

COMPENDIUM OF AIESEC

August 2017

AIESEC Compendium

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Article I: Identity

1. This section outlines the nature and purpose of the organization.

1. Name

- i. The name of the organization shall be AIESEC (hereafter “AIESEC” or “the Organization”).

2. Definition

- i. AIESEC at Michigan is a Local Committee (hereafter referred to as “LC”) that exists as an entity of AIESEC United States, Inc. AIESEC at Michigan is based at the University of Michigan, Ann Arbor. For more information on the entities of AIESEC United States, see Compendium of AIESEC United States Article 1.4.1.

3. The AIESEC Way

- i. What is AIESEC: AIESEC is a global platform for young people to explore and develop their leadership potential. We are a non-political, independent, not-for-profit organisation run by students and recent graduates of institutions of higher education. Its members are interested in world issues, leadership and management. AIESEC does not discriminate on the basis of race, colour, gender, sexual orientation, creed, religion, nationality, ethnic or social origin. In accordance with the University of Michigan’s non-discriminatory policy, AIESEC is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status in employment, educational programs and activities, and admissions.

1. AIESEC (pronounced eye-sek) was originally an acronym for Association Internationale des Étudiants en Sciences Économiques et Commerciales. AIESEC is no longer used as an acronym but simply as the name of the organisation. Members of AIESEC are known as “AIESECers.”

2. AIESEC does not have a

pre-defined or officially accepted political tendency or subscription.

3. AIESEC is not a subsidiary or dependent entity of any other bodies in its work, sustainability or decisions.

4. AIESEC is in consultative status with the United Nations Economic and Social Council (ECOSOC), affiliated with the UN DPI, member of ICMYO, and is recognised by UNESCO.

5. AIESEC was founded in 1948 in 7 countries in Europe by Jean Choplin (France), Bengt Sjøstrand (Sweden), and Dr. Albert Kaltenthaler (Germany). Over 65 years later we are present in 126 countries and territories.

- ii. What we envision: The peace and fulfillment of humankind's potential.
- iii. Our impact: Our international platform enables young people to explore and develop their leadership potential for them to have a positive impact on society.
- iv. The way we do it: AIESEC provides its members with an integrated development experience comprised of leadership opportunities, international internships and participation in a global learning environment.
- v. Our values:
 - 1. Activating Leadership: We lead by example and inspire leadership through actions and results. We take full responsibility for developing the potential of others.
 - 2. Enjoying Participation: We have a dynamic environment created by active and enthusiastic involvement of individuals. We enjoy being involved in AIESEC.
 - 3. Striving for Excellence: We aim to deliver the highest quality performance in everything we do. Through creativity and innovation we seek to continuously improve our results.
 - 4. Living Diversity: We seek to learn from the different ways of life and opinions represented in our multicultural

environment. We respect and actively encourage the contribution of every individual.

5. Acting Sustainably: We act in a way that is sustainable for our organization and society. Our decisions take into account the needs of future generations.
6. Demonstrating Integrity: We are consistent and transparent in our decisions and actions. We fulfill our commitments and conduct ourselves in a way that is true to our ideals.

4. Mission and Purpose:

- i. The aforementioned AIESEC Way (3) acts as the AIESEC at Michigan Local Committee mission and purpose.
- ii. Upon joining the organization, all members agree not to undermine the purpose or mission of AIESEC at Michigan

5. Commitment to Equal Opportunity

- i. AIESEC at Michigan is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status in its membership or activities unless permitted by university policy for gender specific organizations.

6. Enumeration of entities within the Organization:

- i. Entities within AIESEC at Michigan consist of:
 1. The Executive Board (or “EB”), which contains Vice Presidents (or “VPs”, singular: “VP”) of each functional team, and the LCP (Local Committee President).
 2. Functional teams within the Organization includes:
 - a. Outgoing Global Volunteer (oGV)
 - b. Outgoing Global Talent (oGT)
 - c. Incoming Global Talent (iGT)
 - d. Talent Management (TM)
 - e. Finance (F)
 - f. Marketing (MKT)
 3. Inside the functional teams, there may be sub-teams led by Team Leaders.
 4. Additional ad-hoc teams, called Organizing Committees or “OCs” (singular: “OC”), may be created as needed.
 5. Additionally, AIESEC at Michigan will maintain a Board of Advisors (or “BoA”). The BoA is managed by the LCP, who

is also the point of contact between the EB and the BoA.

