Constitution of the
Organization of Latinx/Hispanic Employees (OLÉ), The Ohio State University

I. Name

The official name of this body is the “Organization of Latinx/Hispanic Employees,” heretofore referred to as OLÉ. The organization is comprised of faculty and staff members of The Ohio State University who self-identify as Latinx/Hispanic (our Constituents).

II. Purpose and Mission Statement

OLÉ serves as an employee resource group for all Ohio State University and Wexner Medical Center faculty, Classified Civil Service (CCS) and Administrative and Professional (A&P) staff who have self-identified as Hispanic/Latinx.

The core mission of OLÉ is to foster advocacy and cohesion within the Hispanic and Latinx faculty and staff community through cultural, educational, and professional development initiatives.

OLÉ constituents will receive communications informing them of the organization’s activities and initiatives and inviting them to participate. Constituents will have access to the floor and voting rights. Other personnel, Latinx/Hispanic alumni and community members may attend and have access to the floor. These persons are not voting constituents.

III. Functions

OLÉ endeavors to:

• Foster cohesiveness within the Latinx/Hispanic Faculty and Staff community through cultural, educational, and professional development programs.

• Fulfill professional needs of our membership at Ohio State through professional training and valuable network building opportunities.

• Serve as a voice for Latinx/Hispanic professionals and bring visibility to the achievements and contributions of our Constituents to the larger Ohio State community.

• Support the University’s mission and goals on diversity with the recognition of the Latinx/Hispanic growth trends in the U.S.; maintain professional relations with central administration and serve as an advisement group to the University.

• Support the establishment of effective academic and cultural enrichment programs to recruit, retain and advance Latinx/Hispanic faculty and staff.

IV. Organization

Section A. Structure

Through its officers and members, the organization maintains an independent status at Ohio State while working in partnerships within the greater Ohio State community. OLÉ enacts rules and regulations
concerning its own conduct and procedures, passes resolutions on matters in its purview, provides information when required by University officers, receives information from Ohio State officials and campus officers, empowers agents on its behalf to undertake actions to fulfill its responsibilities and actions, and issues statements, reports, and general communications in the fulfillment of its work. OLÉ works in close financial relationship with the Office of Diversity and inclusion, which manages OLÉ’s budget.

Section B: Composition
OLE leadership team shall be composed of:

- Five (5) Executive Board Officers, elected at large;
- Volunteer Officers
- Assistant Vice Provost for Diversity and Inclusion as a non-voting, ex officio member

There shall be three (3) internal committees led by Volunteer Officers:

- Professional Development Committee
- Cultural Committee
- Community Outreach Committee

Section C: Eligibility
In order to be considered for election to OLÉ, a candidate must be a faculty member, Administrative and Professional (A&P) or Classified Civil Service (CCS) staff member who has self-identified as Hispanic/Latinx and has been an employee of The Ohio State University for at least 90 days.

Section C: Term
Elected Executive Board Officers: Elected Executive Board Officers will serve a two (2) year term that begins 30 days after the election. Executive Officers can elect to run for an additional two (2) year term following the end of their first term, but cannot serve for more than two (2) consecutive terms.

Volunteer Officers: Volunteer Officers are those individuals who have responded to the Executive Board call for volunteers to lead specific committees and or implement specific initiatives. A Volunteer Officer should commit to the position for one (1) year following start of service, but can elect to continue to volunteer for the organization either in their current role or in another volunteer officer position. Volunteer Officers can also elect to run for Executive Board positions during elections.

Section D: Attendance
Elected Executive Board Officers are expected to regularly attend scheduled meetings of OLÉ (both Executive Board meetings and Volunteer Leadership Meetings).

Section E: Resignations and Removals
If an Elected Executive Board Officer resigns from their position in OLÉ, they can be replaced by a willing Volunteer Officer.

Section F: Meetings
The OLÉ Elected Executive Board will meet once a month without the Volunteer Officers and once a month with the Volunteer Officers. The President, in consultation with OLÉ E-Board members, may cancel a meeting for lack of agenda.
Section H: Elected Officers
There are five (5) Elected officers consisting of President, Vice-President, Treasurer, Secretary and Events and Engagement Officer. These officers shall be employees of Ohio State and shall comprise the Executive Committee of OLÉ. Efforts shall be made to recruit both faculty and staff nominees, but all positions are open to both faculty and staff.

President - The President shall preside at all regular and special meetings of OLÉ, and will represent OLÉ at outside events.

Vice-President - The Vice-President shall preside at all meetings and perform all duties in the absence of the President; succeeds in the permanent absence of the President.

Treasurer - The Treasurer shall represent the organization in its financial relations with Office of Diversity and Inclusion

Secretary - The Secretary shall notify members of the time and place of each meeting, keep a record of the meetings and of all actions and correspondences.

Events and Engagement Officer - The Events and Engagement Officer coordinate OLÉ events and serve as the central officer for constituency engagement.

Section I: Elections
Elections shall be held bi-annually. The OLÉ President shall administer all elections.

V. Amendments

Amendments to the constitution may be introduced at any time. Proposed amendments will be recorded by the Executive Committee, which will then consider motions for adoption and vote on amendments. The committee will present all proposed amendments to members at least one month in advance of voting. This constitution may be amended by a simple majority of the voting OLÉ Executive Board.