetings (if applicable).

Task	SGA Funding	Complete
Organization Paperwork Complete		
<i>Revised Constitution (if applicable) via Email (required to be active)</i>		
<i>Organization Application and Officer/Member Information (required to be active)</i>		
<i>Organizational Handbook Agreement Form (required to be active)</i>		
<i>Advisor Agreement (required to be active)</i>		
Attendance at All Organizational Meeting – Wednesday, Sept. 6, 11 AM – 1 PM in the Student Center Ballrooms (required to be active). Wings and vegetables will be provided.		
Participation in Fall Organizational Fair – Wednesday, Sept. 13, 11 AM – 1 PM in the Student Center Ballrooms (required to be active).		
Leadership Training Session (Participate in a leadership conference, training, school speaker, career development event, academic success event for the benefit of individual(s) leading your group.)		
Participation in Homecoming Activities (At least 2 activities)	25.00 X 2 Events	
Community Service (3 projects per group to include FAD) Enter the projects the group completed at the following link http://uiu.edu/service .	50.00	
Campus Wide Events (Non-fundraising, host at least 2 events) Reserve time & location (minimum 2 weeks in advance) with Coordinator of Student Activities or a GA; complete program proposal.	50.00	
Attendance at a minimum of 10 out of 12 SGA meetings	25.00	
Leadership Training Session (80 % of your group must participate in a leadership conference, training, school speaker, career development event, academic success event for the benefit of individual(s) leading your group.)	50.00	
Participate in the Halls of Horror & The Carnival	100.00	
Additional Funding Request Form available for up to \$100.		

*Funding distributed in January and May.

Program PROPOSAL FORM



Program Name	
Program Date	
Sponsoring Organization	
Location & Time of Event	
Contact Name/Number	
Advisor Signature	
Community Service Supervisor Signature	
Chaperon in Attendance if Different from Advisor	

Program Description:

Equipment Needed to Checkout in Student Development:

Student Organizations sponsoring activities are required to have their organization’s advisor or UIU faculty or staff member present for the duration of the event.

Office Use Only

Date Received	
Program	___ Approved ___ Denied
Equipment	___ Approved ___ Denied
Signature of DSA/Date	

**For room reservations contact the Events Manager and for Catering please contact an Aramark manager.*

**This form is necessary in order to receive any type of funding.*

PROGRAM CHECKLIST



Program Name	
Program Date	
Program Location	
Program Chair/person(s)	
Advisor/Staff at Event	

Person Responsible	Task	Date Completed
	Consult University Calendar for Conflicts	
	Facility and/or Room Reserved	
	Maintenance/Set up Request Submitted	
	Food Service Contract for Catering	
	Publicity Design	
	Publicity Approved by OSD	
	Publicity Distribution and Posting	
	Set Up Crew Organized	
	Clean Up Crew Organized	
	Entertainment Host	
	Equipment Arranged	
	Campus Security Contacted (If necessary)	
	Checked if room is available with Events Manager	

Additional space is provided to you to put in any additional tasks of which you wish to keep track. **Also, remember to EVALUATE your program.**