1. Added ARTICLE III: MEMBER SERVICE AREAS (MSAs)  
   In Order to serve the geographic needs of the chapter, the chapter shall establish local member service areas (MSA’s) for the development and delivery of chapter services. These areas shall operate under the operational guidelines set forth by the Chapter Board of Directors.
2. Added ARTICLE IV: TAHRA FISCAL YEAR  
   TAHRA’s fiscal year runs from January 1, through December 31st.
3. ARTICLE V: MEMBERSHIP, SECTION 5.1 PROFESSIONAL MEMBERS  
   Added - b) certified by Society of Human Resources Management
4. ARTICLE VII: MEETINGS  
   Removed - SECTION 3: ATTENDANCE  
   Prospective Members of the Association may attend up to three meetings per year without becoming a Member. Members of other chapters of the Society for Human Resource Management (SHRM), and particularly members of SHRM-affiliated student chapters, are always welcome at any regular TAHRA meeting.
5. ARTICLE IX – BOARD OF DIRECTORS  
   SECTION 1: NUMBER  
   Added – The Member Services Areas (MSAs) shall be represented on the Chapter Board by at least one of the At-Large members of the Board of Directors, as the MSA Liaison; this person will be responsible for the effective operations of the member service areas and the coordination of communications.   
   SECTION 3: TERM OF OFFICE  
   Added – in a 3 year “class” to the following sentence – All officers shall serve a one year term**, in a 3 year** “class” except the President-elect, who shall serve one year as President Elect followed by a one year term as President followed by a one year term as Past-President as provided in Section I of this Article.

Added - Board members shall rotate on and off in classes, with four to six board members per class.  Board members may choose to leave or be asked to leave before the end of their three-year term if deemed appropriate.  All board members shall serve no more than a three-year term at which time they must rotate off for one year. Exceptions can be made based on the continuity or needs of the board. Board members could serve two consecutive terms but must rotate off for a minimum of one year after the second term. Some exceptions would apply.

Board members shall be elected in three-year class terms by vote of the membership conducted in accordance with Article VII, Section 2 of these bylaws, provided that such balloting shall take place prior to the election of the officers affected.

SECTION 5: QUORUM  
Added – In certain cases, the board may need to require a vote via email approval from the voting members.

ADD - SECTION 9: ATTENDANCE

It is the expectation of all board members to attend 50% of board meetings. We realize family and our businesses take precedence over our volunteer work, therefore a valid excuse provided to the president and/or president elect will be considered.

1. ARTICLE X – RESPONSIBILITIES OF OFFICERS  
   SECTION 1: THE PRESIDENT  
   Change - Chapter Merit Award to SHRM Affiliate Program for Excellence (SHAPE) and the SHRM Excel Award Programs in this sentence - He/she shall preside at the meetings of the Association and the Board, shall have general charge and supervision of the affairs and business of the Association, serve as liaison with the Oklahoma State Council and SHRM, oversee achievement of the **Chapter Merit Award**, facilitate employment opportunities for TAHRA Members, oversee the recording of the proceedings for all Board and business meetings of the Association, and appoint TAHRA's pro-bono legal counsel.  
   SECTION 3: VICE PRESIDENT, PROGRAMS  
   Remove – including the Facilities Chairperson from this sentence - The Vice President of Programs shall appoint the members of the Programs Committee, **including the Facilities Chairperson**, direct the activities of the Committees, conduct an annual needs assessment, present a program plan to the Board of Directors for approval, and perform other related activities.  
   SECTION 7: VICE PRESIDENT, LEADERSHIP DEVELOPMENT  
   Add SHRM Certification to this sentence - The Vice President of Leadership Development shall foster the professional development of TAHRA members, and student affiliates by assisting in the identification and recruitment of potential TAHRA leadership by active participation on the Nomination Committee; overseeing and appointing members to the College Relations Committees; and promoting professional development through **SHRM Certification**, HRCI and the Richard J. Messer Excellence in Human Resources Management Award.  
   SECTION 8: VICE PRESIDENT, DIVERSITY & INCLUSION  
   Add – This position shall chair D & I events partnering with the community (ROI).
2. ARTICLE XI - STANDING COMMITTEES  
   Add – Board will determine what standing committees are appropriate for the year and the goals they want to achieve. Some examples of standing committees are the following:

SECTION 2: MEMBERSHIP  
Remove – and sale of advertising space to support production of directory from this sentence - The Membership Committee of three or more members appointed by the Vice President of Membership shall examine membership applications and make recommendations and reports to the Board of Directors, develop and implement membership campaigns, prepare a current roster of Members, maintain accurate membership records **and sale of advertising space to support production of directory.**Remove – SECTION 3: NOMINATION COMMITTEE

A nomination committee of three or more members shall have duties as defined in Article VI of these Bylaws. The Vice President, Leadership Development is a standing member of this committee.   
Change - SECTION 4: MEMBER NETWORKING to HOSPITALITY  
SECTION 6 – DIVERSITY – ADD & INCLUSION  
Add - Also support the execution of one D & I event per year.

SECTION 7 – HRCI – Change to CERTIFICATION

Add – SHRM to this sentence - This committee supports the professional development of its membership through **SHRM** and HRCI professional certification and facilitates study groups and materials along with review or college courses to meet this goal.  
Remove - SECTION 9: RICHARD J. MESSER EXCELLENCE IN HUMAN RESOURCES MANAGEMENT AWARD

This committee, which is also comprised of past recipients, oversees activities to ensure the highest standards of professionalism and fairness in selection of awardees.  
SECTION 9 – SHRM – Add FOUNDATION

Add - fundraise for SHRM Foundation to this sentence - This committee works closely with the Membership Committee to recruit members for SHRM and **fundraise for the SHRM Foundation**.

Add SECTION 11 – YOUNG PROFESSIONALS  
This committee develops young HR professionals providing mentorship, leadership and social networking opportunities and/or other events.

1. ARTICLE XVI – CHAPTER DISSOLUTION  
   Add this statement - TAHRA strives to remain compliant to maintain its SHRM Chapter Affiliation based upon prescribed SHRM criteria. Should the TAHRA board decide it is not in the best interest of TAHRA to be affiliated with SHRM, it requires a 2/3rds majority vote and notification to the membership.