

2016-
2018

Student Organization Handbook



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Welcome

Dear Students,

The Department of Student Success is here first, and foremost, to serve you—the students. Our primary goal is to create opportunities that support your academic and co-curricular education. Through involvement in one of the 90+ student organizations, you have the opportunity to create meaningful relationships with others, discover your passion, and develop lifelong skills. You also have the ability to make a difference on campus and in the community.

The Department of Student Success is also here to help you succeed as a student leader. We provide learning opportunities in the area of risk management, financial planning, and organizational development. Whatever you may need, I am confident that the Department of Campus Life can be of assistance.

Respectfully,

Paul Ayala
Director of Campus Engagement

The Mission of the University of the Incarnate Word

The first Sisters of Charity of the Incarnate Word, three young French women motivated by the love of God and their recognition of God's presence in each person, came to San Antonio in 1869 to minister to the sick and the poor. Their spirit of Christian service is perpetuated in the University of the Incarnate Word primarily through teaching and scholarship, encompassing research and artistic expression. Inspired by Judeo-Christian values, the Catholic Intellectual Tradition, and [Catholic Social Teaching](#),¹ the University of the Incarnate Word aims to educate men and women who will become concerned and enlightened citizens within the global community.

The University of the Incarnate Word is committed to educational excellence in a context of faith in Jesus Christ, the Incarnate Word of God. Thus, through a [liberal education](#)² the university cultivates the development of the whole person and values of life-long learning. To that end, faculty and students support each other in the search for and communication of truth, thoughtful innovation, care of the environment, community service, and [social justice](#).³

The University of the Incarnate Word is a Catholic institution that welcomes to its community persons of diverse backgrounds, in the belief that their respectful interaction advances the discovery of truth, mutual understanding, self-realization, and the common good.



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<http://www.uiw.edu/studentlife>

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STUDENT ORGANIZATIONS

Involvement in student organizations is an integral part of your college experience at the University of the Incarnate Word. Student organizations contribute positively to the campus and local community, adhere to upholding the University mission, and abide by all UIW policies governing both for individual students and student organizations. Many benefits are extended to registered student organizations, such as the ability to reserve campus spaces, promote organization activities through various forms of advertising, and the ability to apply for funding from the Student Government Association funds. With more than 60 registered organizations, there is something for everyone!

Categories

- Academic/professional
- Athletics
- Club sports
- Greek
- Honor Society
- Multicultural
- Religious Service
- Special interest
- Spirit
- University sponsored

Academic Honor Societies:

- Alpha Chi National College Honor Society
- Alpha Lambda Delta National Honor Society for First-Year Students
- Golden Key International
- Kappa Delta Epsilon Honorary Professional Education Fraternity
- National Society of Collegiate Scholars
- Nursing Honor Society
- Phi Alpha Delta Law Fraternity, International
- Phi Lambda Sigma Pharmacy Leadership Society
- Pi Sigma Alpha National Political Science Honor Society
- Sigma Tau Delta International English Honor Society
- Society of Leadership & Success, Sigma Alpha Pi

University Sponsored Organizations:

- UIW Ambassadors
- Campus Activities Board
- Student Government Association
- University Mission and Ministry Peer Ministers

Social/Service Greek Letter Organizations

Sororities

- Alpha Sigma Alpha Sorority
- Alpha Sigma Tau Sorority
- Delta Beta Chi Sorority
- Delta Xi Nu Multicultural Sorority, Inc.
- Kappa Delta Chi
- Sigma Delta Lambda
- Alpha Kappa Alpha Sorority, Inc.*
- Delta Sigma Theta Sorority, Inc.*

Fraternities

- Chi Phi Fraternity
- Lambda Chi Alpha Fraternity
- Omega Delta Phi
- Omega Psi Phi

City-Wide Organizations

- Alpha Kappa Alpha Sorority, Inc. Delta Rho
- Delta Sigma Theta Sorority, Inc. Zeta Upsilon

* The respected organization does not maintain a chapter at UIW, but instead UIW students are part of a larger city chapter consisting of members from participating universities in the San Antonio area.



GENERAL POLICIES FOR STUDENT ORGANIZATIONS

Student Organizations

Student organizations are established and registered at the University of the Incarnate Word for the purpose of complementing and extending the educational program and furthering the spiritual, intellectual, social, and career development of students. Registration of student organizations is essential to take advantage of designated University services, facilities and financial support. The registration process is designed to enfranchise student organizations for inclusion in overall campus life.

New Student Organization Application Process

Students interested in forming a new organization must schedule a meeting with the Student Organizations Coordinator to discuss the proposed organization and requirements for recognition. New student organizations can register at any time during the fall and spring semesters. No student organization will be permitted to use resources or benefits associated with registration until all registration requirements are met. Students interested in starting a new organization must visit OrgSync.com to submit the New Student Organization Registration packet. When creating a new organization, keep in mind the policies and requirements outlined in this section.

Name Policy

Names of the organization must not violate copyrights or licensing laws, must not be defamatory in nature, and must not contain profanity, derogatory words or themes, innuendo or lewd language.

Membership Requirements

- Membership in UIW student organizations may not be restricted on the basis of race, creed, religion, gender, national origin, age or handicap. Social fraternities and sororities are permitted by law to limit their membership to a single gender.
- A minimum of eight (8) students in good academic (2.5 or greater), financial and disciplinary standing is required to form an organization.
- Members of any student organization may request that their names and/or directory information be withheld from public information under the Family Rights and Privacy Act. This should be noted on the registration documents.

New Student Organization Registration Packet

Submit the following in the registration packet found on OrgSync.com.

- New Student Organization Application
- Membership Roster
- Student Organization Agency Account Authorization
- One electronic copy of the organization's current constitution and bylaws
- One copy of regional or national constitution (if applicable)
- Religious organizations requesting registration must also attain approval from University Mission and Ministry
- All Greek organizations should refer to the Greek Expansion guidelines

Officer Requirements

- All officers must be registered full-time students of UIW and must be in good academic, financial and disciplinary standing. NOTE: Student organizations may require specific GPA standards for its officers.
- Appoint at least one member as Student Government Representative; two reps are recommended. These members are required to attend all General Assembly and House Liaison sponsored meetings of the Student Government Association.

Advisor

Each student organization must enlist a UIW faculty/ administrator/staff member to serve as an advisor. Graduate assistants/students may not serve as advisor. The advisor supports the group's activities and aids in the overall success and excellence of the organization and its members. If any organization is having difficulty in finding an advisor, the Student Organizations Coordinator will aid in identifying someone to assist the group. For additional information visit the *Role of an Advisor* section of this policy.

New Student Organization Approval Process

The Student Organizations Coordinator is available to assist you in the process of creating a new student organization. Upon receipt, the packet will be reviewed in the following order:

- ✓ Student Organizations Coordinator
- ✓ Vetting: Executive council of the Student Government Association
- ✓ Final reviewer: Director of Campus Engagement
- ✓ Approval will be confirmed at the next scheduled SGA General Assembly.

