

Bylaws

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Article I — Accredited Membership

Section 1. Requirements for accreditation

- 1.1. Each accredited institution must freely subscribe to the Tenets of Faith, evidenced by an annual reaffirmation as an official act of its board of control at the time of filing the Association's annual report.
- 1.2. Each accredited institution must maintain accredited status with the Commission on Accreditation.
- 1.3. Each accredited institution must fulfill Commission on Accreditation annual reporting requirements with timeliness and accuracy.
- 1.4. Accredited member institutions must pay annual Commission on Accreditation dues and promptly meet all financial obligations related to accreditation services and peer review processes. Each accredited institution is by virtue of such status an Association member and, as such, must also pay annual Association dues according to the budget established by the Board of Directors and approved by the membership.

Section 2. Procedures for attaining accredited status

- 2.1 An institution eligible for and desiring accredited status will conduct an institutional self-study with respect to its own mission and objectives and the Commission on Accreditation's *Comprehensive Integrated Standards*. As a condition for an evaluation team visit in view of initial accreditation, the institution will submit to the Commission on Accreditation self-study materials consisting of an assessment plan, compliance document, and institutional planning document.
- 2.2 Representatives of institutions pursuing accredited status are expected to actively partake of Commission on Accreditation self-study training events and resources.
- 2.3 Each institution pursuing accredited status will submit annual progress reports to the Commission on Accreditation for a determination whether adequate progress is being made.
- 2.4 Subject to review of the institution's self-study documents, the Commission on Accreditation will authorize appointment of an evaluation team to visit the institution in order to, (1) verify claims made in the institution's self-study materials; (2) formulate recommendations relative to the institution's compliance with the Commission's *Comprehensive Integrated Standards*; and (3) make an overall recommendation regarding the institution's readiness to receive accredited status. The evaluation team will communicate both its findings and recommendations to the Commission on Accreditation via a

written team report. The institution will receive a copy of the team report, which it is free to distribute, and must provide the Commission with a written response to the team report. All fees and expenses associated with an evaluation team visit will be the responsibility of the hosting institution.

- 2.5 Institutional representatives will be given an opportunity to appear before the Commission on Accreditation in connection with its review of self-study materials and evaluation team reports and determination whether to grant or deny accredited status or defer action. The Commission's decision will be based upon the *Principle for Accreditation*, i.e., that the institution is substantially achieving and can be reasonably expected to continue to achieve, the *Comprehensive Integrated Standards* for accreditation, and that the institution has demonstrated its commitment to an ongoing pursuit of excellence. If accredited status is denied, the institution must wait one year before being able to reapply at the level of its choice.
- 2.6 In accord with the Commission's *Policy and Procedures for Appeals*, an institution may appeal a denial of its request for accredited status.
- 2.7 An institution may voluntarily withdraw its request for accredited status, without prejudice, at any time prior to the decision of the Commission on Accreditation.

Section 3. Maintaining accredited status

- 3.1 Each accredited institution must host a supplemental evaluation visit by a member of the Commission professional staff during year three of the initial 5-year accreditation period.
- 3.2 During the fourth year of the initial 5-year accreditation period, and every ten years thereafter, each accredited institution will conduct an institutional self-study with respect to its own mission and objectives and the Commission's *Comprehensive Integrated Standards* for accreditation. The institution will submit for Commission on Accreditation review its self-study materials, consisting of an assessment plan, compliance document, and an institutional planning document.
- 3.3 During the fifth year of the initial accreditation period, and every ten years thereafter, an evaluation team will be appointed to visit the institution in order to, (1) verify claims made in the institution's self-study materials; (2) formulate recommendations relative to the institution's continued compliance with the Commission's *Comprehensive Integrated Standards* for accreditation; and (3) make an overall recommendation regarding the reaffirmation of the institution's accredited status. The evaluation team will communicate both its findings and recommendations to the Commission on Accreditation via a written team report. The institution will receive a copy of the team report, which it is free to distribute, and must provide the Commission with a written response to the team report within the specified period of time. All fees and expenses associated with an evaluation team visit are the responsibility of the hosting institution.

