CONSTITUTION OF THE BIOLOGY GRADUATE STUDENT ASSOCIATION
INCORPORATED

ARTICLE I. NAME AND PURPOSE

Section 1. This organization shall be known as the Biology Graduate Student Association Incorporated (BGSA Inc.)

Section 2. BGSA Inc. is a new organization patterned after the parent organization BGSA in response to changing economic and membership needs of the parent organization. This constitution of BGSA Inc. supersedes the former constitution of BGSA.

Section 3. The purpose of this organization shall be to help facilitate a positive research experience for students within the graduate program of the Division of Biology. To this end, the BGSA Inc. will strive to: 1) Keep members informed of departmental and Graduate School policies, 2) provide a forum for members to discuss concerns regarding their academic experience, 3) facilitate resolution of conflict expressed by its members via dialog with departmental administration and faculty, 4) enrich the research atmosphere through a variety of activities such as hosting speakers and training seminars, 5) promote interacademic fellowship between BGSA Inc members through extracurricular activities e.g. intramural rec. activities, 6) Provide a forum for the open sharing of ideas in the hopes of establishing professional collaborations between members.

Section 4. BGSA Inc. is a registered organization with the Student Government Association and the Graduate Student Council. We declare as a DSO as per Kansas State University (KSU) requirements and as such give the Division of Biology final say in BGSA Inc. matters.

Section 5. The constitution shall be the governing document of all BGSA Inc. activities, so long as it is not in direct conflict with the By-Laws or Articles of Incorporation of Friends of Biology Graduate Students Inc. the not for profit sister corporation of BGSA Inc. which was established for the sole purpose of managing BGSA Inc. finances. In cases of conflict the Articles, By Laws, and Adopted Policies will take precedents over this constitution. However the Articles, By Laws, and Adopted Policies were all patterned after this constitution, and therefore should be consistent with this constitution in all matters related to policy, procedure, and fiscal responsibilities of the both BGSA Inc. and Friends of Biology Graduate Students Inc. Officers listed here in BGSA Inc. serve the same office in Friends of Biology Graduate Students Inc. as the two entities are separate only in recognized tax status Under internal revenue tax code (501c(3) but not in function.

ARTICLE II. MEMBERSHIP

Section 1. Students accepted into the KSU Division of Biology graduate Program are eligible for BGSA Inc. membership.

Section 2. A faculty advisor will be encouraged to attend BGSA Inc. meetings to provide guidance and continuity between years. A faculty advisor will hold the position until s/he
seeks replacement or is deemed unsuitable for the position. A new faculty advisor can be nominated and elected by a majority vote at a regularly scheduled BGSA Inc. meeting with at least one third members present.

ARTICLE III. OFFICERS
Section 1. The officers of this organization shall be: president, vice president, treasurer, secretary, graduate affairs committee (GAC) representative, manual sales coordinator, travel grants chair, seminar representative and faculty award committee chair.

1. President
Duties include:
A. Provide motivation for BGSA Inc.
B. Sets the date and time for monthly BGSA Inc. meetings
C. Represents or appoints someone to represent BGSA Inc. at SGA and SGC meetings
D. Registers or appoints someone to register BGSA Inc. with SGCA and SGC
E. Communicates with committees and oversees committee progress
F. Oversees voting and holds the tie breaking vote
G. Holds the power to appoint members to committees when vacant
H. Is aware of all money matters with BGSA Inc. and is one of four officers with access to BGSA Inc. bank account information, and has keys to the BGSA Inc. petty cash safe.
I. Oversees the BGSA Inc. constitution revisions and in cases of dispute over contextual meaning is the authority on constitutional governance of BGSA Inc. Meaning the president's interpretation of this constitution is ultimately correct, excepting in situations where the president's interpretation is in clear disagreement with the wording of this Constitution
J. Appoint members to hand out T-shirts to visiting scientists and meet with Division guests on behalf of the BGSA Inc.
K. Appoint interim officer to fill positions vacated for any reason.
L. An exception to Section 1. 1. K. occurs if the newly appointed member would sit for greater than 70% of the initial term. Under these circumstances a majority vote of the membership is required to approve the president's appointee. An appointee not approved under the above circumstances, must decline the position and the president must nominate a different person for the vacant position.

