The Constitution of the
Pan-African Graduate and Professional Student Union
At the University of Pittsburgh
(Revised: August 2010)

PREAMBLE

The richness and diversity of our heritages yield unique combinations of historical, cultural, scholarly, artistic, and spiritual legacies for descendants of African nations. By capitalizing on the strengths of groundbreaking initiatives trailblazed by our foreparents, we rise to deliver a sustained commitment. We can ensure that the voices of our present and future generations will be recorded as a new history that we are in the process of making.

As we have been told, the following words fittingly describe the beginning of this organization, “The Pan-African Graduate and Professional Student Association (PAGPSA) had its humble beginnings at a local eatery in Oakland, when a group of graduate students embarked on providing a social, cultural, and political haven for students within the African Diaspora at the University of Pittsburgh.”

Hence, reformed as a Union, we support the concept, “United we stand, divided we fall.” This notion transcends from written prose to tangible action, whereby the Union will ensure a favorable impact on campus interactions among graduate and professional students by networking and mobilizing individuals and organizations.

ARTICLE I.
Name of Organization

Section 1. The official name of this organization shall be the Pan-African Graduate and Professional Student Union. For typography considerations, the “and” maybe interchanged with the “&” symbol.

Section 2. The abbreviated forms of the organization’s name that may be used include PANAF and PanAf GPSU.

Section 3. The non-profit status is covered under the University of Pittsburgh and verifiable by submission of the United States Internal Revenue Service Form W-9.
ARTICLE II.

Purpose

Section 1. The Philosophy

The PanAf GPSU philosophy is to design blueprints and build collaborative mechanisms for the Black community on the campus of the University of Pittsburgh (Pitt). As a union of Pan-African organizations and administrative entities, we seek to network with all charitable, diversity, minority professional, National Pan-Hellenic Council’s sororities and fraternities, and cultural organizations. Our role is then to coordinate efforts that improve the quality of cross-cultural relationships and education for students of color in higher education. In effect, strengthening the Pan-African network allows us to collectively be of greater service to the cultural and research interests at Pitt.

By promoting community awareness, we aspire to protect and project a sense of community that celebrates the breadth of Pan-African diversity, while also guiding our network of groups within the union to support the same ideals. In essence, PanAf GPSU works to build bridges with Black scholars across schools and departments, while infusing campus-wide activities that support interdisciplinary connections and outward exposure into the city of Pittsburgh. At the same time, we exist to ensure that all Black graduate and professional students at Pitt have an organization directly receptive to their needs in the absence of a school and/or departmental level organization.

Section 2. The Mission

PanAf GPSU serves all graduate and professional students at Pitt with research and/or cultural interests in Black America, the African Continent, the Caribbean, West Indies, Latin America, and the entire Diaspora.

Section 3. The Goals

A. To create opportunities to assemble Black graduate and professional students on campus.
B. To enumerate resources supporting the research and study of Pan-African cultures and populations.
C. To cultivate collaborative practices and partnerships across organizations via the Pan-African Network, supporting and serving the PanAf GPSU’s mission.
D. To educate the student body and community at large about Pan-African cultures, traditions, history, and current events.
E. To celebrate achievements and successes of Black students, scholars, staff, faculty, and alumni.

Section 4. Recognizing Parties

Upon annual renewal cycles, the organization shall be a recognized on the campus of University of Pittsburgh as a university registered graduate student organization certified by the Student Organization Resource Center (SORC). PanAf GPSU shall be acknowledged as a Graduate and Professional Student Association (GPSA) Assembly Group (GAG). The organization has international representation, thus receiving support from the Office of Cross-Cultural and
Leadership Development (CCLD), as a member of the International Graduate Student Office (IGSO). PanAf GPSU is affiliated with the National Black Graduate Student Association, Inc.

ARTICLE III.

Activities

Section 1. External Activities
PanAf GPSU will coordinate programs and activities solely and in partnership with other recognized organizations. The intent and leadership of events may vary over the years as long as the history of the event is maintained in organizational files.