- 3.4 When considering reaffirmation cases, the Commission will request that institutional representatives appear before it only if the team recommends that the institution be placed on *Warning* or *Probation*, receive a *Show-Cause Order*, or have its accredited status withdrawn. The Commission's decision, with respect to the reaffirmation of accredited status, will be based upon the Principle of Accreditation outlined above. The *ABHE Policy and Procedures for Appeals* does not permit appeal of a Commission sanction. However, when the Commission issues a sanction, official written correspondence with the institution will indicate that the institution may, at its option, request an on-site visit by a Commission representative. The purpose of the on-site visit would be to ensure that the decisions of the Commission would be based on the most accurate assessment possible of prevailing conditions at the institution.
- 3.5 In accord with the Commission's *Policy and Procedures for Appeals*, an institution may appeal the termination of its accredited status.
- 3.6 Accreditation is not guaranteed for any length of time. Negative developments at an institution, with respect to the *Comprehensive Integrated Standards*, may trigger a review that could result in the loss of accreditation.

Section 4. Termination of accreditation

Accreditation, which also entails removal from institutional Association membership, may be terminated by the Commission on Accreditation as follows:

- 4.1 Official written notice of voluntary withdrawal.
- 4.2 Withdrawal of accredited status by the Commission on Accreditation. An institution may appeal this action in accord with the Commission's *Policy and Procedures for Appeals*.
- 4.3 Failure to submit satisfactory required reports to the Commission on Accreditation in a timely fashion or nonpayment of annual membership dues upon receipt of an invoice. In extenuating circumstances, a grace period of up to six months may be requested.
- 4.4 Failure to send a delegate to the annual Delegate Assembly meeting for three consecutive years.

Article II — Candidate Membership

Section 1. Requirements for candidate (pre-accredited) status

- 1.1. Each candidate institution must freely subscribe to the Tenets of Faith, evidenced by an annual reaffirmation as an official act of its board of control at the time of filing the Association's annual report.
- 1.2. Each candidate institution must maintain candidate status with the Commission on Accreditation.

- 1.3. Each candidate institution must fulfill Commission on Accreditation annual reporting requirements with timeliness and accuracy.
- 1.4. Candidate institutions must pay annual Commission on Accreditation dues and promptly meet all financial obligations related to accreditation services and peer review processes. Each candidate institution is by virtue of such status an Association member and, as such, must also pay annual Association dues according to the budget established by the Board of Directors and approved by the membership.
- 1.5. Each candidate institution must submit an annual progress report to the Commission on Accreditation.
- 1.6. Each candidate institution must demonstrate adequate progress in moving toward accredited status.

Section 2. Procedures for attaining candidate status

- 2.1 An institution eligible for and desiring candidate status will host an initial consultative visit by a member of the Commission professional staff. In addition to providing information regarding the accreditation and self-study processes, the consultant will analyze the institution in relation to the Commission's *Comprehensive Integrated Standards* and provide a report offering professional observations and improvement/compliance recommendations.
- 2.2 Representatives of institutions pursuing candidate status are expected to actively partake of Commission on Accreditation self-study training events and resources.
- 2.3 Each institution pursuing candidate status will submit annual progress reports to the Commission on Accreditation for a determination whether adequate progress is being made.
- 2.4 The institution will conduct an institutional self study with respect to its own mission and objectives and the Commission's *Comprehensive Integrated Standards*. The institution will submit self-study materials, consisting of an assessment plan, compliance document, and an institutional planning document to the Commission on Accreditation.
- 2.5 An evaluation team will be appointed to visit the institution in order to, (1) verify claims made in the institution's self-study materials; (2) formulate recommendations relative to the institution's achievement of the Commission's *Comprehensive Integrated Standards*; and (3) make an overall recommendation regarding the institution's worthiness for candidate (pre-accredited) status. The evaluation team will communicate both its findings and recommendation to the Commission on Accreditation via a written team report. The institution will receive a copy of the team report, which it is free to distribute, and must provide the Commission with a written response to the team report. All fees and expenses associated with an evaluation team visit are the responsibility of the hosting institution.

- 2.6 Institutional representatives will be given an opportunity to appear before the Commission on Accreditation as it reviews all materials and determines whether to grant or deny candidate status or defer action. The Commission's decision will be based upon whether the institution can be reasonably expected to achieve accredited status within four years. If candidate status is denied, the institution must wait one year before being able to reapply at the level of applicant status.
- 2.7 In accord with the Commission's *Policy and Procedures for Appeals*, an institution may appeal a decision to deny candidate status.
- 2.8 An institution may voluntarily withdraw its request for candidate status, without prejudice, at any time prior to the decision of the Commission on Accreditation.