2. Vice President
Duties Include:
A. Assist the president in the execution of their duties and assume the role of the president in the event the president is unable to perform their duties
B. Assist in the coordination of two graduate recruitment events
C. Assumes positions on BGSA committees that are unexpectedly vacated
D. Attends SGC and SGA meetings and or meetings with Division of Biology administration along with the president
E. Coordinates with committee members, the president and the Manual sales representative on fund raising issues.
F. Is one of 4 officers with access to BGSA Inc. bank account information
G. Oversees the development and maintenance of the BGSA Inc. web page (WEBMASTER)
3. Treasurer
Duties Include:
A. Is one of 4 BGSA Inc. officers with access to BGSA Inc. bank account information and along with the president has keys to the BGSA Inc. petty cash safe
B. Oversees the development and sets the yearly Budget
C. Along with the manual sales coordinator takes sales receipts to the BGSA Inc. CPA accountant, pays KS, sales taxes, and advises the manual sales coordinator in matters of BGSA Inc. finances
D. Provides written or oral reports to the BGSA Inc members and officers as to the state of the budget at monthly meetings
E. Is responsible for monitoring BGSA Inc. finances and ensuring that BGSA Inc. remains fiscally solvent
F. Pays any debts owed
G. Maintains financial records for BGSA Inc.
H. Along with the president and manual sales coordinator, promptly deposits any newly acquired BGSA Inc. funds.

4. Secretary
Duties Include:
A. Records and publishes minutes of all BGSA Inc. meetings
B. Distributes email notices about upcoming BGSA meetings and events
C. Reserves meeting rooms for BGSA Inc. meetings and records attendance
D. Helps the president in setting the agenda for BGSA Inc. meetings
E. Conduct yearly questionnaire of BGSA Inc. members to determine organization priorities and agendas. Yearly assessment of how well BGSA Inc. is meeting the needs of its membership
F. Is able to schedule monthly meetings of the BGSA Inc.
G. Maintains official records of member service to BGSA Inc. for merit-based funds dispersal in the form of grants
H. Assistant WEBMASTER

5. GAC representative
Duties Include:
A. Represents BGSA to the Division of Biology’s GAC
B. Participates in the selection of students to be admitted to the Division of Biology’s graduate program
C. Reports GAC matters with regards to grad admissions to BGSA Inc. at monthly meetings

6. Manual sales coordinator
The responsibilities of the Manual sales coordinator are to organize and facilitate the sale of manuals for predetermined biology courses. The duties set forth in this BGSA Inc constitution serve as recommended guidelines. These duties include:
A. The Manual Sales Coordinator will organize and facilitate manual sales for Spring, Summer, and Fall Semesters following appointment date.
B. The Manual Sales Coordinator will work with the outgoing Manual Sales Coordinator to ensure a smooth transition. The previous year’s coordinator takes precedence over the newly elected coordinator.

C. The Manual Sales Coordinator will communicate with instructors for the predetermined biology courses to ensure the appropriate number of manuals and most updated manuals are ordered. They will also stay in contact with the instructors throughout the process, and after, to ensure all students have the opportunity to purchase a manual.

D. The Manual sales coordinator will be one of the BGSA Inc. members with access to BGSA Inc. bank records and has access to BGSA Inc. petty cash during the time of manual sales.

E. The Manual Sales Coordinator is responsible for filing taxes every month, including months that no manuals are sold.

F. The Manual Sales Coordinator will keep track of receipts and deposit slips to be transferred to the Treasurer. The manual sales coordinator will stay in constant communication with the Treasurer to assist in Duties D-F and inform them of any monetary issues.

G. The Manual sales coordinator will schedule and maintain accountability of members to work the sales desk and ensures that atleast two(2), and no more than three(3) persons are working at one time. A record should be turned in to the Secretary so merit based funds may be awarded.

H. The Manual Sales Coordinator will hold the Chair for the Manual sales committee. This Committee will serve as an organization responsible for assisting the Manual Sales Coordinator in decisions related to manual sales, and meetings will be held at the discretion of the Manual Sales Coordinator.

I. The Manual Sales coordinator is the ultimate authority on all matters associated with the manual sales fundraiser.

J. Is the guaranteed recipient of at least one BGSA Inc. travel grant allocated for their service. This grant is received over and above any grants earned via service points not associative with their tenure as Manual Sales Coordinator. That is to say that should a person accept the role as Manual Sales Coordinator they do not forfeit any service points earned prior to and post their term as Manual Sales Coordinator. Earned points are still to be evaluated competitively against all other BGSA Inc. Members in the manner specified. However, during their term as Manual Sales Coordinator no additional points will be earned. Manual Sales Coordinators cannot turn in both sets of points during the same award period.