- a. The AIESEC at Michigan EB will have quarterly meetings with the BoA, which will include but not be limited to current strategies and initiatives that will be presented for feedback, the budget will be distributed, and exchange numbers will be discussed.
6. Members not on the EB constitute the General Members.

Article II: Entities

1. This section outlines the entities within AIESEC at Michigan and their roles.

a. Functional Teams

- i. The Functional Teams are the function-specific teams serving to achieve the goals of AIESEC at Michigan. The following are the Functional Teams, whose processes may be changed at the discretion of the EB:

1. Outgoing Global Volunteer (oGV) duties include, but are not limited to:

- a. OGX is responsible for the outgoing exchange process, including but not limited to the following:
 - i. Information sessions
 - ii. Assessment Centers
 - iii. Interviewing potential Exchange Participants (EPs)
 - iv. Raising Exchange Participant (EP) forms
 - v. Matching EPs
 - vi. Exchange preparation, management, induction, and Outgoing Preparation Seminar (OPS)
 - vii. Reintegration Seminar

- b. OGX team members are trained to search for Traineeships (TNs) and utilize all of AIESEC US' platforms.

2. Outgoing Global Talent (oGT) duties include, but are not limited to

- a. OGX is responsible for the outgoing exchange process, including but not limited to the following:
 - i. Information sessions

BYLAWS

Article III: Elections and Governance

1. Elections

- a. Leaders in AIESEC at Michigan must undergo a selection or election process as defined by this compendium.
 - i. Leadership positions (number of leaders in the LC):
 1. Local Committee President, LCP (one)
 2. Vice President, VP (one VP per function)
 3. Organizing Committee President, OCP (dependent on LC needs)
 4. Team Leader (depends on team needs)
- b. Local Committee President (LCP)
 - i. Term Length:
 1. One year
 2. From February 1 to January 31 of year immediately following election
 - ii. Time of election:
 1. Fall Semester
 2. Before Fall National Presidents' Retreat (NPR)
 - iii. Requirements for candidacy:
 1. Participation in AIESEC for at least one full semester
 2. Undergraduate student at university where AIESEC at Michigan is based
 3. Can be a current senior, only if the candidate will continue as a student at the host university in a post-grad program.
 4. Must not have plans to study abroad and/or take a leave of absence during the full duration of the term
 5. Must have held at least one AIESEC leadership position such as Team Leader, OC of AIESEC event, and/or LC VP
 6. Must have attended at least one regional, national, or international AIESEC conference
 - iv. LCP Application
 1. Is the responsibility of the current LCP
 2. Must be made available to candidates at least two weeks before due date
 3. After due date, completed and approved applications must

be made available to LC members at least 24 hours before voting occurs

4. Application must address:
 - a. Applicant's AIESEC experience
 - b. Applicant's SWOT analysis of LC
 - c. Applicant's vision and plan for the LC
- v. Vetting Process
 1. The applicants will have several opportunities to discuss their candidacy with members of the LC, including but not limited to:
 - a. Mandatory meeting with current LCP
 - b. Availability to answer members' emails pertaining to the applicant's application
- vi. Election and Voting
 1. Place and Time:
 - a. The election must be held during an official AIESEC at Michigan event.
 - b. It must take place after the completion of fall recruitment.
 2. The election will begin with candidate speeches as follows
 - a. Each speech must be no more than 10 minutes in length.
 - b. The candidates not speaking must not be present in the room of the speaker and audience.
 - c. During the speeches, the audience may not cheer or make any distracting noises.
 - d. Upon the conclusion of each speech, the audience may clap and cheer for the candidate, but no questions may be asked.
 3. Immediately following the completion of all speeches, there will be a question and answer period.
 - a. The first half of the total Q&A will be used for questions for specific candidates
 - b. The second half will be used for questions that each candidate must answer in an alternating or rotating order
 4. Voting
 - a. Eligibility

votes, the candidate does not win.

