



**180 DEGREES CONSULTING AT THE UNIVERSITY OF FLORIDA CONSTITUTION
2025-26**

ARTICLE I. NAME OF ORGANIZATION

The name of this organization is 180 Degrees Consulting at The University of Florida, or “180 DC at UF” for short. We are affiliated with 180 Degrees Consulting at www.180dc.org.

ARTICLE II. PURPOSE STATEMENT

The purpose of 180 Degrees Consulting at the University of Florida is to offer pro bono consulting services to nonprofits and social enterprises in the local community. By assisting local corporations, we will deepen the ties between students at the university and social impact organizations, fostering an environment for professional development in nonprofit and cause-based consulting.

ARTICLE III. COMPLIANCE STATEMENT & UNIVERSITY REGULATIONS

Upon approval by the Department of Student Engagement, 180 Degrees Consulting at the University of Florida shall be a registered student organization at the University of Florida. 180 Degrees Consulting at the University of Florida shall comply with all local, state and federal laws, as well as all University of Florida regulations, policies, and procedures. Such compliance includes but is not limited to the University’s regulations related to Non-Discrimination, Sexual Harassment (including sexual misconduct, dating violence, domestic violence, and stalking), Hazing, Commercial Activity, and Student Leader Eligibility.

Section A. Non-Discrimination

180 Degrees Consulting at the University of Florida agrees that it will not discriminate on the basis of race, creed, color, religion, age, disability, sex, sexual orientation, gender identity and expression, marital status, national origin, political opinions or affiliations, genetic information and veteran status as protected under the Vietnam Era Veterans' Readjustment Assistance Act. Discrimination on the basis of the protected classes described in University of Florida Regulation 1.006 (Non-Discrimination/Harassment/Invasion of Privacy Policies) is prohibited.

Section B. Sexual Harassment

180 Degrees Consulting at the University of Florida agrees that it will not engage in any activity that is unwelcome conduct of sexual nature that creates a hostile environment. Behaviors that could create a hostile environment include sexual harassment (which could include inappropriate sexual comments), sexual misconduct, dating violence, domestic violence, and stalking and repeated instances of cyber abuse. Sexual harassment as described in University of Florida Regulation 1.006 (Non-Discrimination/Harassment/Invasion of Privacy Policy) is prohibited.

Section C. Hazing

180 Degrees Consulting at the University of Florida agrees that it will not initiate, support, or encourage any events or situations that recklessly, by design, or intentionally endanger the mental or physical health or safety of a student for any purpose including but not limited to initiation or admission into or affiliation with any student group or organization. Hazing as defined in the University of Florida Regulation 1.0081 (Prohibition of Hazing; Procedures and Penalties) and 4.040 (Student Honor Code and Student Conduct Code) is prohibited. If found responsible for hazing, sanctions may be imposed against the organization, its leaders and/or members.

Section D. Responsibility to Report

The University of Florida identifies Responsible Employees and Campus Security Authorities to support the health, safety, and wellbeing of campus. If 180 Degrees Consulting at the University of Florida becomes aware of any such conduct described in this article, they are encouraged to report it immediately to staff in Student Engagement, the Director of Student Conduct and Conflict Resolution, the University’s Title IX Coordinator, or to their Student Organization Advisor, who are identified as mandated reporters.



Section E. Officer Eligibility

180 Degrees Consulting at the University of Florida understands, acknowledges, and agrees to uphold and abide by the specific minimal requirements regarding officer eligibility as defined in the Registered Student Organization Classification and Officer Eligibility Policy.

ARTICLE IV. MEMBERSHIP

Membership in this organization is open to all enrolled students at the University of Florida. Non-enrolled students, spouses, faculty, and staff are prohibited from holding membership, office or voting powers. All members are free to leave and disassociate without fear of retribution, retaliation, or harassment.