Each reviewer will look for the following in the registration packet:

- Articulation of the goals of the organization to insure they are not duplicating another registered student organization.
- Consistency with the mission of University of the Incarnate Word and values of the Catholic Church.
- Democratic ideals as articulated in the organization's constitution.
- Following approval by the student organization coordinator, the organization will be recommended to the General Assembly of the Student Government Association. The General Assembly may either recommend registration or withhold its recommendation of approval. At least one member of the potential organization must be present to give an overview and answer questions; otherwise the application will be tabled until the next scheduled General Assembly meeting.

Greek Life Expansion Policy

Greek letter fraternities and sororities, defined as single sex social Greek letter organizations, may establish chapters at UIW only through formal invitation extended by the University and the respective Greek council. Contact the Greek Life coordinator for more information on procedures for expansion.

Process for Reactivating an Existing Student Organization Charter

Student organizations that remain inactive for less than two years may gain active status by reaching compliance with the Campus Life organizational expectations. All organizations that remain inactive for more than two years must resubmit as a new organization and regain active status.

Organizational Expectations

Student organizations are expected to register annually with the Campus Life office, operate within their stated mission, and abide by all University policies governing student organizations. Failure to adhere to recognition policies may result in the loss of privileges and/or loss of University recognition. The decision is vested with the Director of Campus Engagement and the Dean of Student Success. To maintain official university recognition, a student group must adhere to the following:

- Renew the organization's recognition every spring semester by May 15th.
- Maintain an active membership at a minimum of eight members. Failure to do so may result in loss of recognition per discretion of the Director of Campus Engagement.
- Submit any changes during the year in officers, the constitution or bylaws via

OrgSync.

- Maintain an advisor who is a faculty member, an administrator, or staff member.
- Obtain Campus Life approval for all events on a timely basis
- Refrain from discrimination in membership on the basis of gender, race, religion, color, creed, ethnicity, national origin, disability, sexual orientation, socio-economic status or political affiliation
- Provide representatives to participate in all mandatory student organization workshops instructed by the offices of Campus Life. Student leaders and advisors will receive information regarding updates to University policies and procedures, leadership development opportunities, and state-mandated risk management training.

Student Organization Rights

All recognized student organizations are granted the following rights:

- To register your student organization, consistent with University policies, regulations and mission, and local, state, and federal laws.
- To use the name of University of the Incarnate Word in all information, publicity, and references in a manner consistent with the policies contained in the style guide and the Student Handbook.
- To establish an agency account with the Business Office for use in organizational financial transactions and purchases.
- To use the services and assistance of the Campus Engagement -Campus Life office in planning, executing and evaluating programs and activities.
- To use available campus facilities and equipment.
- To use campus publicity consistent with University regulations and policies.
- To recruit members from the student body.
- To request financial assistance from the Student Government Association to further the goals and objectives of the organization and University.

Constitutions

Student organizations are expected to have an up-to-date constitution and/or by-laws on file with the offices of Campus Life. The document should be uploaded to Orgsync. These documents are required to contain the following:

- Name of organization (and any national affiliation)
- Concise statement of purpose, goals, etc.
- Clear definition of membership requirements
- List of officers, their duties, and requirements
- Meetings and quorums to conduct business

- Process for the assessment of dues and other finances
- Amendments to the constitution
- Statement of dissolution

Risk Management

The office of Campus Engagement conduct a mandatory Risk Management Training annually. Student organizations are required to send representatives to the risk management training. Representatives should include, but are not limited to, the organization president (or equivalent), risk management officer (or equivalent), and organization advisors. The risk management program is open to all students and is strongly recommended to all officers and advisors of all student organizations.

Knowledge on risk management is appropriate for all organizational events and activities. The offices of Campus Life are available to advise you about your proposed events and any risks involved. Event Approval Forms are reviewed to determine the potential and perceived level of risk. We reserve the right to request a written Risk Management plan and to decline and/or change your event to ensure the safety of all students and the community.

Student Honor Societies

Student honor societies provide an important mechanism that recognizes students who have achieved outstanding academic scholarship. The organization is supervised by an academic department but must also follow the policies and procedures as outlined within this handbook. The appropriate Dean will be responsible for designating one individual to be responsible for the academic honor society as an advisor. In addition to the role of advisor as administered by Campus Life, the assigned advisor works with the Dean to allocate money to the society, coordinate membership selection, and coordinate induction ceremonies for new members. Each honor society is responsible for providing updated contact information to the offices of Campus Life via OrgSync.

Religious Organizations

The University of the Incarnate Word is committed to encouraging the personal faith life of all its members and affirms the spirituality of its faculty, students, and staff members of varying religious backgrounds and persuasions. All religious groups on campus must operate within the guidelines of University Mission and Ministry; however, it must also register with the Campus Engagement office. The basic guidelines include:

1. All religious groups and activities are to be pre-approved by University Mission and Ministry.
2. Every religious group must identify the particular church or denomination with which they are affiliated and make this clear in all advertising on campus.

3. All advertising materials must be approved by University Mission and Ministry.

Groups must promote respect for others' religious beliefs and practices. To this end, no group or individual member of a group may proselytize (seek to make converts of) or promote anti-Catholicism doctrine in any way.



STUDENT ORGANIZATION MEMBERSHIP

Eligibility for Participation

UIW students enrolled in a minimum of 6 hours are eligible to participate in student organizations and/or serve as officers. Graduate and Doctoral students are exempt from this requirement.

First semester students may join any student organization with the following exceptions:

- First semester students are prohibited from joining organizations that utilize a new member education program. (i.e. Social fraternities and sororities)
- New transfer students may participate in a new member education program and/or activities if he/she has attended college during a spring or fall semester after high school graduation. An entering student with only dual credit college work is not considered a transfer student.

Academic Eligibility

All student organizations are left to determine their own academic eligibility requirements.

Graduate Students

Graduate students may participate in student organizations that do not prevent graduate student membership in their constitution and/or bylaws. Graduate students may participate as either student members of an organization or as a secondary advisor. No graduate student may serve as a primary advisor of any student organization.

New Member Procedures

The University of the Incarnate Word policies supersedes policies set forth by national headquarters or sponsoring entities for all organizations. The Dean of Student Success may consider exceptions as long as it does not conflict with University policies.

Organizations participating in Recruitment Process (pledging)

Any student organization that actively recruits new members with a new member education

program must comply with the following guidelines.

New Member Education Requirements

- All organizations must notify the Director of Campus Engagement of intent to hold new member education and provide an outline of schedule per semester.
- All new member programs are limited to a maximum of eight weeks from the beginning of the new member program through initiation.
- New member activities will be confined to the hours between 8 a.m. and 10 p.m. unless otherwise approved by the Director of Campus Engagement.



ROLE OF AN ADVISOR

Student organizations are required to have a minimum of one faculty member, administrator, or staff member employed at the University to serve as an advisor. Graduate assistants/students may not serve as advisor. The critical role of the advisor is to serve as a valuable resource to the organization. The student organization advisor's role is as follows:

- Advisors are trained and knowledgeable about the student rules related to student organizations, and are great resources about policies and procedures.
- Advisors should have access to the guiding documents and policies for the student organization. Make sure your advisor has an updated copy of your constitution and operations manual.
- Advisors are trained to report and follow up on any discipline issues for the organization and/or its members.
- Advisors are here to support and guide your organization, empowering you to make fair, intelligent, and reasonable decisions based on the information and guiding boundaries at your disposal.