2. If there are three or more candidates:
 - a. Eligible members will vote for their three most preferred candidates.
 - i. Most preferred receives three votes.
 - ii. Second preferred receives two votes.
 - iii. Third preferred receives one vote.
 - b. If the eligible members feel that they cannot support a candidate, they may submit a vote of non-confidence in place of a number. For each vote of non-confidence submitted, the numbers available for other candidates decrease by one. In other words, if there are four candidates and a member gives one candidate a vote of non-confidence, then only the numbers 1-3 rather than 1-4 are available to grant to the remaining candidates.
 - c. The winning candidate must receive at least $1/n$ of the total number of votes, where n is the number of candidates.

c. Counting

- i. The votes will be counted by three members:
 1. LCP
 2. One non-voting member (newbie)
 3. General member
- ii. The voters must count and recount until consensus is reached about the voting results.

their candidacy with the current EB and LCPE, including but not limited to:

- a. Mandatory meeting with current VP
- b. Mandatory meeting with LCPE

vi. Selection

1. Place and Time:

- a. Selection must take place during the week after applications have been submitted
- b. It must take place after the completion of fall recruitment

2. Selection will be decided by the LCPE with input from the all outgoing VPs and the outgoing LCP.

3. Interviews

- a. All applicants will receive an interview
- b. Applicants that do not participate in an interview will not be considered for selection
- c. The interview will be between the candidate, the LCP, the LCPE, the current VP of the respective function and a general member of that function may also partake
- d. Interview answers will be disclosed to the rest of the LC

4. Vote of Confidence

- a. If the eligible members feel that they cannot support a candidate, they may submit a vote of non-confidence in place of a number. For each vote of non-confidence submitted, the numbers available for other candidates decrease by one. In other words, if there are four candidates and a member gives one candidate a vote of non-confidence, then only the numbers 1-3 rather than 1-4 are available to grant to the remaining candidates.
- b. If a VP candidate does not receive the majority of vote of confidence from the general members, they will no longer be considered for a position on the EB.
- c. The LCPE will take the general members' votes in consideration for the VP candidate.

5. Choosing the EB

- a. Besides the requirements above, the LCPE is entirely responsible for devising a selection strategy for his or her incoming EB.
 - b. It is recommended that the LCPE consider suggestions by the current EB when choosing his or her EB.
 - 6. Case of no suitable applicants
 - a. If the LCPE finds a position cannot be filled by a qualified candidate, he or she must devise a new solution to attract suitable members to fill the role.
 - b. Overall, the responsibility of choosing a suitable EB lies with the LCPE.
- vii. The LCPE will announce his or her new EB at the GMM following the completion of the selection process.
- viii. All new VPs will undergo transition with the current VP.
 - 1. The current VP will train the VPe so that the VPe will have necessary knowledge, materials, and platform to succeed in their term.
 - 2. The meeting will be held in-person bi-weekly.
 - 3. Transition must take place within one week of VP selection
 - 4. By the beginning of January, the EBe should be in a position where they will be taking over the majority of the responsibility with the outgoing EB acting as support
- d. Team Leaders
 - i. The VP of the function requiring the team leader will determine an application and/or selection process for the new Team Leader.
- e. Organizing Committees (OCs)
 - i. Term Length
 - 1. OC term length is decided based upon the task of the OC. When the task is completed, the OC is dissolved and all members end their terms.
 - ii. Method of Selection
 - 1. OCP
 - a. The EB will release an application for the OCP position.
 - b. The EB selects the OCP in a method determined by the LCP.
 - 2. OC

- a. The OCP will work with the LCP and any relevant VPs to determine which positions should exist in the OC.
 - b. After agreement has been reached, the OCP must release applications for the OC positions.
 - c. Selection of OC members will be the responsibility of the OCP with input from the LCP.
- 2. Mid-term Change in Leadership
 - a. Leaders may be removed mid-term only by the following process:
 - i. LCP
 - 1. The LCP removal process begins if and only if at least a significant portion of the LC (at least one-third of all members) wish for the LCP to be removed.
 - 2. Once the critical number of members has been reached, the members may formally outline their grievances by releasing a document to the LC.
 - 3. The LCP is then given time to address the issues raised by the dissenting members.
 - a. The length of time is two General Member Meetings (GMM).
 - b. The LCP may speak to the LC, draft an email, or use any other means necessary to combat the grievances raised against him or her.
 - 4. On the second GMM after the document's release, the LCP's standing is called to vote.
 - a. The vote will be completed on paper and counted by the VPTM and one general member.
 - b. If one-half of the LC votes to have the LCP removed, then the LCP must be removed, effective immediately.
 - b. Succession Line
 - i. Upon LCP's resignation or termination, the following VPs will act as interim LCP until a new LCP is elected. The final determination will be at the discretion of the EB
 - ii. VPTM
 - iii. VPF
 - iv. VPMKT
 - v. VP oGT, VP oGV, or VP iGT
 - vi. VPs