A. General Body Meetings are organized as meetings to share PanAf GPSU current events, organizational business, and opportunities to the membership.
B. Social Activities are described as activities for networking in informal settings with the intent that members meet one another
C. Educational Programs are presented for dissemination of research and exposure to a wide array of fields, concepts, and issues relevant to our Pan-African populations and communities.
D. Outreach Services are classified as services to volunteer in the community and mentor youth.
E. Special Events are arranged as events due to a special opportunity offered one-time only.
F. Annual Events are designed as events that are signature activities symbolizing PanAf GPSU and encompass the mission (i.e., the Diversity Blueprints Discussion).
G. Member-led Events are viewed as organic and/or voluntary efforts within the membership to assemble for activities of interest (i.e., fitness groups, dinner clubs, entertainment nights, etc.).

Section 2. Internal Activities
PanAf GPSU officers will maintain and organize a variety of resources for the community as well as documents to fulfill organizational responsibilities to applicable funding entities and governing bodies. The internal activities will cover annual practices to ensure proper tracking of organizational relationships, timely updates to university resource listings, and comprehensive reporting of events and activities through all modes of communication at the disposal of PanAf GPSU.

ARTICLE IV.

Membership and Acknowledgment Requirements – Individual and Organizational

Section 1. Voting Members – Individual Membership
Pitt students enrolled in graduate or professional programs may be granted membership with eligibility to vote. Voting members are the only members recognized as eligible to run for a leadership position. “Member’s only” discounts or resources will be made available for voting members.
Section 2. Non-voting Members – Individual Membership

Students enrolled in graduate or professional programs outside of Pitt may be granted membership without eligibility to vote. Spouse of Pitt graduate and professional students or Pitt undergraduate students may also be granted membership without eligibility to vote. Non-voting members do not qualify to run for leadership positions within PanAf GPSU. “Member’s only” discounts or resources will be made available for non-voting members.

Section 3. Associate Members – Individual Membership

Pitt faculty, staff, and postdoctoral scholars may be granted membership as associates to PanAf GPSU. Associate membership is another form of individual membership without voting rights. All associate members, excluding postdoctoral scholars, will be eligible to become the faculty/staff advisor or serve on the advisory council if selected by the current PanAf GPSU faculty/staff advisor. “Member’s only” discounts or resources will be made available for associate members.

Section 4. Supporters – Individual Acknowledgment

Undergraduate students in programs outside of Pitt, the spouse of non-Pitt graduate/professional students, any non-Pitt postdoctoral students, Pitt alumni, non-Pitt faculty and staff, or other people in the community may all be recognized as supporters of PanAf GPSU. Supporters will be accommodated as information seeking only. Supporters are not eligible for any leadership positions, advisory roles, or voting rights. “Member’s only” discounts or resources will not be made available for supporters.

<table>
<thead>
<tr>
<th>Academic - Pitt</th>
<th>Academic - Non-Pitt</th>
<th>Non-Academic</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergrad</td>
<td>Non-voting Member</td>
<td>Supporter</td>
</tr>
<tr>
<td>Grad/Professional</td>
<td>Voting Member</td>
<td>Non-voting member</td>
</tr>
<tr>
<td>Spouse</td>
<td>Non-voting Member</td>
<td>Supporter</td>
</tr>
<tr>
<td>Postdoctoral</td>
<td>Associate Member</td>
<td>Supporter</td>
</tr>
<tr>
<td>Staff</td>
<td>Associate Member</td>
<td>Supporter</td>
</tr>
<tr>
<td>Faculty</td>
<td>Associate Member</td>
<td>Supporter</td>
</tr>
<tr>
<td>Alumni</td>
<td>Supporter</td>
<td>Supporter</td>
</tr>
<tr>
<td>Other</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

Section 5. Pan-African Network – Organizational Membership

Student organizations at Pitt that support PanAf GPSU’s mission and goals (in part or in full) may be included in the Pan-African Network. Responsibilities for member organizations include the following: annual renewal of a pledge to support the Pan-African Network, advertisement of public events on the PANAF calendar, support of the PANAF membership drive, and brief updates to their membership reviewing PANAF announcements. Eligible organizations must be recognized by SORC and/or a school or departmental program at Pitt.

