

Constitution of Extreme Measures

ARTICLE 1 - Name of Organization

This organization will be called Extreme Measures.

ARTICLE 2 - Purpose

The purpose of this organization is to (a) bring people together who have a love and passion for music and performing, (b) to create a sense of unity and (c) provide quality leadership opportunities that will prepare students for leadership in the outside world.

ARTICLE 3 - Membership

Section 1 – Any student regularly enrolled in Christopher Newport University is eligible to become a member with voting and office-holding privileges

Section 2 – Members of Extreme Measures will be chosen by an auditioning process (*see Bylaw: Membership – New Member Auditions*)

Section 3 – Extreme Measures shall not discriminate based on race, creed, color, sex, age, national origin, disability, veteran status, or sexual orientation. Members are free to leave or dissociate without fear of retribution or harassment.

Section 4 – Extreme Measures shall not haze any current, new or prospective members.

Section 5 - Dues

- A. Dues will be determined by the executive committee at the beginning of each academic semester.
- B. Dues will be collected by the organization treasurer at the beginning of each semester.

Section 6 – Good Standing Membership Expectations

- A. Paying dues in a timely manner as determined in Section 5 is required for good- standing status
- B. Attendance at regularly scheduled practices is required for good-standing status
- C. Unexcused absences will result in loss of good-standing status
- D. A member in bad standing risks: [Spring '23]
 - a. Suspension from upcoming performances
 - b. Loss of solo(s) and solo audition opportunities
 - c. Removal from group
 - i. See Article 9, Section 2
- E. At the beginning of each academic year, grievances against members will be relieved. [Spring '23]

ARTICLE 4 - Executive Committee [Spring '23]

Section 1 - The Executive Committee of Extreme Measures shall consist of the following officers: President, Vice-President, Musical Director, Assistant Musical Director, Business Manager, Secretary, and Treasurer.

Section 2 - Duties of the Executive Committee Officers

- A. All members of the Executive Committee will:
 - a. Remain in good-standing with the group
 - b. Set a positive example for the rest of the group
 - c. Vote on matters of the Executive Committee
- B. President-The President will:
 - a. Oversee Extreme Measures' business aspects of rehearsal including aspects that require parliamentary procedure
 - b. Assist Music Director in staying on track and staying focused during rehearsal
 - c. Communicate with the group(s) and other campus affiliates about performances
 - d. Assist the Vice President and Musical Director with making the practice agenda for each practice
 - e. Serve as the group representative and advocate to other groups, organizations and the general public
 - f. Preside over Executive Committee meetings
- C. Vice President-The Vice President will:
 - a. Preside over practices and lead discussion on decisions that require parliamentary procedure should the President not be present
 - b. Supports the President and Executive Committee on organization business matters as needed and/or assigned
 - c. Assists in handling of membership expectation matters including conflict resolution, mediation, dues, membership and attendance
 - d. Organize and lead retreats for new members and/or current members
 - e. Assemble a small gift for each senior using the funds of the group with the assistance of the Treasurer
 - f. Assist the President and Music Director in making the practice agenda each practice.
- D. Musical Director- The Musical director will:
 - a. Develop arrangements of the chosen songs for the semester
 - b. Running the rehearsal part of practice
 - i. Teaching arrangements
 - ii. Teaching dynamics
 - iii. Conducting during rehearsal and performances
 - iv. Establish group focus during rehearsals.
 - c. Oversee the making of the practice agenda, assist the President and Vice President in making the practice agenda for each practice and specifically the musical portion

- E. Assistant Musical Director-The Assistant Musical Director will:
 - a. Aid in the arranging of the music chosen for the semester
 - b. Perform the duties of the Musical Director in the absence of the Musical Director from a performance or rehearsal (i.e. Music Director Duties b,d and e)
- F. Business Manager - The Business manager will:
 - a. Oversee the management of the social media accounts (e.g., Facebook, Instagram and Twitter accounts)
 - b. Book and schedule events/performances
 - c. Maintaining group google calendar/performance calendar with all details (i.e. where, when, what to wear, driver document)
 - d. Manage the group email account
- G. Secretary - The Secretary will:
 - a. Take minutes during executive committee meetings as well as the business portion of practices
 - b. Record all votes and elections
 - c. Send the minutes to each member of the group
 - d. Handle any paperwork and making any necessary copies
 - e. Take attendance at rehearsals and performances
 - f. Update and facilitate amendment process of the Constitution every academic year or as needed
 - g. Assist Business Manager with the management of the group email account
- G. Treasurer: The Treasurer will:
 - a. Open a bank account for the group
 - b. Set the due date for dues payment
 - c. Assist in collecting dues
 - d. Establish a payment plan with any member who is under financial stress
 - e. Handle any incoming or outgoing funds
 - f. Establish and maintain credible and consistent financial practices and operation guidelines
 - g. Maintain current financial records
 - h. Make purchases on behalf of the organization

ARTICLE 5 - Advisor

Section 1 – Role & Responsibility

- A. A CNU faculty or staff member shall serve as advisor.
- B. The advisor of the organization shall provide support, counseling, and guidance to the

organization. The advisor is expected to be an active part of the organization and maintain regular communication with the organization. The advisor shall work closely with the organization in coordinating activities to ensure that they are conducted in compliance with CNU's policies and federal, state and local laws.