This definition adopted from: Bickel, R.D., & Lake, P.F. (1999). *The rights and responsibilities of the modern university: Who assumes the risks of college life?* Durham, NC: Carolina Academic Press.



UNIVERSITY STATEMENT ON HAZING

A new member program should offer personal development, education, and enriching experiences. Hazing is a destructive and harassing activity that violates state and national laws. In turn, the University of the Incarnate Word regards any form of physical or mental hazing as an unproductive and hazardous custom contrary to the mission of UIW. University of the Incarnate Word issues the following extension of the State of Texas law. Under the current law, individuals or organizations could be subject to fines and charged with a criminal offense for hazing.

Hazing is a violation of the both state law and university regulations. According to the law, a person can commit a hazing offense by engaging in a hazing activity, but also by soliciting, directing, encouraging, aiding, or attempting another in hazing by knowingly or recklessly allowing hazing to occur or by failing to report in writing to the appropriate university official firsthand knowledge that a hazing incident has occurred. The fact that a person consented to or acquiesced in a hazing activity is not a defense to prosecution for hazing under state law.

In an effort to encourage reporting of hazing incidents, the law grants immunity from civil or criminal liability to any person who reports a specific hazing event to the appropriate university official, and that person is immunized from participation in any judicial proceeding resulting from that report. The penalty for failing to report a hazing incident is a fine of up to \$1,000, up to 180 days in jail, or both. Penalties for other hazing offenses vary accordingly to the severity of the injury, which results. These penalties range from \$500 to \$10,000 in fines and up to two years confinement.

This law does not affect or in any way limit the right of University of the Incarnate Word to enforce its own rules against hazing. The office of Campus Life will address hazing incidents involving university student organizations, with all individual referrals made.

The law defines hazing as intentional, knowing, or reckless act occurring on or off campus of an educational institution, by one person alone or acting with others, directed against a student, that endangers the physical and mental health or safety of a student for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in any organization whose members are or include students at an educational institution.

Because of our dedication to the highest ideals of education and society at University of the Incarnate Word, participation in hazing related activities is not consistent with membership in any university organization and will not be tolerated, whether the participation is as an instigator or as a victim. It is the responsibility of all organization officers to ensure that this information is distributed, read and understood by all members of their organization.

Ignorance of this information is not a defense to university disciplinary procedures, civil, or criminal liability.

Hazing may be physical or mental. Physical and mental hazing includes, but is not limited to, the following examples.

Physical Hazing

- Paddling
- Beating
- Branding
- Electric Shock
- Sleep Deprivation
- Calisthenics
- Running
- Personal Servitude
- Treasure Hunts
- Road trips
- Consumption of a substance (food, liquid, alcohol, or drugs) either by peer pressure or threats
- Pacing of a harmful substance on body
- Line-ups
- Confinement to an area that is either uncomfortable or dangerous

Mental Hazing

- Verbal Harassment
- Hell weeks or sessions
- Long pledge periods
- Degrading names
- Degrading or embarrassing apparel
- Lack of study time during pledge periods
- Yelling or screaming



STUDENT ORGANIZATION ACTIVITIES

Event Planning

All events and activities scheduled on or off campus, such as speakers, parties, field trips and fund-raising activities, must be coordinated and approved by the office of Campus Life. This approval allows the event to be publicized on campus. In addition, when five or more members of a registered student organization participate in an activity, it is considered an official organization event and must be approved by the office of Campus Life.

An Event Approval form is **not** required for the following:

- Regular business meetings (unless there is an outside speaker)
- Participation in SGA events (e.g., Student Activities Fair, Golden Harvest, Spring community service project like Habitat for Humanities)
- Participation in Campus Life events like Homecoming Tailgates, January Jump Off, Cardinal Welcome, etc.

Expectations for All-University Events

- Events should be true to the University Mission.
- Events should use resources effectively to achieve organizational missions and goals.
- Events should help students develop coherent values and ethical standards.
- Events should engage students in active learning.
- Events should build supportive and inclusive communities.

Activities that are controversial or advocate values adverse to the civic or university community may not be approved (examples may include events with alcohol and at off-campus locations that are considered high risk because of the nature of that business). An event not approved by the University may not be conducted in the name of the student organization or in the name of the University of the Incarnate Word. No funds from the organization may be used for its support and the activity may not be advertised on campus. Organizations that wish to appeal the decisions concerning organizational events may do so to the Director of Campus Engagement.

Approval Procedures

The office of Campus Life can approve activities only if at least two officers and the advisor of the organization have attended the Risk Management Workshop held every fall and spring semester (or as scheduled for new student organizations).

1. An Event Approval form must be submitted on OrgSync (www.orgsync.com). It is highly recommended to submit the Event Approval Form several weeks in advance

of the date in order to publicize the event, secure a specific campus location, or ensure the SGA has ample time to consider funding requests. When SGA funding is necessary, the request must be submitted according to the time frame noted in the allocation guidelines.

2. The office of Campus Life will notify you of the final decision within one working week. If your event is approved (you can check on OrgSync under My Account and My Submissions. Your event will be listed with the word, Accept). If your event is not approved, you may schedule an appointment with the office of Campus Life to discuss the reason(s) why it has not been approved. Do not sign any contracts for purchases, invitations, guest speaker confirmations, etc., until you have received approval from the office of Campus Life. You will not be able to reserve space until the Event Approval request has been approved.
3. Final approval from the Director of Campus Engagement indicates the University's approval of the event. Activities involving alcohol require the approval of the Director of Campus Engagement and Chief of Campus Police and have further coordination requirements. **Please submit your requests through OrgSync at least thirty days in advance to successfully complete the process and have the event.**
4. **Events may not be publicized until the Event Approval Form has been approved.**
5. Travel off campus requires a Request for Excursion Approval. Participants must also file liability waiver forms with the Office of Campus Life prior to departure. See the section on Trips below.
6. For your protection, Campus Life will request liability waivers and/or copies of insurance coverage for any questionable or risky activities held on or off campus.
7. **Week or Month of Activities** - If your student organization is planning a week or month of activities, submit a form for each separate event. Each event will be approved separately. Failure to do so may result in your event being cancelled. If your organization is holding the same event for the entire week or month, only one event approval form is required but please specify that in your submission.
8. High Risk events will require an additional Risk Management plan that details how the group will manage each risk. Please set-up a meeting with the Director of Campus Engagement and/or his/her designee to have the list approved. Even after the list is approved, the University has the right to request additional modifications to the Risk Management plan to ensure the safety of all participants.
9. When your event has been approved by Campus Life, it is the responsibility of the student organization to reserve the space/location with the appropriate office. This includes the set-up of tables and chairs and media services.

If your organization fails to meet the approval procedures, please refer to the fines below:

Fine Descriptions	Fine Amounts
Event publicized before approved	\$ 25
Liability form not filled out for the event	\$ 25 per member, amount not to exceed \$300
Failure to complete an off-campus event form	\$ 50
Event held at a different location than approval form	\$ 75
Failure to complete proper travel documentation	\$ 100
Event without approval	\$ 100

Travel Policy/Event Planning Guidelines

Retreats, conferences or workshops are among the most valuable experiences in organization programming. To obtain approval, student organizations must file the following information with their Event Approval Request at least three weeks prior to the scheduled event:

- A trip itinerary with expected times of actual travel to and from site
- Signed waivers from the persons participating
- Copies of driver's licenses and proof of liability insurance for each driver when applicable
- A detailed risk management plan.