ARTICLE V. BYLAWS FOR 180 DEGREES CONSULTING AT THE UNIVERSITY OF FLORIDA

180 Degrees Consulting at the University of Florida may elect to maintain separate bylaws document to outline the day-to-day operations of the organization and to clarify policies and procedures otherwise not included in the previous articles. Bylaws and/or other guiding documents may not take precedence over the requirements set forth by local, state, and federal laws, the University of Florida's regulations, policies, and procedures, and the Student Engagement constitution requirements. Amendments and changes may be made to the bylaws and shall be consistent with the Student Engagement approved constitution on file and student engagement's constitution requirements. Should the organization transition leadership, all bylaws and guiding documents will be transitioned to new student organization leaders and/or advisor(s). 180 Degrees Consulting at the University of Florida agrees to provide all unaltered bylaws and guiding documents and/or clarify its procedures in writing to any University of Florida student, faculty, or staff upon request.

ARTICLE VII. STUDENT ORGANIZATION ADVISOR

Each registered student organization must have an eligible student organization advisor. The student organization advisor must be a full-time, salaried faculty or staff member not on extended leave for 4 consecutive weeks or longer during their advisor term. The advisor holds the responsibility to oversee the day-to-day functions and operations of 180 Degrees Consulting at the University of Florida, including the management of its finances, the selection of its members, and ensuring the organization adheres to University and department policies.

Dr. Kristin Joys will serve as the student organization advisor. She was selected by a unanimous vote of the founding executive board team, with six votes in favor and zero votes against, and accepted her nomination. Dr. Joys shall serve as the advisor for 180 Degrees Consulting at the University of Florida for one year, or if reappointed, until she resigns. Dr. Joys may be reappointed or replaced as the student organization advisor for 180 Degrees Consulting at the University of Florida by a majority vote of the executive board team.

ARTICLE VIII. OFFICERS

The elected officers of 180 Degrees Consulting at the University of Florida shall consist of the Executive Board officers listed in Article VIII § I of this Constitution. At no time should one person hold more than one of these positions.

- I. The Executive Board for 180 Degrees Consulting at the University of Florida shall consist of:
 - a. Two (2) Co-Presidents
 - i. One (1) Senior Co-President (Designated as President for RSO purposes)
 - ii. One (1) Junior Co-President (Designated as Vice President for RSO purposes)
 - b. One (1) Vice President of Outreach
 - c. One (1) Vice President of Finance and Legal (Designated as Treasurer for RSO purposes)
 - d. One (1) Vice President of Marketing and Recruiting
 - e. Two (2) Vice Presidents of Consulting.
- II. Duties and Responsibilities of the Co-Presidents:



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- a. Be elected from the student members of 180 Degrees Consulting at the University of Florida at the end of the preceding semester and shall serve terms for two semesters following their election.
 - i. The first semester of a Co-President's term they shall hold the office of Junior Co-President, learning from the Senior Co-President throughout the semester and assisting in leading the organization.
 - ii. The second semester of a Co-President's term they shall hold the office of Senior Co-President, train the Junior Co-President, and ensure successful operations for both the executive team and the organization as a whole.
 - iii. Ex: A Co-President elected at the end of the Fall 2025 semester shall serve terms starting in the Spring 2026 semester, where they will hold the office of Junior Co-President until the Fall 2026 semester, where they will hold the office of Senior Co-President.
- b. Work with the University to ensure that 180 Degrees Consulting at the University of Florida is in compliance with all required policies and regulations set by the University.
- c. Oversee the executive board of 180 Degrees Consulting at the University of Florida to ensure efficient operations.
- d. Preside over the regular meetings of the membership of 180 Degrees Consulting at the University of Florida.
- e. Serve as the external representative of 180 Degrees Consulting at the University of Florida, both to the University, and to the national entity of 180 Degrees Consulting.
- f. Provide final approval for all organizational expenses, ensuring compliance with the national entity of 180 Degrees Consulting, the University of Florida, and constitutional provisions.
- g. Work to, upon request of any team lead or as circumstances reasonably require, assist and advise in all client-related communications to ensure deadlines are met for clients and members are not being overburdened.
- h. The officer should serve in a dynamic manner allowing them to support and be supported by other members, be a resource for the organization, and (lead in situations where experience or wisdom, or guidance, or help is needed)