7. Travel Grants and Awards Chair
Duties include:

A. Distributes email notices about upcoming grant deadlines
B. Edits grant application forms and confirmation letters
C. Reviews all grant applications based on general information, budget information, merit classification, and BGSA points.
D. Meets with the travel grant and awards committee to go over grant applications and total point number and award all grants to BGSA members.
E. Reports the name of the awardees to the BGSA in monthly meetings.
F. Maintains official records of all awards that BGSA has given on previous years.
8. Seminar Representative
Duties include
A. Co-ordinates with faculty Seminar Committee to Represents BGSA to the Division of Biology’s Friday Seminar Series.
B. Communicates with BGSA and calls for nomination of Seminar speakers.
https://docs.google.com/forms/d/e/1FAIpQLSfmUB7rOX8BmzDVpB5v6hmwY_SCQK0Me-XMSKUNMg6E0DLd6A/viewform
C. Evaluates the nominees on the basis of the evaluation criterias.
https://docs.google.com/forms/d/e/1FAIpQLScKoUNaJ5eDSQZ5ZDLx9PbDj_CqOIY9E8pnuLj0xU77h3ixGQ/viewform
D. Distributes the list of the nominees who are ranked based on the evaluation to the BGSA and allows it to vote.
E. Presents the rank of the nominees on the basis of the votes to the faculty Seminar committee for approval.
G. Communicates with host student about sending an invitation to the selected speaker and fixing a schedule.

9. Faculty awards representative
Duties include:
A. Gather faculty nominations from graduate students
B. Contact nominated faculty in order to gather proper professional documents which will be used for the awards process.
C. With the faculty awards committee, determine the most deserving (with formula/point system) faculty member for the award.
D. Deliver the award to deserving faculty
E. Pat themselves on the back for doing such a great job

Section 2. Officers will be selected at the November meeting to begin service prior to the end of the fall term. All positions serve for one year terms, except for the vice president who will serve for two recruitment events and the manual sales coordinator who serves a 1.5 year term. This is to allow the new vice president to help in coordinating recruitment and the current coordinator to train the new coordinator as to the duties involved with the sale. Hence during the spring there will be a vice president and vice president elect and two active Manual sales coordinators. The previous year’s coordinator takes precedence over the newly elected coordinator.

Section 3. Officer nominations will take place in October with elections to be held electronically after the November meeting. Nominations can be made in any way. Nominees will be informed electronically via email. All nominees accepting the nominations will then be asked to provide a brief bio on themselves to be included on the electronic ballot.

Section 4. Winners of the election will be announced at the November, but not later than the December meeting.

Section 5. Officer transitions will take place at the January meeting.
Section 6. Any officer may be removed from their position for conduct deemed inappropriate or for failure to perform their duties as described in Article 3 section 2, by a 2/3 majority vote of BGSA members at a regularly scheduled meeting with at least one third BGSA members in attendance. The vacancy must be filled as soon as possible by a simple majority vote as outlined above (Article 3 section 3) for normal officer elections.

Section 7. Special provision. A simple majority vote at a BGSA meeting with one third or more members in attendance will be considered sufficient to dissolve the previous organization and instate the new organization BGSA Inc. under this constitution. With the ratification of this new constitution and for purposes of continuity all currently seated officers of BGSA are considered to be carried over to their same positions in the new BGSA Inc. The first scheduled election for new officers will be held during the fall semester 2008 in the manner outlined in Article 3 of this constitution.

Section 8. The executive board consists of all elected officers of BGSA Inc.

ARTICLE IV: DUES AND FUNDRAISING

Section 1. Membership is free

Section 2. The budget must be set in the fall semester prior to elections for new officers but after all bills from the fall manual sales have been paid in full.

Section 3. The budget must be approved by a 2/3 majority vote of all members present at a regularly scheduled meeting with one third or more members present.

Section 4. Deviations from the approved budget exceeding 15% of the total budget must be voted on at a regular BGSA Inc. meeting with one third or more members present. Simple majority approval is sufficient to accept deviations of the approved budget.