Travel must be made through the University's authorized travel agency, CTP/Rennert Travel Group at 972-292-1913. You may also reach the CTP/Rennert Travel Group, Gail Genthner, by e-mail at gail@ggenthner.com or by fax at 972-292-2104.

Student organizations that travel more than 60 miles from the main campus are required to utilize a university vehicle. To use a university vehicle, the advisor must accompany the students in the vehicle on the trip. Furthermore, all drivers of the university vehicle must be over the age of 21 and on the university's automobile insurance policy.

Student organizations that travel less than 60 miles from the main campus are permitted to utilize their personal vehicles. Students who utilize their personal vehicles are not covered by University insurance. Vehicle owners' personal accident and liability insurance is the only insurance enforced during the period of travel. It is the responsibility of the organizers to confirm that all drivers are at least 21 years old and licensed to drive the vehicle being used.

Student organizations assume a burden of liability for the care of all participants in an off-campus function. They must take all reasonable precautions for the safety and well-being

of all participants. Campus Life may request additional information on your event.

It is strongly recommended that at least one faculty/staff member accompany a group taking a trip. If this is not possible, the advisor should designate an administrator or faculty member to accompany the students. If this is not possible, the advisor may select a mature member of the group to be his/her representative. This person would be responsible as the primary contact with the University should the need arise. The last scenario is highly discouraged and may result in an event not being approved.



ORGANIZATION FINANCES, TAXES, & LAW

Every registered student organization at UIW is required to maintain an agency account through the Business Office. The Business Office will set up an agency account for new registered student organizations upon receipt of the Organizational Agency Account Authorization by the Director of Campus Engagement and approval by SGA. Your organization is responsible for all charges and deposits made to the account. Outstanding balances to the University must be cleared before the end of the semester. When the account is closed, the organization is still responsible for any outstanding charges payable to the University; any balance is distributed according to the group's instructions on the Agency Account Authorization form. A student organization must operate its financial affairs in an orderly and responsible manner. The University oversees financial operations and assists organizational leaders in accomplishing their goals. Organizations have income, expenses, and often make agreements with third parties. Each of these operations requires record keeping and careful accounting. The University assumes no responsibility for the financial transactions of a given student organization, and it strongly recommends that each organization establish whatever controls it deems necessary via the organization's constitution and bylaws.

Agency accounts, established through the Comptroller's Office, provide the following benefits:

- The ability to use the University's purchasing system, thereby avoiding state sales tax
- Coverage of funds against registered theft
- Continuity of account when officers change

Exemption from Sales Tax

Your registered organization is only exempt from sales tax when submitting a university purchase order. For information on how to generate a purchase order, please contact Campus Life for assistance. **The Comptroller's Office will not reimburse you for any sales tax paid.**

In-Kind Donations

In-kind donations are non-cash gifts of merchandise or service. Prior to soliciting monetary or in-kind donations, consult the Development Office for an approved list of vendors to approach. Any in-kind donations received by student organizations should be recorded on the form "In-Kind Donations" (Form G). These forms can be obtained from the Development Office. The completed form should be returned to the Development Office, which will then send the donor a letter acknowledging receipt of the gift.

To comply with the IRS Tax Code, the letter will verify that the donor did not receive anything (gift or service) in consideration of their gift to the organization. The following sentence will be used in the letter: *In compliance with IRS Code Section 170(f) (8), this letter also serves as verification that you received no goods or services from the University of the Incarnate Word in consideration for your gift.* In addition, an organization leader should always write a thank you note to the donor.

Deposits: Student Accounts

All monies collected for deposit will be deposited with the UIW Business Office. When depositing monies the following account should be used: 7xxxx-6106-5918-50000

All checks deposited will have the above account number written on each check. A receipt will be generated. You should keep the receipt for your records and compare this to your monthly budget report.

All deposits must be approved by Amy DeAtley in the Comptroller’s Office.

Expenditure Types

Funds can be paid out in four ways depending on the type of request. All disbursements are charged to (your 5-digit account number) **7XXXX-6105-6851-18000**.

Type of Disbursement	When to Use	Additional Comments
Petty Cash	For incidental expenses	Limit of \$200. Please return all receipts and remaining cash to the Business Office within 48 hours of withdrawal of these funds. If any receipts or money are lost, the amount will be charged to the account of the student who withdrew the cash.
Check Requests	When product or service has already been received	Also for payments in advance when dollar amount is known, such as dues.
Purchase Orders	For organizational purposes.	Purchase Orders are required to purchase items and should be the primary way of purchasing goods for your organization. Click here
University Charges	Automatically applied to account for certain on-campus services	Includes mailing, copying and printing services

Before securing the services of an individual person, it is wise to meet with your advisor

and/or the Student Organizations Coordinator and Campus Life for guidance. Professional fees from individuals may require additional information and paperwork between the vendor and Accounts Payable before the disbursement request will be processed. The following information describes the typical process involved with each expenditure type.

Petty Cash

Cash for off-campus purchases may be obtained from the Business Office, which is open 8 am- 5 pm, Monday-Friday. The following rules apply to petty cash requests: Violation of these rules will result in suspension of petty cash privileges.

- There is a limit of \$200.
- Only one petty cash request may be made at any given time.
- Designated officers (President and Treasurer) must sign for petty cash. The form must be signed by the advisor for approval then initialed by the Comptroller's office.
- Purchase can be made only after approvals are obtained. The University does not reimburse sales tax. Remember to take the sales tax exemption form with you when making purchases. The sales tax exemption form can only be used with on-campus accounts and for organization expenses. **The exemption does not cover personal expenditures.**
- Turn in original receipts and any change to the Business Office within ten days of issuance. You will need to tape all receipts to an 8 ½ x 11 sheet of paper.

Checks

When a disbursement exceeds \$200 but less than \$500, a check Requisition Form must be obtained from the Accounts Payable Department. **The form is filled out and signed by the organization's representative AND the organization's advisor.** The Check Requisition Form is submitted to Amy DeAtley for approval. Once approved, the requisition is submitted to the Accounts Payable Department for processing. Checks are picked up in the Accounts Payable Department.

When a disbursement exceeds \$500, a purchase requisition must be submitted. It is submitted to Amy DeAtley for approval and is forwarded to the Purchasing Department or Accounts Payable for processing.

All check disbursements are charged to account:

7xxxx-6106-6851-18000

Purchase Orders

Purchase orders (P.O.) are required for all purchases of goods or services shipped on credit. For student organizations, purchase requisitions are done on paper. Purchase Requisition forms are available from both the Purchasing and Business Offices or may be reproduced by any individual office. Purchases made before a valid purchase order is prepared, processed and approved will not be accepted by the Business Office for payment. Designated officers (President or Treasurer) must sign the PO. The form must be signed by the advisor for approval then initialed by the Comptroller's office.