Section 6. PANAF Partners – Organizational Acknowledgment

Any student or community organizations that are not recognized at Pitt will be acknowledged as PANAF Partners. As an extension of the Pan-African Network, PANAF Partners do not need to
renew annual pledges to support the Pan-African Network. Calendar advertisements and membership announcements will be managed per event.

ARTICLE V.
Membership Procedures

Section 1. Recruitment Schedule
Membership recruitment occurs year-round beginning on the first calendar day following the end of the spring semester.

Section 2. Application Process
Application for membership or acknowledgement, at the individual or organizational level, will involve completion of the membership form. With submission of a membership form, all persons shall accept the terms and conditions of the Constitution and Bylaws of PanAf GPSU. The form should be immediately reviewed for entry into PanAf GPSU’s communication mechanisms and network directories. During the course of the year, PANAF will update membership status for individuals or organizations according to the details outlined in the subsequent section.

Section 3. Membership Status
The status for members, supporters, networked groups, and partners will be determined as active, current, or suspended.

A. Active status applies individually to voting members under the following conditions:
   (1) serving in PanAf GPSU Executive Board and committee leadership positions, (2) participating in Pan-African Network leadership positions, (3) attending two PANAF-led or co-sponsored events, (4) attending the annual meeting of Pan-African Network, or (5) acquiring membership with the NBGSA. Organizations within the Pan-African Network are considered active by (1) posting an event to the PanAf GPSU calendar and (2) assisting PanAf GPSU to recruit members. Non-voting members, supporters, associate members, or PANAF partners are not considered for active status classification.

B. Current status will apply for all individual members (as voting, non-voting, associate, or supporter) that have a renewed membership form on file. Also organizations within the Pan-African Network will be current as long as they renew their pledge of support to the Pan-African Network. PANAF Partners will be current through the same process.

C. Suspended status is applied to any individual or organization that does not renew their membership or acknowledgment application with PanAf GPSU. Suspended status must be reviewed every fall and spring for individual memberships or acknowledgments. Suspended status will be continued for an individual shown as enrolled at Pitt or another institution. Membership will be revoked if not transitioned into another category (ex. supporter or associate) and if enrollment is not current based on university directory listings. Supporter or PANAF Partner status may be renewed based on appeal to the Executive Board with proof of fulfilled requirements.
Section 4. Membership Benefits
PanAf GPSU’s membership benefits include belonging to a networked community at Pitt and throughout the city of Pittsburgh. Members will gain experiences associated with PANAF’s goals that will enhance their awareness and access to events and resources that support their needs. These include but are not limited to:

A. PanAf GPSU events and resources
B. GPSA events and resources
C. NBGSA events and resources
D. CCLD events
E. IGSO events
F. Pan-African Network events
G. PANAF Partners events

Section 5. Membership Management
Membership and acknowledgment levels will be managed for event attendance documentation, continuous list updates, and quarterly status updating.

A. PanAf GPSU will maintain a membership comprised of at least seventy-five percent (75%) students as required by SORC. Student membership percentage will be calculated as the total voting and non-voting members divided by the total voting, non-voting, and associate members.
B. Voting, officer positions, and formal leadership roles will be screened and limited to active members of PanAf GPSU.
C. PanAf GPSU will sustain an active membership of a minimum of ten (10) students.
D. PanAf GPSU will list the names of 10 active students to SORC on the Recertification Application or submit a petition of 100 currently enrolled students supporting the recertification of the group.
ARTICLE VI.

Voting Privileges

The privilege of voting is reserved for voting members in current status with the organization. This privilege is intended to be the right of any graduate or professional student at Pitt with a current membership application on file on the premise that activity fees have been paid during enrollment in their program. These same activity fees contribute towards the core funding source of PanAf GPSU by allocation from the Graduate and Professional Student Assembly (GPSA). Voting privileges are lost only when a graduate or professional student has not enrolled for a fall/spring term or the student has not renewed their membership with PanAf GPSU.

