

Article V. Advisor and Coaches

Section 1. Advisor

- A. Mock Trial at the University of Iowa may have no more than one (1) Advisor, who shall provide mentorship, direction, and support to the organization.
- B. To be eligible to become the Advisor to MT@UI, one must be a member of the University of Iowa faculty or administrative professional staff, or they must be affiliated with a local, regional, national, or international affiliate of the organization.
- C. The Advisor shall serve for at least one (1) academic year.
- D. The Advisor shall be selected by the Executive Board upon approval of a majority of the officers present at any official meeting.
- E. The duties of the Advisor shall include, but shall not be limited to:
 - a. Attending all MT@UI meetings.
 - b. Advising the organization on matters under consideration.
 - c. Attending any applicable University of Iowa training for advisors.
 - d. Communicating University of Iowa policies and procedures.
 - e. Maintaining continuity within the organization from year to year.
- F. Additional duties of the Advisor shall be determined by the Executive Board.
- G. It is not necessary that the position of Advisor be filled.

Section 2. Head Coach

- A. MT@UI may have no more than one (1) Head Coach, who shall be vested with the duties and powers of chief competitive officer of MT@UI.
- B. The Head Coach shall serve for a term of five (5) academic years.
- C. The duties of the Head Coach shall include, but shall not be limited to:
 - a. Attending all meetings of the MT@UI General Assembly.
 - b. Making decisions for MT@UI on competitive matters.
 - i. Competitive matters include, but are not limited to, the competitive roster, team composition, part assignments, and tournament attendance.
 - ii. All decisions on competitive matters shall be done in good faith, with reasonable knowledge, and with loyalty to the organization.
 - 1. “Good faith” shall be defined as actions taken honestly, in reasonable fairness, and lawful in purpose; concomitantly, it shall refer to actions taken with an absence of any intent to defraud, malicious intent, or intent to use the coaching position for unfair advantage.
 - 2. “Reasonable knowledge” shall be defined as knowledge obtained through firsthand experience and dialogue with the appropriate

channels to make an informed decision based on reason, fairness, and prudence.

3. "Loyalty" shall be defined as a duty obligating the Head Coach from using their position to further their own interests rather than the competitive interests of the General Assembly and/or MT@UI.
 - c. Serving as chief liaison between MT@UI and the American Mock Trial Association.
 - d. Serving as chief liaison between MT@UI and the coaching staff of other mock trial programs.
- D. The powers of the Head Coach shall include:
- a. Ultimate authority over decisions on competitive matters, including authority over any Assistant Coaches, over the Executive Board, and over the General Assembly.
 - b. Nominating candidates for the position of Assistant Coach.
 - c. Viewing the try-out of any person seeking to become a member of the competitive roster.
 - d. Right to recognition by the Executive Board, and to attend any meeting of the Executive Board to voice their opinion on any issues under consideration.
 - e. Temporarily suspending the competitive rights of any member of MT@UI.
 - i. To temporarily suspend the competitive rights of a member, that member must have been engaged in official MT@UI activities and, during such engagement, have violated any of the following:
 1. Article II §3 of this Constitution.
 2. Policies of Undergraduate Student Government or other University of Iowa governing bodies.
 3. Policies of the American Mock Trial Association.
 - ii. The temporary suspension shall remain in effect until the cessation of the official MT@UI activities during which the violation occurred.
 - iii. The temporary suspension shall be addressed by the suspended member, the Head Coach, the Executive Board, and the Office of the Independent Counsel in a timely manner upon the return from official MT@UI activities.
 - iv. When the Head Coach is absent during official activities, temporary suspension of competitive rights governed by this Section may be affected by:
 1. An Assistant Coach, or
 2. A two-thirds ($\frac{2}{3}$) vote by the Executive Board.
- E. The Head Coach shall be considered eligible for service on any ad hoc committee.
- a. The Head Coach may serve as the chairperson of any ad hoc committee.
- F. The Head Coach shall be elected by the General Assembly upon approval by a majority of voters present at a meeting of at least two-thirds ($\frac{2}{3}$) of the General Assembly.

- a. Any candidate who wishes to run for election as Head Coach shall first contact the Executive Board regarding their intentions.
 - b. After consideration of the candidate, the Executive Board may present the candidate for election by the General Assembly.
 - c. The election for Head Coach shall take place before general elections.
- G. The Head Coach may be removed from their position by:
- a. A letter of resignation, written and offered to the Executive Board.
 - b. A four-fifths ($\frac{4}{5}$) Vote of No Confidence by the General Assembly at a meeting of all members of the General Assembly.
 - i. A Vote of No Confidence shall be initiated by a unanimous vote of the Executive Board.
 - ii. To initiate a Vote of No Confidence against the Head Coach, the Head Coach shall have severely violated any policies set forth by this Constitution, by the American Mock Trial Association, or by the University of Iowa.
 - iii. Once a Vote of No Confidence is initiated against the Head Coach, they shall be given formal notice of this vote no less than ten (10) days prior to the scheduled vote.
 - 1. Such notice shall enumerate all violations and concerns which are the subject of the Vote of No Confidence by the Executive Board.
 - iv. The Head Coach shall have the right to speak on their behalf before the General Assembly prior to the Vote of No Confidence.
 - v. If a member of the General Assembly is unable to attend a meeting for a Vote of No Confidence, they must issue a Waiver of Voting Privileges and Objections to the Executive Board at least seven (7) days prior to the scheduled vote.
- H. It is not necessary that the position of Head Coach be filled.
- a. When MT@UI has no Head Coach, the Committee on Competitive Interests shall exist and shall govern any competitive matters under consideration.