Section 2 - Removal of Organization Advisor

Student organizations may have the right to remove an advisor from his or her role with the group. Should a student organization believe it is in the best interest of the organization to remove an advisor, the following steps should be taken:

- A. Student organization leadership meets with the advisor to address and explain any concerns regarding the advisor's role in the organization.
- B. Student organization leadership and advisor agree on a specified period of time for the concerns to be properly addressed.
- C. If concerns are not addressed adequately, then the group must submit a request to remove the advisor to the Office of Orientation and Student Involvement. Formal requests must include reasons and justifications for the removal. [Spring '23]
- D. Only after approval from the Office of Orientation and Student Involvement may an organization inform an advisor that he or she has been removed from his or her responsibilities and/or affiliation with the organization. [Spring '23]

ARTICLE 6 – Meetings, Practices, and Concerts

Section 1 - Regular Meetings of Extreme Measures shall be determined by the group before the beginning of each semester; however, if changes need to be made after the ADD/DROP period is over, accommodations will be made.

Section 2 - Special meetings may be called by the President at his or her discretion

- A. All members may submit a request to the Executive Committee for a special meeting.
- B. Special Meeting requests must be approved by a majority vote of the Executive Committee

Section 3 - Performance/Concert Dates

- A. Executive officers will choose tentative dates for the fall and spring concerts before practice, and the group will vote on a date as a whole.
- B. Additional campus performances for other organizations will be voted on by the entire group.

ARTICLE 7 - Election of Executive Officers

Section 1 - Voting on the next year's Executive Committee officers will take place after the start of April and before the completion of the academic school year.

- A. Members must be in good-standing status with Extreme Measures to be eligible to be an Executive Committee

- B. All Executive Committee members must have and maintain a cumulative GPA of 2.25 or higher. [Spring '17]
- C. Prospective Executive Committee members must submit an application that lists interested positions.
- D. Members running for a position will have a chance to present their candidacy at the determined meeting. (See Bylaws for additional procedural aspects)
- E. Position candidates will not be in the room during the discussion period or for voting on the specific position.
 - a. They are not allowed to vote for their position
 - b. Members who are running for a position may vote for members running for other positions.
- F. All discussion of candidates shall remain confidential after the discussion of the position and/or candidate has concluded. Candidates may not be informed of any information discussed or disclosed during the election process. Any violation of this will result in disciplinary action determined by the executive committee. [Spring '17]
- G. All voting shall be done by secret ballot to be collected and tabulated by the Secretary and one additional member appointed by the outgoing President.

ARTICLE 8 - Removal of Executive Committee Officer or member

Section 1 - Removal of an Officer [Spring '23]

Any officer in violation of the Organization's purpose or constitution may be removed from office by the following process:

- A. A written request by at least three members of the Organization submitted to (in order) Vice President, President or Advisor
- B. Written notification to the officer of the request, asking the officer to be present at the next meeting and prepared to speak
- C. The advisor must be present during the meeting and facilitate any discussion and voting
- D. A two-thirds (2/3) majority vote is necessary to remove the officer.

Section 2 - Removal of a member [Spring '23]

Any member in violation of the Organization's purpose or constitution may be removed from the group by the following process:

- A. A verbal warning of possible removal from group via E-Board or the Vice President, at E-Board's discretion
- B. A meeting with E-Board with a corresponding contract addressing conduct of the member.
- C. Required follow-up meeting to address the progress of the member
- D. If the contract is violated, the E-Board must schedule a meeting to vote on the membership status of the member of concern.
- E. If a unanimous vote is reached to terminate the member, they will be called into E-Board meeting and notified of their revocation of membership
 - a. If unanimous vote is not reached, return to B and establish a new contract
 - i. A revote cannot happen unless there are new or recurring violations that have taken place since the original vote
- F. After termination, a written summary must be provided detailing the instances

- that led to termination.
- G. Group will be notified by the E-Board and given the opportunity to read the written summary if they are interested

ARTICLE 9 - Parliamentary Procedure & Operations

Section 1 - Robert's Rules of Order (Revised) shall be the parliamentary authority of this organization. Should Robert's Rules of Order conflict with this Constitution, this Constitution takes priority.