III. Duties and Responsibilities of the Vice Presidents of Consulting:

- a. Be elected from the student members of 180 Degrees Consulting at the University of Florida at the end of the preceding semester and shall serve terms for one semester following their election.
- b. Serve to design, develop, and deliver educational curriculum for the Organization that meets relevant professional standards as determined by the executive team and the needs of the organization. This curriculum will be approved by majority vote of the executive board.
- c. Serve to compile and present to members the curriculum, internship and employment application windows, scholarships, conferences, workshops, and other professional-development events aligning with the Organization's purpose.
- d. Prepare, update, and administer the interview case for each semester, ensuring that its content is relevant and consistent with the Organization's selection policies and other applicable rules.
- e. Conduct surveys of the curriculum's effectiveness and report statistics and improvement recommendations to the Executive Board at least once per semester.
- f. Keep records of all curricula, presentation materials, interview cases, and assessments, and share these documents with current and future executive boards.
 - i. Current general body members shall have ready access to all aforementioned documents except for interview cases and documents deemed sensitive by a majority vote of the executive board.

IV. Duties and Responsibilities of the Vice President of Outreach:

- a. Be elected from the student members of 180 Degrees Consulting at the University of Florida at the end of the preceding semester and shall serve terms for one semester following their election.
- b. Before every semester, identify, reach out, and nourish relationships with prospective and returning clients, initiating formal communications and finalizing terms necessary to secure new or renewed engagements for the Organization.



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- i. The list of clients shall be finalized by the first general body meeting of each semester attended by newly admitted members.
 - 1. This deadline may be extended by a supermajority vote of the executive board.
 - c. Shall communicate clearly, accurately, and in a timely fashion with all clients and, upon assignment of a team, this officer shall transfer to the designated team leader all relevant information, objectives, timelines, and obligations to ensure seamless continuity of service.
 - d. Monitor the status of every client engagement and client team, intervening as needed to resolve issues, mitigate risks, and maintain adherence to agreed-upon deliverables, and shall relay relevant information to the executive board.
 - e. Ensure that all client work, information, and relevant documents are stored for reference and with shared access to the executive board. All projects, especially those that involve non-disclosure agreements, should be in compliance with the organization's constitution and all other necessary documents.
- V. Duties and Responsibilities of the Vice President of Finance and Legal:
 - a. Be elected from the student members of 180 Degrees Consulting at the University of Florida at the end of the preceding semester and shall serve terms for one semester following their election.
 - b. Serve to ensure that all branch operations are in compliance with UF policies, 180DC bylaws, and the written constitution, maintaining adherence to all applicable financial and legal guidelines.
 - c. Serve as the primary lead for drafting, reviewing, and amending the constitution, bylaws, and other governing documents, ensuring that all revisions meet the requirements of UF and 180DC before adoption by the Executive Board.
 - d. Manage all financial operations of the organization, including developing the annual budget, accurately tracking income and expenses, and maintaining transparent financial records accessible to the Executive Board.
 - e. Coordinate and oversee all fundraising efforts in collaboration with the Vice Presidents of Outreach and Marketing, ensuring that funds are raised through approved initiatives such as bake sales, merchandise sales, raffles, and sponsorship campaigns.
 - f. Ensure that all funds are allocated toward mission-driven activities, including recruitment events, marketing materials, professional development workshops, consulting operations, and other approved expenditures.
 - g. Prepare and present regular financial updates to the Executive Board and the general body, and submit all required semesterly and annual financial reports to UF and 180DC leadership.
 - h. Maintain organized records for audits, grant renewals, and institutional reporting, ensuring the organization remains in good standing with all financial and legal obligations.
- VI. Duties and Responsibilities of the Vice President of Marketing and Recruiting:
 - a. Be elected from the student members of 180 Degrees Consulting at the University of Florida at the end of the preceding semester and shall serve terms for one semester following their election.
 - b. Manage the organization's external image through official social media accounts by drafting, scheduling, and publishing posts that accurately represent activities and impact, and by maintaining timely responses and consistent branding.
 - c. Create and maintain promotional documents and materials to present to sponsors, clients, and members, including but not limited to one-pagers, slide decks, and flyers, in coordination with the Executive Board.
 - d. Coordinate recruitment activities and events to promote the organization to students, including information sessions and tabling, and maintain interest and attendance records.
 - e. Design and administer the application process for prospective consultants including drafting application prompts and rubrics, organizing resume screens, scheduling interviews, and communicating outcomes in a timely and professional manner.
 - f. Keep organized records of promotional materials, recruitment events and procedures, marketing assets, and recruitment cycle statistics, and share these documents with the Executive Board and future officers.
- VII. Impeachment Procedures for Elected Officers of 180 Degrees Consulting at the University of Florida