1. A VP's removal results from a vote by all other members of the EB.
 - a. A VP will receive an official warning from LCP who will address the problems and give the VP a two-week warning period.
 - b. After the warning, if problems arise again or persists, it is the LCPs discretion on whether they will be given another warning period.
2. The LCP will have a meeting with the VP, at which time the grievances brought up about them will be brought to light.
3. The VP is allowed to defend his or her standing by writing an email or another written document to the EB.
4. After grievances have been voiced and standing has been dictated, there will be a vote in which each member of the EB can either vote for the VP to stay or leave.
5. The vote is counted by the VPTM and LCP, or the LCP and one other EB member if the VPTM's standing is up for vote.
6. If and only if at least two-thirds of the EB vote on the side of removal, the EB member is removed from office, effective immediately.
 - a. The LCP will release the VP application immediately and LCP will work as an interim VP until a new VP is elected.
 - b. The new VP will be elected at the discretion of the EB.
 - i. This process of electing a VP during mid-year, supersedes the VP election process from beginning of the year.

vii. OC

1. The OCP may be removed from office with majority of the vote of the EB.
2. OC members may be removed at any time with the consent of the OCP and LCP.

viii. Team Leaders

1. Team Leaders may be removed by the VP at any time.

c. Resignation:

1. LCP
 - a. LCP shall write an official resignation letter

addressing the issues and other necessary information addressed to the EB and released to the LC.

- b.** LCP shall give two weeks notice to the EB and the LC from the date of the resignation letter delivery.
 - i.** VPTM will immediately release the LCP application with the resignation letter's delivery.
 - ii.** If two weeks notice is not possible under extreme circumstances, VPTM will assume the role of the LCP until a new LCP is elected by the LC.
 - 1.** If VPTM is unavailable, follow the line of succession listed at 2b.
- a.** VP shall write an official resignation letter addressing the issues and other necessary information to the EB and their respective function.
- b.** VP shall give two weeks notice to the EB and the function from the date of the resignation letter delivery.
 - i.** LCP will immediately release the VP application with the resignation letter's delivery.
 - ii.** The VP application will be available to all those who have spent at least a semester in the said-function.
 - iii.** If two weeks notice is not possible under extreme circumstances, LCP will assume the role of the VP until a new VP is elected by the LCP with input from the EB.

d. Upon removal, the selection of a replacement will be carried out as follows:

i. LCP

- 1.** Upon the removal, resignation, or inability to carry out duties of an LCP, the VPTM will be responsible for sending out applications for a new LCP.
 - a.** The application must follow the content guidelines of regular LCP applications, namely Article III.1.a.iv.4.a-b
 - b.** The applications must be available for at least one

content will be determined by the LCP.

3. The new OCP is selected by the LCP.

- e. Any “-elect” position, such as LCPe or VPe, can be removed by the same process as a regular LCP or VP, respectively.
 - i. For a VPe to be removed, the vote will depend on the rest of the EBe rather than the current EB.

3. Amendments and Ratification

a. An Amendment is any change in the Compendium.

b. Ratifications are required reviews of the Compendium. Ratification of the Compendium will occur annually during the first three weeks of the fall or winter semester.

c. Time of Amendment

- i. Amendments may be proposed at the beginning of every semester and/or EB term.
 - 1. Edits may be proposed beforehand.
 - 2. In emergency situations, the compendium may be amended at an official LC event with presence of the $\frac{3}{4}$ of the LC members and approval from the majority of the EB.
- ii. For an amendment to be proposed, at least 50% of all LC members must be present.

d. Proposal

- i. Any member may propose an Amendment.
- ii. For the Amendment to pass to the floor for discussion, it must be seconded by another member.
- iii. After a member has seconded the proposal, the Amendment moves to the floor for discussion among the LC.

e. Discussion

- i. Discussion over an Amendment is allowed only after the Amendment has been proposed, and the proposal has been seconded.
- ii. Discussion may not last more than 20 minutes per proposal.
- iii. When discussing, only one member will speak at any time.
 - 1. No member may speak for more than 3 minutes without ceding discussion to other members.
- iv. Discussion is completed when all members have finished talking, or 20 minutes has been reached, whichever comes first.
- v. If more than 20 minutes of discussion or deliberation is anticipated, the proposer is encouraged to provide information about the

proposal to members before the Fall Retreat.