Section 3. Assistant Coach

- A. MT@UI may have any number of Assistant Coaches, who shall be vested with the duties and powers of competitive advisors to the Head Coach.
- B. All Assistant Coaches and the Head Coach shall together comprise the Coaching Staff.
- C. An Assistant Coach shall serve for a term of one (1) academic year.
- D. The duties of an Assistant Coach shall include, but shall not be limited to:
 - a. Attending all meetings of the MT@UI General Assembly.
 - b. Advising the Head Coach for MT@UI on competitive matters.

- i. Competitive matters include, but are not limited to, the competitive roster, team composition, part assignments, and tournament attendance.
 - ii. All advice on competitive matters shall be given in good faith, with reasonable knowledge, and with loyalty to the organization.
 - 1. “Good faith” shall be defined as actions taken honestly, in reasonable fairness, and lawful in purpose; concomitantly, it shall refer to actions taken with an absence of any intent to defraud, malicious intent, or intent to use the coaching position for unfair advantage.
 - 2. “Reasonable knowledge” shall be defined as knowledge obtained through firsthand experience and dialogue with the appropriate channels to make an informed decision based on reason, fairness, and prudence.
 - 3. “Loyalty” shall be defined as a duty obligating the Head Coach from using their position to further their own interests rather than the competitive interests of the General Assembly and/or MT@UI.
- E. The powers of an Assistant Coach shall include:
 - a. Viewing the try-out of any person seeking to become a member of the competitive roster.
 - b. Right to recognition by the Head Coach, and to voice their opinion on any competitive matters under consideration.
 - c. Serving as a judge at any tournament attended by MT@UI.
- F. An Assistant Coach shall be considered eligible for service on any ad hoc committee.
 - a. An Assistant Coach may serve as the chairperson of any ad hoc committee.
- G. An Assistant Coach shall be nominated by the Head Coach and appointed to the Coaching Staff upon review by the Executive Board.
 - a. Upon a two-thirds ($\frac{2}{3}$) Vote of No Confidence against the candidate for Assistant Coach by the Executive Board, the candidate will not be appointed to the Coaching Staff.
 - i. Barring a two-thirds ($\frac{2}{3}$) Vote of No Confidence, an Assistant Coach shall be appointed to the Coaching Staff.
 - ii. This Vote must be presented in a timely manner and with sufficient explanation to the Head Coach.
 - b. There shall be no limit to the number of times the Head Coach may nominate an individual candidate for an Assistant Coach position.
- H. The Assistant Coach may be removed from their position by:
 - a. A letter of resignation, written and offered to the Executive Board.
 - b. A formal revocation of coaching rights by the Head Coach.
 - i. Such a revocation shall be written and delivered to the Coaching Staff and the Executive Board in a timely manner.

- ii. A formal revocation may be subjected to an appeal in front of the Executive Board.
 - 1. The appeal process shall require statements from all relevant and knowledgeable persons in front of the Executive Board.
 - 2. Upon unanimous agreement by the Executive Board that a formal revocation was without merit, the revocation shall be lifted.
 - a. Barring unanimous agreement, the revocation shall remain in effect.
- c. A four-fifths ($\frac{4}{5}$) Vote of No Confidence by the General Assembly at a meeting of all members of the General Assembly.
 - i. A Vote of No Confidence shall be initiated by a unanimous vote of the Executive Board.
 - ii. To initiate a Vote of No Confidence against an Assistant Coach, the Assistant Coach shall have severely violated any policies set forth by this Constitution, by the American Mock Trial Association, or by the University of Iowa.
 - iii. Once a Vote of No Confidence is initiated against an Assistant Coach, they shall be given formal notice of this vote no less than ten (10) days prior to the scheduled vote.
 - 1. Such notice shall enumerate all violations and concerns which are the subject of the Vote of No Confidence by the Executive Board.
 - iv. An Assistant Coach shall have the right to speak on their behalf before the General Assembly prior to the Vote of No Confidence.
 - v. If a member of the General Assembly is unable to attend a meeting for a Vote of No Confidence, they must issue a Waiver of Voting Privileges and Objections to the Executive Board at least seven (7) days prior to the scheduled vote.