- a. Elected officers of 180 Degrees Consulting at the University of Florida may be impeached by a supermajority vote of the organization.
 - a. A motion to impeach an elected officer may be made by any member of the organization at any regular meeting.
 - i. The vote on a motion to impeach an elected officer must be held during the subsequent regular meeting of the organization.
 - ii. If the motion achieves a supermajority vote in favor, the officer shall be immediately removed from office and vacancy procedures shall be triggered.

- VIII. The Procedures for Officer Vacancies for 180 Degrees Consulting at the University of Florida:
- a. A vacancy arises from resignation, removal, graduation, academic ineligibility, failure to meet officer eligibility, or extended inability to serve.
 - b. Officers intending to resign must submit written notice to the Executive Board at least seven (7) days prior to the effective date, or as soon as practicable in emergencies.
 - c. The Executive Board may designate an Acting Officer to maintain continuity of operations until the vacancy is filled; duties may be reassigned temporarily as needed.
 - i. A vacancy in an elected office (as recorded with UF) will be filled by special election of the voting membership within twenty-one (21) days, following the organization’s election procedures and eligibility rules.
 - ii. A vacancy in an appointed office will be filled by presidential appointment with majority approval of the Executive board within fourteen (14) days of the vacancy.
 - d. Outgoing officers must complete a transition meeting and transfer of all records and materials to the Acting or incoming officer within seven (7) days of separation.
 - e. All elections and appointments under this section regarding vacancies must be documented in the organization’s records and, when applicable, reported to the University of Florida in accordance with University policy.

ARTICLE IX. ELECTIONS

- I. Criteria for Officer Eligibility:
 - a. To be eligible for an officer role with 180 Degrees Consulting at the University of Florida, a member must maintain full-time enrollment, have a GPA greater than 2.5+, and be free of conduct probation.
- II. Nomination Procedures:
 - a. Interested candidates must complete an interest form distributed by the Executive Board.
 - b. Any time prior to the night of elections, candidates may submit a presentation deck to be displayed while speaking.
 - c. No candidate may be considered for election without completing an interest form by the deadline set by the Executive Board.
- III. Election Timeline:
 - a. Elections will be held twice per year in December and April, electing members to serve for the following Spring or Fall semester.
 - b. Elections must be held no later than two weeks before finals.
 - c. Newly elected members shall serve in the position for one semester, except for the newly elected Co-President who shall in the position for two semesters, first and Junior Co-President and then subsequently as Senior Co-President.
- IV. Balloting Procedures:
 - a. Members must be present for the regular meeting during which elections are held in order to be eligible to vote for candidates running in the election.
 - b. Voting will be conducted via a digital form submitted by members present in the room, excluding those running for the position being voted on.
- V. Election Rules and Procedures:
 - a. Each candidate shall be permitted up to three minutes to present their candidacy.



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- b. Following their presentation, each candidate shall be permitted up to two minutes of questioning from current members.
- c. After all candidates have presented, the chapter will have the opportunity to discuss the candidate(s) for no less than five minutes.
- d. Each candidate for the position currently being elected must wait outside the room while other candidates present, are being questioned by the chapter, and while the chapter deliberates.
- e. The candidate that achieves a majority vote of the present voting members of the chapter shall be elected to office.