Section 5. Funds will be obtained through the manual sales fundraiser. Other fundraisers are allowed as requested and approved by simple majority vote of the membership.

Section 6. Funds will be spent on travel grants, research grants, finishing grants, T-shirts, social activities, awards and other items approved by the BGSA Inc. members. All officers are prohibited from receiving travel or research grants during the time they are seated as officers. All recipients of BGSA or Friends of Biology Graduate Student Funds must have some meritoriously earned points at the time of receipt of the award. All earned points from serving as an officer or committee chair of the BGSA as well as serving on committees and volunteering for BGSA events ex. manual sales, are cumulative over the tenure of each graduate student, until such time as they use the points to obtain an award. At such time their committee service and volunteer points drop to zero, but officer and committee chair points remain. An exception to this is those students near the end of their tenure at KSU. They may request that a single point be held back from consideration for award so that they will remain eligible for a finishing grant.
ARTICLE V: MEETINGS

Section 1. Meeting day and time will be chosen by simple majority vote of all members present at the first meeting of the fall semester. The first meeting of the fall semester will be called and scheduled by the president and must be called no later than Sept. 15.

Section 2. Meeting dates will be set by the president or secretary after consulting the president or vice president.

Section 3. The president or vice president along with at least one third members (including the president or vice president) must be present for the meeting to be considered official and for voting to take place.

Section 4. Meetings will be conducted by the president or vice president if the president is not in attendance. Only the president or vice president may call for an official vote on BGSA Inc. business. However, should a vote be deemed necessary by the membership and not be called by either the president or vice president a ¾ majority vote of all members present in favor of a vote will constitute an executive officer call for a vote. The issue must then be immediately voted on by all members present at the meeting.

Section 5. Meetings will follow a town hall or courtroom discussion format with the highest ranking executive officer (normally the president) acting as chair.

Section 6. Meeting minutes will be posted on the web within 1 week of the meeting.

Section 7. A regularly scheduled meeting will be any monthly meeting called by the president or secretary on behalf of the president at which the president or vice president must be in attendance along with at least one third of other BGSA Inc. members.

ARTICLE VI: COMMITTEES

Section 1. Committees shall be established as needed and may include but are not limited to, fund raising committees, award and travel committees, social event committees and faculty award committees.

Section 2. Committee membership will be on a volunteer basis, and terms shall be 1 year or until the committee is disbanded.

Section 3. The travel grant and awards committee shall be an exception to article VI section 2. The travel grant and awards committee shall each consist of a chair elected from the membership and two to four additional BGSA members. They shall serve on this committee for a term of one semester, and not more than three semesters total. While serving on the travel grant and awards committee, committee members are not eligible to receive BGSA Inc. fund awards or grants. It is recommended but not required that travel grant and awards committee members represent a cross section of the research being conducted by the members of BGSA Inc.
Section 4. Committees failing to meet at least once between 4 regularly scheduled BGSA Inc. club meetings will be automatically disbanded and no travel awards points will be granted to members of those committees. Members of a committee that fail to make it to two committee meetings shall be dropped from the committee roster and receive no travel award points for their participation in said committee.

Section 5. Exceptions to article VI section 4 can be partitioned at regularly scheduled BGSA Inc. meetings and granted with either 1 approval by the president or 2 simple majority vote of the members in attendance.

Section 6. Participation in committees shall earn BGSA members points toward travel grant and other merit based BGSA Inc. financial awards at a rate specified in the policies/criteria of the BGSA Inc. travel grant and awards committee. These policies are separate from this constitution and can be altered as deemed necessary by the Travel Grant and Awards committee with the approval of the majority of the BGSA Inc. membership, or unanimous consent of the BGSA Inc. Executive board (Officers). It is understood that all funds are to be dispersed to the benefit (social or academic) of graduate students within the division of Biology. It is further understood that the disposition of those funds be based on demonstrable need for the funds by the recipient of the funds, in a manner consistent with state and federal law governing the disposition of funds of a 501c tax exempt organization and BGSA Inc. travel grant committee policies.

ARTICLE VII: AMENDMENTS

Section 1. The articles of this constitution are subject to amendment given a 2/3 majority vote of BGSA Inc. members at a regularly scheduled meeting (defined above).

Section 2. The bylaws of BGSA Inc. may be amended as necessary by a 2/3 majority vote of BGSA Inc. members at a regularly scheduled meeting.

