

# ***Bylaws of the Gateway Industrial-Organizational Psychologists***

Updated and Approved 11/27/21

## **Article I. Name**

The name of this association, organized as a non-profit 501(c)(3) corporation in the state of Missouri, shall be the Gateway Industrial-Organizational Psychologists, hereinafter referred to as GIOP.

## **Article II. Purpose**

- A. The Purposes of GIOP are to:
  - 1. Provide education and professional development for the membership.
  - 2. Promote the exchange of scientific, empirical, practical, theoretical and/or conceptual information and concerns between members of the industrial-organizational psychology community in the greater St. Louis area.
  - 3. Serve as an open forum where members may meet and discuss topics of mutual interest and concern.
- B. GIOP is established exclusively for charitable, scientific, and educational purposes as a not-for-profit corporation. No part of the income, earnings, or assets of GIOP shall be used to benefit any officer or member, except that the organization shall be authorized and empowered to pay reasonable compensation for expense reimbursements.

## **Article III. Membership and Dues**

- A. Membership shall be open to any person willing to support the objectives and the code of GIOP, and holding a graduate degree in industrial-organizational or other area of psychology, or is a student enrolled in such program.
- B. Professional membership, and Student membership.
  - 1. Professional membership shall be open to any person, as described in Article III.A. Professional members shall receive access to program discounts, exclusive content, and leadership opportunities that are unavailable to non-members.
  - 2. Full-time students enrolled in Industrial-Organizational Psychology graduate programs with valid identification shall receive the same member benefits as professional members at a discounted rate but they will be unable to vote or to hold positions on the Executive Team except as described in Article VI Chapter B.

- C. Annual membership dues shall be set by the Executive Team and announced to the membership.
  - 1. The annual dues shall be set each year by a majority vote of the officers and paid at the point of application.
  - 2. All membership dues shall be paid to an officer of GIOP.
  - 3. Upon the dissolution of GIOP and after paying any outstanding debts, any assets remaining in the treasury shall be distributed to an organization which has exempt status under 501(c)(3) of the Internal Revenue Code or successor statutory authority. The organization to receive the remaining assets of GIOP shall be determined by the Executive Team.

## **Article IV. Executive Team**

- A. The Executive Team shall consist of the five currently serving elected officers of GIOP, each of whom shall have equal voting status.
- B. The elected officers of GIOP shall be the President, the Program Director, the Treasury Director, Membership Director, the Communications Director, the Webmaster, and the Secretary/Historian. Elected officers shall be dues-paid Professional members of GIOP.
- C. Other Executive Team roles may be established according to demonstrated need if approved by the President.
- D. The term for all elected officers of GIOP shall be a minimum of two years, with the option of two 1-year renewals. Nominations and elections for GIOP officers shall be held biennially except in the case where optional 1-year renewals are requested. No individual may concurrently serve in more than one office.
- E. The Executive Team shall be responsible for the day-to-day operations of the organization including, the collection and accounting of dues, payment of expenses, organization of meetings, preparation of programs, and preparation and dissemination of GIOP communications. In addition, the Executive Team will be responsible for appointing representatives to special committees deemed necessary to carry out the affairs of GIOP (to be chaired by Executive Team members).
- F. A quorum of the Executive Team shall consist of 60 percent of the Executive Team members.

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## **Article V. Meetings**

- A. The Executive Team shall meet at least four times per year to carry out its duties.
  - 1. The Executive Team shall meet at such times and at such places as it may elect. Notice of such meetings shall be given to each member of the Executive Team by the President. In the absence of the President from such meetings, the Program Director shall serve as temporary chairperson.
- B. The Executive Team shall attempt to conduct regular meetings for the membership at least twice each year.
  - 1. The date, time and place of meetings shall be announced to the membership for reservations for such meetings.
  - 2. The members will be charged a reasonable cost for each meeting, and the Executive Team may impose a surcharge to nonmembers for attendance at any GIOP meeting.
  - 3. The determination of a reasonable cost for each meeting will be the responsibility of the Executive Team. In determining the cost of a meeting, the Executive Team will take into account the expenses associated with the meeting and the anticipated attendance.
- C. The Chairperson of each GIOP committee shall conduct such meetings as needed to carry out the duties of the committee. All committee meetings shall be open to any member.

## **Article VI. Nominations and Elections**

- A. To be nominated, elected and continue to hold office as a member of the Executive Team, an individual must be a dues-paid professional member of GIOP, and must have demonstrated a willingness to contribute actively of time and talent to the objectives of GIOP. Only members who either a) hold advanced degrees in Industrial-Organizational Psychology, or b) hold advanced degrees in other fields of Psychology and have at least ten years of experience practicing Industrial-Organizational Psychology, shall be eligible to serve on the GIOP Executive Team.
- B. As the exception to Article VI Section A above, the Communication Director may be either a Student or Professional dues-paid member of GIOP who has demonstrated a willingness to contribute actively of time and talent to the objectives of GIOP. There

are no degree or experience-based requirements to serve for Communications Director other than those described in Article III Section B pertaining to Student or Professional membership. A Student member serving as Communications Director shall have full voting rights during their tenure as if they were a Professional member.

- C. The President shall confer with current Executive Team members regarding their commitments for the following year.
- D. Members may renew their role as established by the term limits.
- E. For open positions, the President shall select a successor that meets established criteria for each role.
- F. Once the current Executive Team approves the new Executive Team slate by a majority vote, the proposed slate shall be submitted to the membership for a majority vote.

## **Article VII. Rules of Operation**

- A. The meetings and proceedings of GIOP shall be regular and controlled according to Robert's Rules of Order (Revised) for Parliamentary Procedure, except as may be otherwise provided by these bylaws.
- B. Actions and decisions of the Executive Team, excluding those actions that fall within the responsibilities outlined in Article IV, Section E shall be subject to the approval of membership.
- C. Except as otherwise may be provided in these bylaws, all matters requiring a vote of the members shall be decided in a simple majority vote of professional members present and voting. Each professional member shall have one vote. Voting shall be by voice or ballot, as determined by the President.

## **Article VII. Amendments**

- A. Amendments to any provision of these bylaws may be proposed to the membership by recommendation of the Executive Team, or by petition of at least one-fourth of the dues paid members or 25 dues paid members, whichever is smaller.
- B. Such amendments will become a part of the bylaws when ratified by a two-thirds majority vote of the professional members who choose to vote.