Please note that submission of the Purchase Requisition is not authorization to place an order. The required authorization is an approved, computer-generated purchase order with the assigned PO number. Please allow at least 24 hours for the requisition to be processed. The process involves:

- Log and time stamp your completed Purchase Requisition as part of its submission to the Purchasing Office. Be sure handwritten forms are legible. **The signatures of the organization's advisor AND president are required. It must be approved by Amy DeAtley in the Comptroller's Office - AD 175.**
- The organization picks up the approved purchase order from Purchasing. The organization is responsible for mailing or faxing the white original copy to the vendor to confirm the order and give invoicing instructions. Invoices must go to Accounts Payable.

University Charges

Some campus departments, such as the mailroom and printing services, charge fees for their services. The organization submits the appropriate form for these services in advance of the order just like a petty cash request, which goes to Amy DeAtley in the Comptroller's Office for approval and then to the specific department for fulfillment. Charges will be applied directly to the agency account.



SALES & SOLICITATION

Sodexo

The University contracts with Sodexo for the exclusive right and license to sell and manually dispense food and beverages, including alcoholic beverages, on campus. Sodexo has the contractual right to bid on the provision of food services at all on-campus events.

Using Sodexo

The organization must state fully what food items will be served in a request to use Sodexo. Sodexo is under no obligation to partially cater an event (i.e., coffee served by Sodexo and cookies baked by the organization).

Outside Caterers

The University contracts with Sodexo for the exclusive right and license to sell and manually dispense food and beverages, including alcoholic beverages, on campus. Sodexo has the contractual right to bid on the provision of food services at all on-campus events.

Organizations obtain catering bids from Sodexo and outside vendors when considering third-party services. Written verification of all bids should be provided to the Sodexo Manager. If the Sodexo bid is higher than a bid from an outside firm with comparable service, the Sodexo Manager may give permission to use the outside firm. Use of outside catering is authorized if Sodexo waives its right to service.

Sale of Food on Campus

Registered and University Sponsored student organizations are allowed to provide their own food and beverage for a campus event. This means that the organization must actually prepare its own food products.

1. Food may only be sold in predetermined locations as approved by Campus Life.
2. Signs indicating the name of the selling organization must be posted at the site of the food sale activity.
3. Generally limited to non-commercially produced cookies, candies, cakes, donuts not presently being sold by Sodexo. Foods that require heating may be sold only if requirements of San Antonio Metropolitan Health District are met.
4. Guidelines of the San Antonio Metropolitan Health District must be followed.
5. All litter resulting from the sale must be cleaned by the organization.

Fundraising

Fundraisers can be a great source of income and may be conducted by registered student organizations only. All fundraisers must be approved by submitting an Event Approval Request via OrgSync. You will need to identify a fixed location for the event; “door-to door” solicitations are not permitted.

Bake Sales

Generally, only one organization may conduct a bake sale at any given time. Check with the Student Organizations Coordinator or Campus Life office for date availability before planning your event and submitting your approval forms. Dates are reserved on a first come, first serve basis and approval is granted only when your group has filed all necessary forms. No bake sales may be conducted in the vicinity of Hortencia’s in the Administration Building. Foods that require heating and cooling may not be sold unless such sales meet the requirements of the San Antonio Metropolitan Health District.

Item Sales

The sale of items must be approved as an organization activity. Be sure to check with the Campus Life office as you plan your sale since the sale of certain items may be limited or prohibited.

Off-Campus Sales/Solicitation

Individuals or organizations may not sell or solicit donations off-campus in the name of the University unless prior authorization is given by the Director of Campus Engagement and the Vice President of the Institutional Advancement Office. Student organizations cannot approach anyone without permission. Once you have made contact with a potential sponsor, you must provide the details of sponsorship, which means what you are offering the sponsor, and what the sponsor is offering your student organization.

Raffle Information

In accordance with Texas law and IRS requirements, invitations, reply cards, tickets, letters, and other printed materials produced for any fundraising event sponsored by any unit of the university must clearly reflect fair market value of any good or service available to the donor. Fair market value should be determined by the donating entity. Student organizations may hold raffles to raise funds to enhance their opportunities for educational advancement. A raffle is defined as: *“the award of one or more prizes by chance at a single occasion among a single pool or group of persons who have paid or promised a thing of*

value for a ticket that represents a chance to win a prize.”

University of the Incarnate Word has established guidelines in accordance with Texas law.

1. The following information must be printed on each raffle ticket sold:

- Name of the organization conducting the raffle
- Address, phone number and contact person for the organization
- Ticket price
- General description of each prize
- Date the prizes will be awarded
- Fair market value of the prizes to be awarded

2. An organization may not hold more than two raffles per calendar year.

3. An organization may not sell or offer to sell tickets for more than one raffle concurrently.

4. An organization must award prizes on the date advertised.

5. All proceeds from the sale of raffle tickets must directly benefit the student organization and must be deposited in their account.

6. When promoting the sale of raffle tickets, organizations may not pay for advertising in mass media such as television, radio or newspaper.

7. The value of each prize should not exceed \$50,000. The value of the prize is determined by the purchase price or donating entity.

8. There is a limit of one prize per person per raffle.

In order to protect the integrity of auctions, raffles or similar events, a plan needs to be in place to ensure that the fundraiser is fair to all participants. The Student Orgs Coordinator must approve any plan and verify that the organization’s advisor understands his or her role in the fundraiser.

In order to protect the integrity of auctions, raffles or similar events, a plan needs to be in place to ensure that the fundraiser is fair to all participants. Campus Life must approve any plan and verify that the organization’s advisor understands his or her role in the fundraiser.



PUBLICITY

News Releases

The Office of Communications and Marketing can assist student organizations plan and implement publicity outside of the University for large-scale events. Press releases, articles and advertising in newspapers, radio, and TV must be coordinated with the Office of Communications and Marketing.

Student organizations **should not** contact media outlets directly, but rather work with Office of Communications and Marketing to distribute information about their event to the San Antonio community. This office should be approached during the planning stages of the publicity scheme, usually at least 6-8 weeks in advance. For more information or questions concerning how, when, and why, organizations should contact the Office of Communications and Marketing at 829-6001.

Posting Guidelines

Creating and Distributing Printed Materials

UIW supports the freedom to publicize activities and distribute materials that benefit the University community and are consistent with the values of the University. However, approval must be obtained prior to the promotion, posting or distribution of any type of material at residence halls or campus facilities. All material must have a responsible sponsor stated directly on each piece and adhere to all policies that apply.

One original sample of the flyer must be submitted to the Campus Life Office for stamped approval. Approved flyers may be copied as necessary for distribution. Please allow 24 hours turnaround time for approval.

The following posting guidelines are shared by the entire university community to include students, faculty, and administration.

REQUIREMENTS FOR POSTING

- Material is available at the Student Center Desk: paint, poster paper, and tape.
- Posters cannot be larger than 3'x3' unless approved in advance by Campus Engagement.
- Yard signs are permitted. Art work of the yard signs, a map indicating where the yard signs will be displayed, and the duration of time the signs will be posted must be submitted to the Office of Communications and Marketing before the signs are posted on campus. Yard signs posted after the approval date will be disposed of at the owners expense.
- The materials used to chalk the sidewalks must be water-soluble, powder-based sidewalk chalk.
- All signage will only be approved for 30 days.
- After your event is over, please take down all marketing materials within 24 hours. **If that**

does not occur, we will impose a fine of \$25 per poster removed with a total fine up to \$250. Future posters from your group/organization will not be approved until the fine is paid.