VI. Run-off Procedures:

- a. In the event that no candidate secures a majority vote on the first ballot, a run-off election will be held between the two candidates that secured the highest number of votes in the first ballot.
- b. In the event of a tie during a run-off election, the outgoing Senior Co-President shall cast the tie-breaking vote.

In the absence of clear direction on election, amendment, and/or voting procedures, 180 Degrees Consulting agrees to follow the guidance and instruction of Robert's Rules of Order for the election or amendment process.

ARTICLE X. FINANCE

As a Registered Student Organization, 180 Degrees Consulting is eligible to receive funding from Student Government and other approved University entities, as well as external sponsors and donors.

I. Membership Fees:

- a. The organization shall not collect membership fees in order to ensure accessibility for all students and to align with Student Government guidelines, which prohibit dues for organizations seeking or receiving Student Government funding.

II. Primary Sources of Funding:

- a. University Grants
 - i. Upon recognition as a Registered Student Organization (RSO), 180 Degrees Consulting will be eligible to apply for the \$1,000 Startup Fund provided through UF Student Activities & Involvement Office (SAI).
 - ii. Once operational, the organization will also apply for Student Government grants (e.g., up to \$1,000 per semester) to support operations, materials, and programming.
- b. Sponsorships
 - i. The organization will seek long-term partnerships with Gainesville firms, consulting-focused groups, and other corporate or community sponsors.
 - ii. Sponsorship benefits may include event recognition, online brand placement, and recruiting access to student members.
- c. Fundraising
 - i. The organization will host recurring fundraising events (e.g., bake sales, merchandise drops, raffles, social media campaigns) to broaden revenue streams and reduce reliance on institutional or corporate funding.

III. Intended Use of Funds:

- a. Funds will be used for recruitment events, marketing materials, professional development workshops, consulting-related operations, and other activities that further the mission of the organization.
- b. The organization will aim to maintain a budget surplus for reinvestment into programming, member experience, and long-term operational sustainability.

IV. Fundraising Participation Expectations:

- a. All active members are expected to participate in at least one fundraising activity per semester
- b. Executive Board members will organize and lead fundraising efforts; Outreach and Marketing will coordinate volunteer shifts and publicity.
- c. Reasonable accommodations will be made for academic, employment, or personal conflicts; alternative contributions (e.g., sponsorship outreach or digital promotion) may be assigned.



As an RSO, 180 Degrees Consulting will comply with UF Finance and Accounting policies on purchasing, funding, and fundraising.

ARTICLE XI. DISSOLUTION OF ORGANIZATION

Upon dissolution, student organizations are prohibited from leaving their organizational assets to any individual or any other student organization. Rather, student organizations may designate a specific charity that will receive such organizational assets. At the time of dissolution, after all outstanding debts are paid, 180 Degrees Consulting at the University of Florida will leave any assets and outstanding funds to the UF Student Government Association.

ARTICLE XII: AMENDMENTS TO CONSTITUTION

Student Engagement has established a process through which constitutions may be amended, reviewed, and approved. Student organizations wishing to amend their constitutions must utilize their constitution on file listed on GatorConnect to make amendments and submit those changes to Student Engagement.

All amended constitutions must be submitted directly to Student Engagement for review and approval.

I. Amendment Procedures:

- a. During any meeting prior to elections, any member may present a written request to amend the constitution to the Executive Board.
 - i. The amendment must adhere to the following formatting requirements:
 1. Proposed deletions are to be struck through (e.g. ~~This is a deletion.~~)
 2. Proposed additions are to be underlined (e.g. This is an addition.)
- b. To conduct a vote on an amendment proposal, no less than 50% of the organization must be present.
 - i. Should a meeting fail to meet this voting threshold, the amendment proposal shall be postponed for the following meeting.
- c. For each amendment, the proposing member is allotted three minutes to present their proposal.
- d. Following the presentation, all present members of the chapter will be able to discuss the proposed amendment for no less than five minutes.
- e. Following the discussion, members may move for either an amend to or a vote on the amendment.
 - i. Amended amendment proposals are subject to the same two options.
- f. Any proposed amendment that secures a majority vote of the organization shall be approved.
- g. Approved amendments shall take effect during the following semester.