Section 2 - Quorum shall consist of 2/3 of the Executive Committee and 50% +1 of the voting members. [A quorum is defined as the number or percentage of the total membership that must be present at a meeting in order to conduct the business of the club or organization.]

Section 3 - Voting & Decision Making

- A. Members in good standing are eligible to vote on organization decisions
- B. All organization decisions, with the exception of amendments to the Constitution will, will require a simple majority (50% +1) of a quorum of members
- C. Amendments to the Constitution will require a 3/4 majority vote by a quorum of members
- D. Any member can submit, in writing, a business motion (operations, by-laws, amendments, etc.) to the Executive Committee
- E. Notification of voting and/or decision making must be made to members at least one meeting in advance of the one in which the actual vote is taken.
- F. In the event of a tie on a vote that are not secret or ballot votes, a revote will take place until a consensus is met (at least 50+1%). [Spring '17]
- G. In the event of a tie for an election or other secret or ballot vote: [Spring '17]
 - a. The candidates will redo speeches and the group will have the opportunity to have an additional discussion. Any additional members not present at the original voting will be permitted to discuss and vote during the re-vote process.
 - b. In the event of two or more ties, a re-vote will take place only between the tied options.
 - i. If there were originally only two options, a re-vote will take place until a consensus is met (at least 50+1%).
 - c. If a re-vote or multiple re-votes occurs in the same night with the exact same voting members present, speeches and discussions are not required but encouraged. It will be up to the discretion of the voting members to decide if they require additional speeches or discussion.
 - i. In the event that a re-vote takes place on separate days and the exact same voting members are present, discussions and additional speeches do not need to take place. That's up to the discretion of the members present.
- H. In emergency situations, members who will be absent from a meeting in which voting will be conducted may submit their ballot via the Secretary before said meeting.
 - a. This does not apply for Executive Officer votes
 - b. This does not apply for excused absences due to homework
- I. It is up to the discretion of the Executive Committee if a choreographer is needed.

- a. The whole group will vote on who the choreographer is.

Section 4 - Major Decisions of Extreme Measures

- A. All major decisions pertaining to the group will be planned or determined at Regular Meetings and Executive Committee meetings including
 - a. Election of Executive Officers
 - b. Selection of New Members
 - c. Performance/Concert Dates
 - d. Song Selections

ARTICLE 10 – Constitution & Amendments

- A. The constitution is binding to all members of Extreme Measures, ensured by yearly signatures from each active member. [Spring '23]
- B. Amendments to the constitution may be proposed in writing by any member in good standing at any meeting where a quorum of members is present (see Article 8, Sec 2).
- C. These amendments will be placed on the agenda for the next regular meeting of the executive council or other officer grouping.
- D. Proposed amendments to the Constitution will become effective following approval of three-quarter (3/4)-majority vote of members in good standing.
- E. Each new member will have access to the constitution at all times. [Spring '23]
- F. The Executive Committee will discuss the constitution with the entire group at the first meeting of the year or at any time deemed fit by a majority (1/2 plus 1) vote of either the Executive Committee or group

Extreme Measures Bylaws

Membership - Attendance

- A. More than two unexcused absences will result in suspension from performances and loss of solo, if one is had, until improvement in attendance is shown. Attendance policy extends to regular meetings, Executive Committee meetings and performances/mandatory group events. Once improvement in attendance is shown, the executive committee will discuss the removal of suspension. Attendance policy can be adjusted at the Secretary's or Executive Committee's discretion with a majority vote (1/2

- plus 1) on an individual or group basis. [Spring '16, '17]
- B. If a member misses a sound check with an unexcused reason then said member will not perform. Even if said member has a solo. [Fall '18]

Membership - Solos

Section 1- Audition Process

- A. Auditioning for available solos will begin at the beginning of the semester. [Spring '14]
- B. A member must be in good standing to be eligible to hold a solo. A member on suspension is not eligible to obtain a solo. [Spring '14]
- C. After the soloist is voted on, a backup soloist will be voted on. The backup soloist will perform when the soloist is absent. In the case of a graduation, prolonged absence, suspension or removal of a soloist, the solo will be re-auditioned entirely and a new soloist and backup soloist may be voted on. [Spring '16]
- D. The voting members determining the solo have the right to request auditionees to sing multiple times. It is up to the discretion of the voting members to decide if they want to call back or narrow down those auditioning and hear any combinations of soloists. It is encouraged, but not required, to hear a potential soloist at least twice before the voting members decide on a soloist. In the event that an original auditionee is not called back and is eliminated from being a soloist for that song, the member may return to the audition room and have the opportunity to listen to, discuss, and vote on the finalists. [Spring '17]
- E. When a solo has been revoked from member "A" and given to another member "B", it will remain with member "B". [Spring '14]
- F. Backup beatboxer will be an auditioned position like a solo. [Fall '18]

Section 2- Re-audition process [Spring '17]

If a member who has a solo begins to decline in quality, any member of the group reserves the right to initiate a re-auditioning process for the solo.