GETTING THE POSTERS APPROVED

- You **MUST** get your posters approved by the Director of Campus Engagement in the office of Campus Life (AD 55).
- If you are posting departmental flyers, check with the appropriate secretary for school/building approval.
- Please bring one original and make copies after your flyer is approved. If your organization or department has multiple printed or color copies, a member of your organization or department must stamp and date the flyers in the Campus Life office once approved.
- It is *not* the responsibility of the Campus Life staff to post your approved flyers.
- It is *not* the responsibility of the Campus Life staff to contact your when flyers/posters are approved. Please check back periodically to see if flyers/posters have been approved.
 - **Chalking is a form of posting and must be approved when completing an Event Approval Form on-line.

ALLOWABLE AREAS

- **Academic Buildings:** Non-designated bulletin boards and cork strips in the Fine Arts Center, Joyce Building, Frank Nursing Building, AT&T Science Center, Bonilla Science Hall and Nursing Building Lounge on the 1st Floor.
- **Administration Building:** Bulletin Boards or cork strips only. **No walls.**
- **Mabee Library:** Bulletin Board in Reserve Reading Room; Bulletin Boards in entrance and Finnegan's. **Posters are not allowed on the exterior of the library.**
- **Residence Halls:** Give to Residence Life Office for RAs to post inside Residence Halls.
- **Sidewalks:** Chalking is acceptable no more than two days before an event; messages must be approved when completing an Event Approval Form and must be removed no later than 24 hours after the event.
- **Student Center:** Bulletin boards and cork strips only. **No items may be taped to the painted pillars or windows.**
- **Wellness Area:** Lobby area; ask desk personnel for specific locations.
- **Cafeteria:** You may post within the cafeteria. **No windows.**

POSTING RESTRICTIONS

- **Glass doors, windows, painted and/or varnished surfaces. No posters/flyers allowed on the ground.**
- Material without proper approval(s)
- Posters with alcohol as the primary emphasis
- Use of two-sided, electrical or duct-tape
- Covering another announcement or impairing an individual's line of sight
- Distribution on cars on-campus

- Posting on the Jordan Carillon Plaza or the 1st and 2nd floors of the International Conference Center
- Inside the parking garages, but you are allowed to post through the outside of the garage
- Do not post flyers at eye level for safety reasons
- Chalking can only be on sidewalks, not on buildings, steps or other University property.
- Lamp poles and other fixed structures.

Literature Distribution

Any publication (newsletters, e-newsletters, brochures, etc.) created for distribution that uses the University name and/or name of your student organization must be approved by the Office of Communications and Marketing to mass printing and distribution.

Each sponsoring organization will be held responsible for the conduct of the distribution activity, including the behavior of any non-student participant. A student member of the sponsoring registered organization must supervise literature distribution. Non-students may not distribute literature on campus without specific approval by the offices of Campus Life.

Distribution must be made only at the designated area. "Hawking" of the literature is not permitted. Absolutely no printed materials may be placed on automobiles parked on the UIW campus. Posting or distribution of materials at an off-campus location requires permission of the proprietor.

Use of University Name or Logo

Organizations must submit t-shirt, clothing designs, and/or any marketing item that has UIW or the UIW logo on them to the Director of Campus Engagement prior to ordering and purchasing items. Failure to do so may result in a fine and/or sanction including but not limited to inactive status for the remainder of the semester or the academic year.

Surveys or Polls

Student organizations interested in conducting surveys or polls from the student population must request approval by the Director of Campus Engagement. A formal request may be sent via OrgSync using the Event Approval Form.



SERVICES & RESOURCES

Disability Services

When members of your organization require accommodations and/or need transportation to an event, please contact the Student Disability Services Office (829-3997). They will assist you in determining who might be able to fund this need. Please know that a van will not be reserved unless the Event Approval form for the event has been submitted and approved. With adequate notice of at least one week (five business days before the event), an office should provide an accessible van to transport our student(s), if funding is available.

Media Services Department

The Media Services Department can enlarge posters at a charge to the student organization. Their office is located in the library basement and can be reached at 829-3945.

Logos

The campus newspaper, *Logos*, is distributed several times each fall and spring semester. You can request *Logos* staff to cover special events, but schedules do not always permit their attendance. The *Logos* welcomes contributions from student organizations and makes every effort to publish submitted material received by the copy deadline date. Publication dates and copy deadlines for contributors are available from the *Logos* office at 829-3964.

What's the Word?

This electronic newsletter is posted weekly on OrgSync and all Campus Life social media accounts. To submit announcements about your organizations upcoming events, send to the Student Organizations Coordinator or the Director of Campus Engagement.

Equipment

Tables, chairs, coolers, popcorn machine, cotton candy machine, and poster making materials can be reserved through the Student Center. Submit a form via OrgSync to reserve space in the Student Center or to reserve equipment to use at your event.

Legal Implications

Student organizations are an important part of the co-curricular program at University of the Incarnate Word. In an increasingly litigious society, student organizations must be aware of how litigation can affect their operation. At the University, the registration process provides the organization the opportunity to use the services provided. Inherent in this

recognition is a responsibility to **keep advisors and other student leadership professionals informed of organization activities**. In this process of communication, issues related to liability of individuals, the organization, the advisor and the University can be discussed. It is important that all participants follow the guidelines in the UIW Student Handbook and act prudently at every event; as the law describes, act as a “reasonable person” to avoid accident or injury. When you are planning an activity, trip or program, the Campus Life staff is available to discuss any concerns you may have regarding legal liability.

Mailboxes

Registered organizations are provided a mailbox at the Campus Post Office upon request. The organization is issued a mailbox key by the Postmaster. If the key is lost, the replacement fee is \$10.00. It is recommended that you check your box at least weekly for information and important messages. If your organization uses the University as its mailing address, be sure your address is as follows:

(Name of your organization)
(Your campus box number)
University of the Incarnate Word
4301 Broadway
San Antonio, TX 78209

University Facilities

Organizations should use their completed Event Approval Request to coordinate with appropriate offices and reserve University facilities for your events. All registered groups may rent these facilities at no charge. Several weeks’ notice is recommended for the most popular venues.

University Support

The Campus Engagement office serves as the liaison between student organizations and the University. The staff provides a number of support services that can simplify the operational procedures of running a successful organization.

University Vehicles

Student organizations can request the use of University vehicles for approved events, as vehicles are available. There is a charge for this service. The driver must be 21 or older and be a registered driver with the UIW. To check on availability and make reservations for a vehicle, call Vehicle Services at 829-3907. Vehicle request forms are also available at the Campus Life Office.