Section 3. Special meetings may be called to discuss changes to the constitution or its bylaws; however, ¾ majority vote is needed to enact changes at special meetings (not regularly scheduled meetings). At least one third members and two officers must be present at special meetings in order for amendment changes to be considered valid.

Section 4. A special meeting is any meeting not meeting the criteria of a regularly scheduled meeting outline above.

Section 5. Amendments may not be made to this Constitution retrospectively. They may only be made prospectively after the situation leading to the requirement for Constitution Amendment has been dealt with under the governance of the Constitution as amended at the time the instance leading to the need for amendment is resolved, unless no resolution is possible without first amending the Constitution.

BGSA BYLAWS

ARTICLE I: GOVERNANCES

Section 1. All official action taken by BGSA Inc. must be discussed at a regularly scheduled meeting and approved by a 2/3 majority vote of the membership.
Section 2. The exception to article 1 section 1 shall be any action taken by three or more of the executive board on behalf of BGSA Inc.

Section 3. If participation in BGSA Inc. fall below the number needed to fill all officer positions, BGSA Inc. shall be dissolved.

Section 4. At The time of dissolution all funds in BGSA Inc. bank accounts will be used to settle all debts incurred by BGSA Inc. After payment of debts any remaining funds will be donated to a charitable 501c organization. The charity to which funds will be donated will be selected by any remaining BGSA Inc. members, and/or the faculty advisor of the BGSA Inc. Should no BGSA Inc. members be available, nor a faculty advisor is in place, then the current chair of the Division of Biology shall have proprietorship of all BGSA Inc. funds, with the understanding that those funds shall be disposed of to a suitable 501c organization.

Section 5. Biology Graduate Student Association Grant Award Policy and Application Process

BGSA will award (10) travel, (4) research, and (3) training grants per tax-year (June to June) to graduate students in the Kansas State University, Division of Biology on a competitive basis. An additional grant will be awarded to the Manual sales coordinator for one year of service. These funds were raised by members of BGSA to support the professional development of graduate students in the Division of Biology.

Eligibility guidelines:

1. BGSA will award travel and training grant funding to graduate students for representing Kansas State University, Division of Biology in an official capacity (e.g. presentation of work affiliated with Kansas State University, debates, round-table discussions, professional development, etc.).
2. The applicant must be an enrolled graduate student in the Kansas State University, Division of Biology.
3. Two (2) travel grants of not more than $500, one (1) training grant of not more than $500 and one (1) research grant of not more than $500 will be awarded for the August deadline. Three (3) travel grants of not more than $500, one (1) training grant of not more than $500 and one (1) research grant of not more than $500 will be awarded for the November and May deadlines. Two (2) travel grants of not more than $500 and one (1) research grant of not more than $500 will be awarded for the February deadline. Graduate students are eligible to receive two (2) research grants during their career. If an eligible application is not received during an award period, that award may be made available during the following award period. Funds that are not awarded during an award period will be reallocated at the discretion of the Travel Grants and Awards Committee. Applications will not be accepted after 5 p.m. on the day of the deadline (February 1st, May 1st, August 1st, November 1st).

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4. An individual graduate student may apply for travel and training grant funding in both travel periods.

5. An individual graduate student may receive only one BGSA travel grant per academic year, but will still be eligible for a training grant. An individual may receive one travel grant and one training grant in the same academic year, but may not receive two travel grants or two training grants.

6. Members of the BGSA Travel Grant Committee and serving officers of BGSA are not eligible to apply for the BGSA grants.

7. BGSA will award 17 grants per year but awards are contingent upon availability of funds and therefore not guaranteed.

8. The manual sale coordinator must complete a full term in the position, and only after completion will be eligible for the Manual Sales grant. The Manual Sales grant will total $500.

9. Criteria used to review travel and training grant applications are based on a point-system approved by the BGSA and available [https://www.k-state.edu/biology/grad/bgsa](https://www.k-state.edu/biology/grad/bgsa). Points earned from manual sales, meeting attendance and other volunteer work will be lost after a successful application. However, points earned from committee and officer positions will not be lost. In case of a tie, more points will be awarded for committee service rather than volunteer service hours. If the tie is still unresolved, other aspects will be considered including number of remaining years in the program or number of previously received grants.

10. Following the announcement of the grant recipients, all applications and review materials will be available for review upon request by contacting the BGSA Travel Grant Committee Chair.