ARTICLE VII.

Financial Obligations of Members

PanAf GPSU membership is free for prospective and renewing members on the basis that membership requires active enrollment at Pitt and a current membership application on file. Membership to NBGSA will also be advertised to PanAf GPSU members. The membership dues for NBGSA will be paid directly, but PanAf GPSU will actively track the number of members that chose to acquire national member status.

ARTICLE VIII.

Officers

Section 1. PanAf GPSU will elect the President, Vice President, Business Manager, Events Manager, and Office Manager. These executive officers are recognized as the Executive Board.

Section 2. All officers are requested to serve for the term of one full year and may only be re-elected one consecutive term while at Pitt. The term of office may be extended to a year and a half if there is a desire to shift the election time cycle to match the calendar year or the academic year. This intent must be documented by unanimous approval of the Executive Board and announcement to all members of PanAf GPSU.

Section 3. Officers will review all actions, decisions, programs, and initiatives in light of affiliations to SORC, GPSA, CCLD, and NBGSA.

Section 4. PanAf GPSU officers will appoint members to committee positions as needed.

Section 5. Symbolically, the president serves the organization by overseeing the fulfillment of all responsibilities set by regulatory and funding bodies and opportunities for university enhancement.

The President champions the recertification process for SORC, as well as recertification and annual report to both GPSA and NBGSA. The President is charged with representation of PanAf
GPSU at GPSA meetings or may appoint another Executive Board member to represent PanAf GPSU on his/her behalf as a primary representative.

Section 6. Symbolically, the vice president serves the organizations in all matters of organizational relationships and networking for a broad base of support and partnership.

The Vice President is charged with championing the PanAf GPSU internal calendar of actions, decisions, and deliverables. In the event that the president is unable to serve the organization, the vice president assumes all responsibilities and powers of the president.

Section 7. Symbolically, the Business Manager serves the organization in matters of financial integrity, fiscal security, and internal affairs.

The Business Manager champions the budget request process with the GPSA finance committee. All efforts to raise funds, generate revenue, and charge attendees for events will be reviewed and guided by the business manager. All reimbursements, fund transfers, and payments of invoices will be approved by the business manager. Additionally, the business manager must continuously modify the annual budget to reflect the actual expenses incurred and to document the reallocation of budgeted funds as necessary.

Section 8. Symbolically, the Events Manager serves the organization in matters of external affairs, organizational image, and campus and community relations.

The Events Manager champions the PanAf GPSU calendar and individual membership and acknowledgment perks. Additionally, the events manager serves as the alternate representative for PanAf GPSU at GPSA meetings. If the president appoints the Business Manager as the primary representative or the Business Manager is unable to attend regularly scheduled GPSA meetings, then the Business Manager appoints the alternate PanAf GPSU representative to GPSA.

Section 9. Symbolically, the office manager serves the organization in all matters related to organizational history and permanence on campus, both physical and literary.

The Office Manager is charged with coordinating the relationship across IGSOs in the shared office provided under CCLD.

Section 10. Faculty, staff, post-docs, alumni, and external supporters may not serve as officers.

Section 11. Additional job responsibilities will be adopted and signed into effect per the procedure described in the By-Laws. Self-assignment of additional responsibilities symbolizes voluntary acceptance of duties, as well as demonstration of individual leadership initiative to fulfill organizational responsibilities beyond the stated duties of one’s own office.
ARTICLE IX.
Election of Officers

Section 1. The election of officers should take place once a year with an election termination date of at the end of March for academic year and end of November for calendar year.

Section 2. The nomination procedure will allow individual members and organizational members to submit the names of active PanAf GPSU members for consideration in the Executive Board offices. Nominations will begin at least one month prior the election termination date and remain open for a period of 20 days.

Section 3. Any Pitt graduate and professional students currently enrolled and having acquired active status in PanAf GPSU membership will be eligible for consideration for Executive Board positions. The President and Vice President must be students with heritage from the Pan-African populations specified within the mission statement.