POLICIES AND PROCEDURES FOR REQUESTING ALCOHOL

Alcohol Policy

Failure to comply with the regulations or any component of the UIW Student Code of Conduct will result in cancellation or termination of the event. Additional sanctions or conditions may be imposed by the Director of Campus Engagement, Chief of Campus Police, or the Dean of Student Success. Consistent with Texas State law, the following policy has been endorsed by the University of the Incarnate Word Board of Trustees:

- Students who are 21 years of age or older are permitted to have alcohol in their residence hall rooms. Students who are of legal drinking age may not share or provide alcohol to any student, employee or guest who is under 21 years of age.
- Students under legal drinking age (21 years) are not permitted to possess or consume alcohol, or provide alcoholic beverages to others. Those under 21 are not permitted to have alcohol in their residence hall rooms.
- The University will not sell, serve or permit the sale of alcohol on campus except in specifically designated buildings or facilities named by the president of the University. The Director of Campus Engagement will maintain a current list of those facilities authorized for an alcohol permit on a permanent or temporary basis.
- Alcoholic beverages may not be possessed or consumed in classrooms, hallways, residence hall lounges, on athletic grounds, in the pool area, or in campus public areas including parking lots, streets and sidewalks or any other area unless designated by the president of the University. Any area on the campus can be designated for "temporary use" at the discretion of the President or the Director of Campus Engagement.
- Alcoholic beverages may be sold, served, or consumed in special use facilities only if the activity is (1) in compliance with law, and (2) occurs at social gatherings approved by the Director of Campus Engagement or the president of the University.
- Any sponsoring person or organization must obtain prior written approval from the Director of Campus Engagement for the sale, service or consumption of alcoholic beverages for a specific event. The Director of Campus Engagement reserves the right to deny the sale or consumption of alcoholic beverages at any event with sound reason.

The Director of Campus Engagement may approve alcoholic beverages at social gatherings meeting all of the following conditions:

- The event is held in a special-use location, facility or building;
- The event is requested by an administrator, faculty or staff member, department, division or student organization;
- The event will have a majority of individuals over 21 years of age in attendance;
- The advisor will be present for the duration of the event;
- Food is served and alternate non-alcoholic beverages are provided;
- The sale and serving of alcoholic beverages will discontinue at least one hour before the event ends; and
- Proper security for the event is provided at ticket booths and distribution areas where alcohol is sold/served, and officers patrol the event locations.*

*The Director of Campus Engagement and the Chief of Campus Police will determine the adequate number of police officers for the event.

Requirements for Securing an Alcohol Permit

Organizations desiring to request approval for the serving and consumption of alcoholic beverages at an event must obtain approval of their event at least 30 days prior to the event. The student organization should submit an "Alcoholic Beverage Activity Permit" on OrgSync. The Student Organization must also submit a Risk Management Plan. The student organization representative must set-up a meeting with the Director of Campus Engagement and/or his/her designee to have the list, event, and permit approved.

- When submitting the form, the Student Organizations Coordinator or Campus Life Office will inform the student organizations of any specific policy or procedure or limitations regarding their event.
- The student organizations should then contact the Chief of the Campus Police. The Chief of the Campus Police will assign the number of officers and assess the costs to be incurred by the student group.
- The student organizations will request approval from the Director of Campus Engagement. If the Director approves the event, he or she will sign the form, notify the student organization, and the Campus Engagement office will send copies to the offices involved in the coordination of the event.
- After the Director of Campus Engagement approves the event, the Director of Campus Engagement will place the event on the University calendar.
- Sodexo will serve all alcoholic beverages on campus. The student organizations

must contact Sodexo at least 15 working days prior to the proposed event. Sodexo should inform the student organization of all requirements for service on the proposed date and will coordinate TABC permits if necessary.

- The University will ensure that all permits required by the Texas Alcohol Beverage Commission are approved prior to the activity.
- If a planned event is canceled, the student organization is responsible for immediately notifying the Director of Campus Engagement, the Directors of Campus Police, Special Events and Campus Dining.

Further Information for Serving Alcohol at On-Campus Events

Failure to comply with the following regulations or any component of the UIW Student Code of Conduct will result in cancellation or termination of the event. Additional sanctions or conditions may be imposed by the Director of Campus Engagement or Dean of Student Success.

Planning

Event coordinators are required to schedule a meeting with the Director of Campus Engagement no later than fourteen (14) working days prior to the event in order to review applicable policies, regulations and publicity. Failure to schedule and/or keep this appointment will result in cancellation of the event. All events must end no later than midnight Sunday through Thursday; and no later than 2 a.m. for Friday and Saturday events.

Laws and Rules

- State law prohibits the sale of hard liquor.
- A temporary 14-day permit is required in order to sell beer and wine in all areas of the University except areas with a TABC license. This license is obtained from the Texas Alcoholic Beverage Commission (TABC) in conjunction with Campus Dining. A minimum of two weeks preparation is necessary.
- TABC regulations require that two types of beer must be provided and that it be purchased through two distributors. Wine may be purchased through a retailer.
- Signs describing the designated driver program and the laws pertaining to alcohol distribution and consumption must be posted at the entrance of the event and at the location where the beverages are served.
- Non-alcoholic beverages and free food must be available for the duration of the event. The types of food and the non-alcoholic beverages must be approved in advance by the Director of Campus Engagement; unsalted food is encouraged to avoid increased alcohol consumption. If the food or non-alcoholic beverages run out, servers must stop serving alcohol until more food or non-alcoholic beverages

- arrive.
- All requirements are subject to revision in compliance with TABC regulations.

Pricing

- The cost per drink of the non-alcoholic beverages may not exceed the cost of the alcoholic beverage.
- Non-alcoholic beverages are free of charge to designated drivers.
- The event admission charge must be the same for all guests.

Customer

All persons of legal drinking age will be issued a wristband or each person must be carded each time an alcoholic beverage is requested. All designated drivers will be issued a distinctively identifiable wristband, hand ID, or other non-transferable means of identification.

A valid state identification and a student identification card, where applicable, are required of all participants of the event and specifically for those who purchase or consume alcohol. The beverage vendor is required to verify the age of all attendants by examining a state issue identification card.

Students and guests must surrender identification cards to University police and/or any other University staff member upon request.

Presenting false or altered identification is a serious crime and will result in disciplinary action.

Serving

Alcohol may not be served until the event coordinator, advisor and University police officer(s) are present and the non-alcoholic beverage and food are readily accessible to attendees.

Alcohol may not be served before 4 p.m. Monday through Friday. Alcohol distribution must end one hour before the scheduled ending time of the event.

Beverages may not be served in glass containers. Only clear plastic 12 ounce or smaller containers may be used.

Alcoholic beverages cannot be carried into or out of the licensed area. Designated drivers may not be served alcoholic beverages.

Supervision

- UIW police officers are required at all student events where alcohol is served.
- The advisor of the organization must be present for the duration of the event. Faculty or staff member substitutes are permitted with written notification to the Director of Campus Engagement.

The Director of Campus Engagement reserves the right to deny a request for a substitute.

Liability

The condition of the facility/area used is the sole responsibility of event sponsors. Sponsors will be assessed the cost of cleaning and/or repairing any and all damages that occur during the event unless the responsible person(s) can be identified.

Requirements for Serving Alcohol at Off-Campus Events

In addition to the requirements cited for on-campus events, off-campus activities must fulfill these additional requirements:

Attendees

Off-campus events must be closed to all but UIW students and their guests. The ratio of guests to students must be no greater than one to one.

The organization must provide a list of guests before the event begins. A person can gain admission only if they are on the guest list or have a current UIW ID card.

A designated driver program must be in place before the event begins and the signatures of those responsible for the program must be on the Activity Approval Form. Failure to comply with the following regulations or any component of the UIW Student Code of Conduct will result in cancellation or termination of the event. The Director of Campus Engagement encourages the use of a taxi service to provide attendees transportation.