11. BGSA reserves the right to disqualify applications that do not comply with the eligibility, application, or reimbursement guidelines or that breach professional ethics or the KSU Student Honor Code [http://www.k-state.edu/honor/](http://www.k-state.edu/honor/).

**Application Process (Please read carefully)**

1. Application Guidelines and Forms are available at [https://www.k-state.edu/biology/grad/bgsa](https://www.k-state.edu/biology/grad/bgsa)

2. The application consists of five (5) sections. Only complete applications will be reviewed by the Travel Grants and Awards Committee.
   
   a. General Information
   b. Merit Classification
   c. Budget Information (estimated expenditures)

   i. **Original receipts** must be submitted prior to award disbursement (do NOT include in application packet). Credit card slips will not be accepted in place of original receipts. The award recipient will be reimbursed for actual expenses up to $500.

   ii. Reimbursable expenses are those associated with the categories identified on the Budget form, unless otherwise approved by the BGSA Travel Grants and Awards committee. Non-reimbursable items include, but are not limited to: merchandise (books, t-shirts, etc.), social events, alcoholic beverages, expenses of travel partners.

   iii. The Division of Biology Accounting Office will be notified of award recipient and amount awarded. Expenses reimbursed through the Division of Biology, or other funding sources, are not considered to be actual expenses to the student and cannot be reimbursed by BGSA.
iv. Travel arrangements and reimbursement must be in accordance with KSU Travel Policy and Student Governing Association Guidelines. If you have specific questions in this area, please see the KSU Policies and Procedures Manual (http://www.k-state.edu/policies/ppm/contact) or the Office of Student Activities and Services’ Accountant at 785-532-6541.

v. Cash advances in the event of international travel will be allowed. Receipts will be required totaling the amount of money advanced upon return. Failure to provide them will result in the requirement to repay the unaccounted for portion of the advance.

d. Personal statement (300 word limit) indicating the importance of the travel to the students professional development.

e. If presenting research, attach a copy of all abstracts submitted.

f. If not presenting research, submit a description of activity.

g. If formally invited provide documentation of invitation.

3. All applicants must submit applications electronically to the BGSA Travel Grants and Awards Committee chair no later than 5 p.m. on the deadline day.

4. All applications will be reviewed by the Travel Grants and Awards Committee elected by BGSA.

5. All applicants will be notified via email of the grant recipient within 1 week of application deadline.

6. Upon notification of award, the applicant will be given an Award Confirmation Form. This form must be completed and signed by the student and graduate advisor, program director, or department head, and returned to BGSA Travel Grants and Awards Committee within 2 weeks. If the form is not received by that time, the grant will be awarded to the next highest scoring applicant.

7. Following the announcement of the grant recipient, all applications and review materials will be available for review upon request by contacting the BGSA Travel Grant Committee Chair.

ARTICLE II: MOTIONS

Section 1. Changes to this constitution must be made as motions at regularly scheduled BGSA Inc. meetings. Such motions must then pass by a 2/3 majority vote of the membership.

Section 2. Official action to be taken by BGSA Inc. on behalf of the graduate students by BGSA Inc. should be raised as motions at BGSA Inc. Except under the provision of article I section 2.

Section 3. Other exceptions to the rule of motions are: 1) committee reports and activities shall constitute motions for action, 2) matters of finance directly related to the manual sales, 3) matters of finance related to other BGSA Inc. committee activities, 4) amendments to the constitution added under article II section 1 & 2.
ARTICLE III: KANSAS BOARD OF REGENTS POLICY

“The established policy of the Board of Regents prohibits discrimination on the basis of age, race, color, religion, sex, marital status, national origin, physical handicap or disability, status as a Vietnam Era Veteran, sexual orientation or other factors which cannot be lawfully considered, within the state universities. All fraternal and campus related organizations shall follow this policy in the selection of their members, except the prohibition against sex discrimination shall not apply to social fraternities or sororities which are excluded from the application of Title IX of the Education Amendments of 1972 (20 U.S.C. Sec. 1681 et seq.). The right of organizations to establish standards for membership is acknowledged, provided that all students are afforded equal opportunity to meet those standards. Just as all students have the right to choose those with whom they would associate on the campus, an organization shall have the right to select its members subject to these principles. Nothing in this policy shall be interpreted as imposing a requirement which would violate the principle of selection on the basis of individual merit.”