Section 4. The election process will be conducted online using technology or management systems to ensure a single ballot vote per voting member for the entire election process. The window for accepting votes will be open for one week and should close at the election termination date.

Section 5. All members on the roster with under the voting member category and designated with an active status will be eligible to vote. In the event of miscategorization or mistaken status on the membership roster, the listed guidance under membership requirements will allow for the addition or removal of a vote.

Section 6. Any officers running as candidates without opposition will be subjected to an interview by the Faculty/Staff advisor and any outgoing executive officers. The interview group may make the sole decision to reject an unopposed candidate through consensus agreement.

Section 7. The final elected officers will be announced before the end of the academic semester and/or within 5 days of any interviews as needed.

Section 8. The vote required to elect an officer should be a simple majority of votes. Passage of a vote to elect a candidate will require a majority vote based on votes in favor with a margin greater than votes opposed by one-fourth the abstention count.

Section 9. An officer in PanAf GPSU cannot hold more than one position, although the officer may adopt and complete job responsibilities beyond their own.

Section 10. SORC suggests that elections take place at the close of the fall term, so Executive Board members may decide when to conclude their term of office. Elections may adhere to the March timeframe or shift to November timeframe in order to elect new officers by the end of the calendar year.
Section 1. PanAf GPSU must submit a Recertification Application to SORC within two weeks of electing new officers.

ARTICLE X.
Terms of Office

Section 1. Outgoing Executive Board members are requested to retain their availability to PanAf GPSU for the period beginning with the election of incoming Executive Board until the start of the fiscal year, July 1st.

Section 2. Incoming Executive Board members are welcomed into PanAf GPSU immediately following the conclusion of elections. Responsibilities of their office positions are shared with the outgoing officers until the conclusion of the fiscal year, June 30th.

Section 3. Considering the overlapping service of outgoing and incoming officers, newly elected Executive Board members will have primary authority from May 1st until June 30th when applicable. Regardless, SORC recertification should still take place within two weeks of election results.

ARTICLE XI.
Removal of Officers

Section 1. At any time during the year, an active member can submit a complaint of misconduct, misappropriation, and/or negligence on the part of an executive officer by submission to the Faculty/Staff Advisor when accompanied by a petition of no less than ten current members (10), voting or non-voting, and the endorsement of a single executive officer. Within four (4) weeks from the time the charges are submitted, the Faculty/Staff Advisor must decide if the charges have any standing. If it is found the charges do have standing, the Faculty/Staff Advisor must commence a full investigation into the matter with support of an advisory council.

Section 2. Before an investigation commences, the accused officer should be contacted in writing by the Faculty/Staff advisor, informing the accused officer that he/she is being investigated. Upon completion of the investigation, the advisory council must reach a majority verdict stating whether the accused is "innocent" or "guilty" of the said charges.

Section 3. The charged officer shall receive notification and request for resignation from the Executive Board within one (1) week of the advisory council’s ruling. The Faculty/Staff Advisor will inform the membership of the resignation, the advisory council’s ruling, and his or her right to an appeal by a volunteer jury.

Section 4. Any charged officer reserves the right to understand, to fully respond, and to give testimony to said charges during an advisory council investigation.
Section 5. Any charged officer must be given the opportunity to respond to all charges submitted to the Faculty/Staff Advisor.

Section 6. Within ten (10) days of receipt of the notification, the charged officer shall provide a request for a judicial review and state the reason(s) the review is warranted. Failure to request the review within the specified time period will result in the dismissal of the member’s request, and the proceedings for filling vacancies will advance accordingly. If the member requests a review within the specified time period, a judicial investigation will be conducted by a volunteer jury of voting members with active status. The removal will be delayed, pending ruling by a volunteer jury.

ARTICLE XII.
Voting Powers of Officers

Section 1. All officers and leaders in PanAf GPSU are granted the right to vote.

Section 2. In the event of a tie or a vote differential of less than 10 votes for any given position, a run-off will take place. This will only occur if the vote differential exists between the top two candidates for a position.