The process for initiating a re-audition requires the following procedure in order:

- A. The requesting member must appear before the Executive Committee, bringing forth reasons as to why he or she believes that the current soloist should lose their solo privilege. Reasons may include but are not limited to
- Poor musical performance
 - Unwillingness to comply with group criticism regarding performance
- B. After entertaining these reasons, the Executive Council needs to vote on whether the reasons presented are valid for removal of a solo. A majority (50+1%) vote among executive council members is required before the complaint advances and is heard by the body of Extreme Measures.
- C. Should the Executive Council reach a majority decision, the individual with the solo in question will be notified. The vice president will present the matter to the group during the business portion of rehearsal. This presentation will include the initial complaints brought before executive council and any additional insight brought forth by the council.

- D. Having being informed of the issue, the body will then vote on whether or not to continue with the re-audition process. 75% of quorum must vote ‘yes’ to initiate the process.
- E. The re-audition process will follow the steps outlined in Sections B, C and D in the Membership-Solos section of the Extreme Measures bylaws.

Membership –

A. New Member Auditions

- a. Students must go through an audition and callback process [Spring ‘14]
- b. Callbacks will be determined by the current Executive Committee [Spring ‘14]
- c. During callbacks, all members will be present, and final selection will be chosen by group [Spring ‘14]

B. Membership Status [Spring ‘16]

- a. The classification of a member’s status will fall in one of the following categories
 - i. **Active:** in good attendance, financial and disciplinary standing (see Article 3, Section 6)
 - ii. **Inactive:** inactive members:
 - 1. Will give two weeks or emergency notice to the Executive Committee for reason for prolonged absence or will be notified by Executive Committee of he/she is no longer in good standing
 - 2. Will meet with Executive Committee to discuss terms of absence and set a date for a return
 - 3. Will write or speak to group concerning reason for absence
 - 4. Before the absence period is over, the member will meet with Executive Committee to discuss return
 - 5. An inactive member who has left for legitimate reasons determined by Executive Committee (including and not limited to personal finances, semester away from CNU, personal emergency or mental/physical health) may return after one semester. If they take more than one semester break, they will need to re-audition and will not be guaranteed a membership.
 - iii. **Non-Member:**
 - 1. An individual who has left the group (guidelines 1-3 for inactive members must be met in order to leave)
 - iv. **Removed Member**
 - 1. An individual who has been through the removal process outlined in Article 9
 - 2. A member who was classified as inactive and failed to follow outlined procedure. In this case, in order to return to the group the individual must go through the audition process again and is not guaranteed membership.

Professionalism, Expectations, & Standards [Spring ‘21]

- A. Be sober during rehearsals, performances, and meetings.
 - a. First: no audition solo or lose of solo

- b. Second: meeting with eboard
 - c. Three: suspension
- B. No phone usage during rehearsal, performances, and meetings unless it is for reasonable circumstances or prior approval from eboard.
 - a. First: warning.
 - b. Second: talk with the Vice President.
 - c. Third: no audition or loss of solo.

Hazing

- A. If hazing is committed by a current member towards a new or potential member, the punishment will be dismissal from Extreme Measures. [Spring '14]

Dues

- A. The amount of dues will be determined by the Treasurer and Executive Committee at the beginning of each academic semester. Dues will be collected from each member by the Treasurer on a declared date at the beginning of each academic semester. [Spring '16]
- B. Failure to pay dues by the assigned date will result in suspension from performing until dues are paid to the treasurer. [Spring '14]

Song Selections

- A. Song selection will take place either during a preselected Regular Meetings or online. The dates and deadlines of song suggestions and selection through voting will be selected by the Music Director and the Executive Committee. Any member in good standing can suggest a predetermined number of songs. To vote, a member must be in good standing and have listened to all the songs. Voting will be submitted to the Secretary and Musical Director or other Executive Committee member before the selected deadline. [Spring '16]

Retire Songs [Spring '21]

- A. If an arranged song has not been performed or taught to the group in three years, it is automatically retired.

Unarranged Song Retirement [Spring '21]

- A. If an unarranged song has not been arranged in four years it is automatically retired.
 - a. To extend or keep hold of a song it has to be a group vote.