- f. Voting
 - i. When discussion has completed, voting will occur immediately.
 - ii. Voting will occur by a show of hands.
 - 1. Voting will be counted by two non-voting individuals.
 - iii. Votes will be for or against the proposed Amendment.
 - iv. LCP's vote will not be counted unless in the case of a tie.
 - v. Only members who have been part of the LC for at least one semester prior are eligible to vote. Ineligible members may voice their opinions.
 - vi. The proposed Amendment is passed if a majority of voting members vote "for" the proposal.
 - vii. Absentee voting is not allowed. Only members present at the retreat may vote.
- g. Implementation
 - i. Passed Amendments are effective immediately unless otherwise specified.
 - ii. The LCP is responsible for immediately updating the Amendment.
 - 1. The VPTM will be responsible for reviewing the changes made by the LCP following LC Retreat.

Article IV: Financial Structures

1. This section details financial details integral to the operation of AIESEC at Michigan.
2. AIESEC at Michigan will follow financial structure rules outlined in Article IV "Financial Structures" of the AIESEC US Compendium.

Article V: Exchange

1. This section details exchange details integral to the operation of AIESEC DC.
2. AIESEC at Michigan will follow exchange rules outlined in Article V "Exchange" of the AIESEC US compendium.
3. AIESEC at Michigan will abide by all regulations set forth by the host university regarding exchange.

Article VI: Meetings

1. This section outlines the meetings that will take place each year in the LC.
2. General Member Meetings (GMMs)
 - a. GMMs will occur weekly while school is in session, and will last one to two hours
 - b. GMM attendance is required for all members, except in highly unusual cases
 - i. Absences will only be excused at the discretion of VPTM.
 - ii. Members are required to notify VPTM 24 hours prior to GMM.
 - iii. After two unexcused absences the member will receive a meeting regarding their membership in AIESEC at Michigan and may be placed on a two week probationary period. During or after which, their membership may be terminated.
 - c. GMM content is the responsibility of the TM team and the LCP.
3. Functional Team Meetings
 - a. Team Meetings will occur weekly for about an hour each.
 - b. Team Meeting attendance is required for all members, except in highly unusual cases.
 - c. Team Meeting scheduling and content development are the responsibility of the team's VP.
4. Other meetings may be held as well, however, only (1-4) are required to occur.

Article VII: Membership and Recruitment

1. This section outlines the membership and recruitment process.
2. Recruitment
 - a. Recruitment will be the responsibility of the TM team.
 - b. Recruitment will occur at the beginning of the fall and winter semesters, before RoKS, at a schedule determined by the TM team in conjunction with the EB.
 - c. Recruitment will include
 - i. General Information Sessions
 - ii. An application including
 1. Leadership experience
 2. International interests
 3. International travel/work/living experience
 4. Interest in incorporating AIESEC into future international experiences
 5. Business experience and/or desire to learn business skills
 6. Year and major
 7. Desired team
 8. Availability and willingness to participate at meetings (GMMs, Team Meetings, Retreat, and RoKS)
 - a. The national application may also be used, instead of the above.
 - iii. Group Interview
 1. This will overall be a required event for new members to showcase their teamwork skills and personality
 - a. In the case that a new member cannot come to Group Interview, another task must be completed by them, such as a video so that more about them can be learned
 2. The Group Interview will include, but is not limited to, ice breakers, a short history about AIESEC, an outrageous pitch, and a problem solving scenario
 - iv. Individual Interviews
 1. Individual Interviews will be conducted in order to evaluate the hard skills that a candidate possesses

2. Any member of AIESEC may conduct the interview, but if they are conducting it for the first time it must be done with a member of the EB

3. Questions will be predetermined by the VPTM

v. Induction

1. Will provide a more lengthy introduction to AIESEC
2. Induction will allow potential members to meet the EB and General Members.

vi. Recruitment is subject to the requirements set by the Elections and Governance Section of the Compendium.

3. Membership Requirements

a. Application and Selection for Membership

i. Induction Minimums

2. AIESEC at Michigan will follow all guidelines for induction laid out by AIESEC US.
3. When considering new member admission, consideration must be placed in part on the applicant's planned attendance at the LC Retreat and the Regional Kickoff Seminar (RoKS).

ii. After completing induction successfully, new members remain "newbies" for one month (30 days) from their acceptance into AIESEC.