ARTICLE XIII.
Vacancies

Section 1. In the event of vacancies beyond the position of President, Vice President, and Business Manager, the top three officers may conduct internal voting on appointments and applications to the vacant Executive Board positions.

Section 2. In the event of vacancies within the top three positions of President, Vice President, and Business Manager, any nominees will be recruited to take up the positions or the Faculty/Staff Advisor will arrange a process by which vacancies are filled, using existing leadership of organizations in the Pan-African Network. In the event of dissolution, all assets of PanAf GPSU shall be distributed to active organizations of the Pan-African Network under the guidance of the Faculty/Staff Advisor.

Section 3. Mid-term vacancies due to resignation or removal of an officer will be handled with the following leadership structure. If resignation or removal of the President occurs, the Vice President will resume all roles and responsibilities of President. If the same occurs for the Vice President, the Events Manager will resume the active role of the Vice President. If the same occurs for the Business Manager, the Office Manager will resume the active role of the Business Manager.

Section 4. If the resignation or removal of an officer is applicable to the Events Manager and/or Office Manager positions, the President shall act according to the methods described in sections 1 or 2 in order to fill the vacant position(s).
Section 5. The term of office for the replacement officer(s) shall be the remainder of the term for the resigned or removed officer(s) that they replace.

ARTICLE XIV.
Committees

Section 1. Bridge Building Committee is chaired by the Vice President of PanAf GPSU. This standing committee is organized to support the Pan-African Network. Any representatives of schools, departments, and organizations across Pitt, who are eligible for PanAf GPSU voting membership, will be allowed to join the Bridge Building Committee. Positions on the committee will be limited to three per school, department, or organization.

Section 2. New Initiatives Committee is chaired jointly by the Business Manager and Office Manager. This standing committee allows members to design and implement community improvement projects in order to enhance communication and collaboration across the PanAf GPSU membership and organizations within the Pan-African Network.

Section 3. Special Events Committees are chaired by the Events Manager. Any event led or co-sponsored by PanAf GPSU warrants the Events Manager to enlist members into an ad hoc special events committee as needed. The function of the ad hoc committees is to support the Events Manager in execution of tasks for an event.

Section 4. Special Purpose Committees may be formed at anytime by order of the president and majority endorsement of the Executive Board. Special purpose committees are ad hoc and will serve to address issues that are time-sensitive or that require gathering more information to educate the Executive Board and membership on an issue.

ARTICLE XV.
Meetings

Section 1. An annual business meeting shall convene once a year, preferably during the annual Afrodemic Summit or a conference organized by PanAf GPSU. The annual business meeting shall be chaired by the President. Notice of this meeting will be provided to the General Assembly, consisting of the voting, non-voting, associate members and supporters of PanAf GPSU, as well as the organizations of the Pan-African Network and PANAF Partners, as soon as the venue is successfully reserved.

Section 2. The Executive Board shall assemble at a minimum of four (4) regularly scheduled meetings, as recommended by the President. He/she may be empowered to convene special business meetings of the Union other than the annual business meeting of the General Assembly.

Section 3. Additional meetings include, but are not limited to, conference calls to be held at the discretion of the President.
Section 4. In all matters of conduct not specifically addressed in this constitution, during all meetings of the Union, the President can reference the latest edition of Robert’s Rules of Order.

ARTICLE XVI.

Finances

Section 1. All financial activity is managed by SORC using the standard practices of university banking.

Section 2. President, Vice President, and Business Manager will be the only officers to facilitate financial activity through SORC.

Section 3. A draft proposal for the annual budget will be provided for the incoming Business Manager based on the past three years of PanAf GPSU’s financial activity.

Section 4. The annual report will present total income generated, total expenses committed, a listing of itemized financial activity, and the projected carry forward amount provided by GPSA.

Section 5. Financial reporting will always follow the recommendations set forth by the finance committee of GPSA and their bylaws despite any discrepancies in terminology or acronyms.

Section 6. No funds for food, drink, alcohol, or gifts can be provided without a sign in sheet of all attendees.

ARTICLE XVII.