Supervision

The organization's University advisor, or approved University employee substitute, must have the guest list in advance and monitor attendance. A police officer(s) must be present during the entire event.

Serving

A third party vendor must purchase and serve the alcohol and assume legal responsibility for both.

Dispute Hearing Process

The University developed the Dispute Hearing Process to handle situations of dispute within or between organizations that are irreconcilable or are violations of the organization's constitution or the Student Organization Handbook, but *not* violations of the Student Code of Conduct. However, Student Success expects the Dispute Hearing Process to be the last resort after mediation or other forms of conflict resolution have been used.

A. Complaints

Complaints of an irreconcilable dispute or violation of a constitution or bylaws should be submitted in writing to the Director of Campus Engagement. Complaints will be presented to the Director of Campus Engagement who will determine whether the complaint will be handled through the Dispute Hearing Process or is a violation of the Student Code of Conduct to be referred to the Dean of Student Success (or designee) for resolution through the student conduct process as outlined in the *UIW Student Code of Conduct* (<http://www.uiw.edu/campuslife/judicial.html>).

B. Notice of a Dispute Hearing

Once a determination is made that reasonable cause exists for the Director of Campus Engagement to refer a complaint for a dispute hearing, notice will be given to the complainant and the accused student/respondent. Notice will be in writing and may be delivered by one or more of the following methods: in person by the Director of Campus Engagement (or designee); mailed to the local or permanent address of the student as indicated in official University records; or emailed to the student's University-issued email account. Once mailed, emailed and/or received in-person, such notice will be presumptively delivered. The letter of notice letter will include a statement of the complaint or alleged violation and notice of the time, date and location of the dispute hearing. A meeting with the Director of University Events and Student Program (or designee) may be arranged to explain the nature of the complaint and the hearing process.

Complaints referred for resolution through the Dispute Hearing Process will be reviewed by the Dispute Hearing Panel, which consists of:

- Vice President of SGA, who will act as a non-voting chairperson;
- One representative of the Senate, appointed by the Senate Liaison; and
- A Campus Life Administrator appointed by the Director of Campus Engagement

(or designee).

C. Dispute Hearing Preparation

Students will be given a minimum of seven (7) days to prepare for a dispute hearing. At least two (2) days before any scheduled formal hearing, all parties to the complaint will deliver, to the Director of Campus Engagement, all items of physical information he/she intends to use or needs to have present at the hearing as well as a written list of all witnesses he/she wants to appear on his/her behalf.

The Director of Campus Engagement (or designee) will ensure that the hearing information and any other available written documentation is shared with all parties to the complaint at least one (1) day before any scheduled dispute hearing. In addition, the parties will be given a list of the names of all panel members who will review the complaint. Should either party object to any member(s) of the board or panel, he/she must raise all objections, in writing, to the Director of Campus Engagement immediately. Panel members will only be unseated if the Director of Campus Engagement concludes that their bias precludes an impartial hearing of the complaint. Additionally, any panel member who feels he/she cannot make an objective determination must recuse himself or herself from the proceedings.

D. Dispute Hearing Procedures

The parties to the complaint have the right to be present at the hearing; however, they do not have the right to be present during deliberations. If a student cannot attend, it is that student's responsibility to notify the Director of Campus Engagement no later than one (1) day before the scheduled hearing to arrange for another date, time and location.

- a) Except in cases of grave or unforeseen circumstances, if the party fails to give the requisite minimum of one (1) days' notice, or if the party fails to appear, the hearing will proceed as scheduled.

The Dispute Hearing Panel will conduct dispute hearings according to the following guidelines:

- a) Hearings will be closed to the public.
- b) Admission to the hearing of persons other than the parties involved will be at the discretion of the Dispute Hearing Panel and the Director of Campus Engagement.
- c) All parties and, the Dispute Hearing Panel will have the privilege of presenting witnesses and questioning all parties and present witnesses. Unduly repetitive witnesses can be limited at the discretion of the Dispute Hearing Panel Chairperson.
- d) Pertinent records, exhibits and written statements may be accepted as information for consideration by the Dispute Hearing Panel. Formal rules of evidence are not

observed. The Dispute Hearing Panel Chairperson may limit the number of character witnesses presented or may accept written statements of character instead.

- e) All procedural questions are subject to the final decision of the Director of Campus Engagement.
- f) After a Dispute Hearing, the Dispute Hearing Panel will deliberate and determine, by majority vote, a finding of responsibility. Once a finding is determined, if the finding is that of a policy violation, the Dispute Hearing Panel will determine an appropriate action(s). The Director of Campus Engagement (or designee) is responsible for informing the Dispute Hearing Panel of applicable precedent and any previous violations by the parties, if deemed relevant. The Dispute Hearing Panel Chairperson will prepare a written deliberation report, written to the attention of the Director of Campus Engagement, detailing the finding, how each member voted, the information cited by the Panel in support of its finding, and any information the Panel excluded from its consideration and why. This report should conclude with any recommended action. This report should not exceed two pages in length and must be submitted to the Director of Campus Engagement within no more than two (2) days from the end of deliberations.
- g) The Director of Campus Engagement may make appropriate modifications to the Dispute Hearing Panel's report and will then implement and inform the parties of the final determination within seven (7) days of the hearing. Notification will be made in writing and may be delivered by one or more of the following methods: in person by the Director of Campus Engagement (or designee); mailed to the local or permanent address of the student as indicated in official University records; or emailed to the student's University-issued email account. Once mailed, emailed and/or received in-person, such notice will be presumptively delivered.

There will be a single verbatim record, such as a tape recording, for all Dispute Hearings. Deliberations will not be recorded. Verbal presentations of the findings will be recorded. The record will be the property of the University and maintained according to the University's record retention policy.

E. Final Review

Parties may petition for a review of a decision of responsibility or assigned sanction(s) within three (3) days of issuance of a Dispute Hearing Panel's written decision. All petitions must be in writing and delivered to the Director of Campus Engagement.

If the Director of Campus Engagement determines that a complaint may be reviewed, every opportunity will be taken, where possible, to return the complaint to the Dispute Hearing

Panel for reconsideration; however, if this is not possible, the complaint will be reviewed by the Director of Campus Engagement.

The Dispute Hearing Panel or the Director of Campus Engagement may support or change a decision and/or increase, decrease or modify an action. The review body will be deferential to the original decision-maker, making changes to the finding only where there is clear error or to a sanction only if a compelling justification to do so exists, and only when a unanimous decision is reached. Reviews will only be considered for one or more of the following purposes:

- a) To consider new information which was unavailable at the time of the original hearing and could be outcome determinative;
- b) To assess whether a material deviation from written procedures impacted the fairness or outcome of the hearing;
- c) To decide if the action(s) taken is substantially disproportionate to the severity of the offense committed;
- d) To determine that the finding does not accord with the information provided in the hearing; or
- e) To assess whether bias on the part of a Dispute Hearing Panel member deprived the process of impartiality.

Except as required to explain the basis of new information unavailable at the time of a hearing, review of a dispute hearing will be limited to the verbatim record of the initial hearing and all supporting documents. In the case of an appeal, the decision of the Director of Campus Engagement is final. There is no further appeal.

The Director of Campus Engagement ensures follow-through by the parties involved regarding any decisions made by the Dispute Hearing Panel or through the appeal process.