4. During this period, they are not regular "members" and therefore may not vote in LCP elections (see III.1.a.vi.4.a.i).
5. After the newbie period, newbies are regular members and can vote whenever general members are required to cast votes.

b. Requirements for continuing membership

iii. Maintain satisfactory attendance at AIESEC at Michigan official events

1. Members must not accrue more than two unexcused GMM or FTM absences per semester.
2. Team Meeting attendance requirements will be set by the functional team's VP.

iv. Maintain satisfactory performance in AIESEC role

1. Meet KPIs
2. Meet deadlines and respond to all emails in a timely fashion 48 hours
3. Failure to meet performance requirements will ultimately be

determined by the member's VP, or the LCP in the case of a VP.

4. Attend all required AIESEC at Michigan events
 - a. Required events will be determined by the EB.
- v. Maintain a positive, enthusiastic attitude about the LC and AIESEC in general
- c. Absent Members
 - vi. Absent members are defined as those members who are not present at the university for at least one semester or members who are determined to be inactive by the EB.
 - vii. Absent members may be absent for various reasons, including study abroad or leave of absence from university.
 - viii. After returning, absent members undergo a special process to rejoin the committee.
 1. Absent members are exempt from all application requirements except the interview portion.
 - a. Absent members undergo an interview in order to determine their intention for rejoining and to determine an appropriate team.
 2. Absent members must be allowed to rejoin the LC. Ensuring open space is available is the responsibility of the TM team.
 - ix. Absent members have no rights or responsibilities of regular LC members: they may not vote, nor are they required to continue working for the LC while absent.
4. Under-performance and disqualification of membership
 - a. Consequences for members not meeting requirements for continuing membership will be determined by the TM team, but must include:
 - i. Meeting with the member's VP (or LCP in the case of VP)
 - ii. Meeting with a representative from the TM team
 - iii. A probationary period of two weeks, which can only occur after 1&2, during which any instance of under-performance obligates the VPTM to fire the member. If the probationary period passes without any instance of under-performance, the member is returned to regular status, though can still be fired without another probationary period for the rest of the semester.
 - iv. During the duration of probationary period, the member cannot vote, run for a leadership position (TLP, VP, LCP).
 - b. Any further infringement means that the member will restart at i.1 (meeting

with the VP).

- c. Firing members
 - i. The VPTM will be responsible for firing any eligible member.
 - ii. Firing constitutes immediate elimination from the LC: the member relinquishes the right to subsidies, the right to participate in AIESEC-sponsored events, etc.
 - iii. The member may still participate in conferences for which he or she registered previous to disqualification, but the member will no longer be eligible for any LC subsidies.
 - iv. Members may only be fired with the permission of the LCP, respective VP, and the VPTM.
- 4. Emergency Termination
 - a. In cases requiring an immediate removal of a member, the EB has the authority to convene a meeting and terminate a member without a requirement of two week probationary period.
 - b. Termination will be determined by the vote of the majority of the EB.
 - c. Emergency termination will only be warranted by an LC member acting inappropriately, leading to the detriment and/or liability of the LC.
- 6. Sexual Harassment
 - a. AIESEC at Michigan will follow all AIESEC US sexual harassment policies.
- 7. Changing Roles
 - a. Members not on the EB may change teams each semester, as long as the move is allowed, given the capacity limits of each team at the discretion of the EB for the best interest of the LC.
 - b. Members who wish to be on another team, will have an opportunity to send a written proposal to the VPTM to plead their case in changing to a different team than allocated by the EB.
 - i. The written proposal will include the skill set, experience, and other contributes that the member can bring to the team he/she desires to be in.

Appendices

Appendix 1: AIESEC Abbreviations

AIESEC: Association Internationale des Etudiants en Sciences Economiques et Commerciales (International Association of Students in Economics and Management): this name is no longer used in its full form

BD: Business Development

BoA: Board of Advisors

BoD: Board of Directors

(Name of position)e: (Name of position)-elect

EB: Executive Board

EPM: Exchange Participant Manager

iGT: Incoming Global Talent

F: Finance

GT: Global Talent

GV: Global Volunteer

GCP: Good Case Practice

ICX: Incoming Exchange

LC: Local Committee

LC EB: Local Committee Executive Board

LCP: Local Committee President

MC: Member Committee

MCP: Member Committee President

MKT: Marketing

NLM: National Leadership Retreat

NP: National Plenary

OGX: Outgoing Exchange

RoKS: Regional Kick-off Seminar

ROI: Return on Investment

SA: Student Association

SNC: Summer National Conference

TLP: Team Leader Program

TM: Talent Management

TMP: Team Member Program

VP: Vice President

WNC: Winter National Conference