Faculty Advisor

The primary advisor will be a faculty or staff member at the University of Pittsburgh, Main Campus. He or she may also be the CCLD advisor accessible to IGSOs. The primary advisor will be responsible for coordinating an advisory council from the Pan-African Network contacts across school and department offices for diversity recruitment and retention. Under the leadership of the primary advisor, the advisory council will assist in cultivating campus and community relationships and initiatives, mobilizing individuals and organizations to support the mission and vision of PanAf GPSU, and providing the necessary advice and guidance for the continuing development and sustenance of high quality internal and external affairs.

ARTICLE XVIII.

External Affiliations

Section 1. PanAf GPSU will disclose any external affiliations; provide the constitution and bylaws of any such organization which it may be affiliated; and certify that all conditions for an affiliation to meet the certification standards of the University of Pittsburgh.
Section 2. PanAf GPSU will seek to maintain affiliation with the NBGSA whenever possible, unless issues of affiliation become displeasing to the voting membership or Pitt administration.

Section 3. Affiliation with NBGSA assumes at least the following responsibilities:

A. PanAf GPSU must solicit membership from a diverse group of members as evidenced through a membership roster.
B. PanAf GPSU will be required to display the official NBGSA logo on all program flyers.
C. At least one PanAf GPSU active member will be sent to the next annual conference to be formally recognized as a new NBGSA Affiliate.
D. At least one PanAf GPSU active member will be sent to the annual regional meeting associated with the region of where PanAf GPSU is located.
E. PanAf GPSU will be responsible for ensuring all letterhead and correspondences are formatted to include: Pan-African Graduate and Professional Student Union, an affiliate of the National Black Graduate Student Association, Inc.
F. PanAf GPSU will be responsible for providing an annual report of events, programs, and activities to National Headquarters two weeks prior to the annual conference.
G. PanAf GPSU will support the mission and goals of the National Black Graduate Student Association, Inc.
H. PanAf GPSU affiliate status will apply effective from September 1st to August 31st of each year.
I. Renewal of affiliate status includes updating the membership roster, resubmitting the $75 affiliate fee, renewing memberships of two PanAf GPSU active members, and resubmitting the letters of support from the Graduate Dean or Associate Dean of Pitt and the Faculty/Staff Advisor.
J. Each year PanAf GPSU will inform the NBGSA of its two affiliate representatives, which are two PanAf active members.

ARTICLE XIX.
Amendments

Section 1. PanAf GPSU will submit all changes in constitution and bylaws, officers, and advisor to SORC within one week of the change. Interim changes will be appended to the existing constitution with an expiration date in order to protect the content of the approved constitution.

Section 2. Changes to the Constitution
A vote to change the constitution may be raised by any voting member of PanAf GPSU and will be considered with the endorsement of an Executive Board member. Voting on the proposed amendment will occur by an online vote of all voting members, following a six (6) week minimum period of online discussion, which will be concluded with an in-person discussion at a special meeting. The vote for an amendment to be accepted will require voter participation of at least twenty percent (20%) within three months of the voting announcement. Passing of the vote will require a majority vote based on votes in favor with a margin greater than votes opposed by one-fourth (1/4) the number of abstentions.
Any situation requiring urgent review and action will occur by endorsement of two Executive Board members and a motion by the Faculty Advisor. Urgent review is justified in the event that the constitution jeopardizes the continuity of PanAf GPSU at Pitt according to demands of SORC, GPSA, or the University administration. Changes under this pathway will require a majority vote by the Executive Board and will enforce any interim amendments to enforce a revised constitution for a period no greater than one year. Within the interim period, the Executive Board must retroactively fulfill the discussion and voting practices using the voting membership to officially adopt the interim amendments as permanent.

Section 3. Changes to the Bylaws
A vote to change the bylaws will be made via online discussion for a period no less than four (4) weeks. Upon completion of dialogue within the online discussion period, a vote will be executed by the president to seek passage of an amendment put forth by an active PanAf GPSU member or networked organization. The passage of an amendment requires two-thirds (2/3) approval of the amendment among votes submitted within a one-week period following discussion. Votes of abstention are included within the total of votes submitted.