Section 3. Termination of candidate (pre-accredited) status

Candidate status termination, which also entails removal from institutional Association membership, may be effected by the Commission on Accreditation as follows:

- 3.1 Official written notice of voluntary withdrawal.
- 3.2 Withdrawal of candidate status by the Commission on Accreditation. An institution may appeal this action in accord with the Association's *Policy and Procedures for Appeals*.
- 3.3 Failure to submit satisfactory required reports to the Commission on Accreditation in a timely fashion or nonpayment of Association or Commission on Accreditation membership dues and/or other financial obligations upon receipt of an invoice. In extenuating circumstances, a grace period of up to six months may be requested.
- 3.4 Failure to send a delegate to the annual Delegate Assembly meeting for three consecutive years.

Article III — Applicant Status

Section 1. Definition

Applicant status is a pre-membership status established by the Commission on Accreditation in order to foster the developmental engagement of institutions with the Commission and its staff toward eventual Candidate (pre-accredited) or Accredited status. Applicant institutions are strongly encouraged to attend and observe (without vote, as per Constitution Article IV) all Association Delegate Assembly meetings and to avail themselves as fully as possible of Association and Commission resources and services.

Section 2. Procedures for attaining applicant status

- 2.1 An institution eligible for and desiring applicant status will provide the Commission on Accreditation, (1) an official letter from the chief executive officer stating the board of control's desire for the institution to pursue accreditation with the Association; (2) a completed ABHE application form; (3) an official statement from the chief executive officer reflecting a board of control decision to affirm support of the ABHE Tenets of Faith; and (4) a document that demonstrates compliance with the Commission's *Conditions of Eligibility*.
- 2.2 The Commission will review all materials and determine whether to grant or deny applicant status or defer action. The Commission's decision will be based upon whether the institution (1) is in compliance with the Commission's *Conditions of Eligibility* and (2) appears realistically capable of achieving candidate status within four years (no extensions). If applicant status is denied, the institution must wait one year before being able to reapply.
- 2.3 In accord with the Commission's *Policy and Procedures for Appeals*, an institution may appeal a decision denying applicant status.
- 2.4 An institution may voluntarily withdraw its request for applicant status, without prejudice, at any time prior to the decision of the Committee on Applicant and Candidate Status.

Section 3. Requirements for applicant institutions

- 3.1 Each applicant institution must freely subscribe to the Tenets of Faith, evidenced by an annual reaffirmation as an official act of its board of control at the time of filing the Association's annual report.
- 3.2 Each applicant institution must fulfill Commission on Accreditation annual reporting requirements with timeliness and accuracy.
- 3.3 Applicant institutions must pay annual Commission on Accreditation dues and promptly meet all financial obligations related to accreditation services and peer review processes. Each applicant institution must also pay annual Association dues according to the budget established by the Board of Directors and approved by the membership.
- 3.4 Each applicant institution must submit an annual progress report to the Commission on Accreditation.
- 3.5 Each applicant institution must demonstrate progress toward achieving Candidate status.

Section 4. Termination of applicant status

Applicant status with the Commission on Accreditation may be terminated by:

- 4.1 Official written notice of voluntary withdrawal.

- 4.2 Withdrawal of applicant status by the Commission on Accreditation. An institution may appeal this action in accord with the Commission's *Policy and Procedures for Appeals*.
- 4.3 Failure to submit satisfactory required reports to the Commission on Accreditation in a timely fashion and payment of annual membership dues upon receipt. In extenuating circumstances, a grace period of up to six months may be requested.

Article IV — Appeal Procedures

The Commission on Accreditation shall adhere to the principle of due process and provide appeal procedures for each step of the accrediting process. These procedures are presented in detail in the Association's *Policy and Procedures for Appeals*.

Article V — Affiliate Status

Affiliate status is available to credible institutions of biblical higher education who presently lack either readiness or inclination to pursue ABHE accreditation but who seek the benefits of ready access to ABHE services, resources, and networking. Affiliate institutions are not eligible to participate in the governance of the Association through the annual Delegate Assembly.

Article VI — Board of Directors

Section 1. Nomination and election

- 1.1. Nomination. A nominating committee shall be appointed by the Board of Directors and shall submit to the annual Delegate Assembly a slate of two or more names for each Board elective position (excluding public members who are appointed by the Board). The nominating committee shall ensure that the Board of Directors' national, theological, ecclesiastical, enrollment, gender, and ethnic diversity shall be in accord with the *Policy Regarding the Nominating Committee*. Nominations of eligible and willing individuals may also be submitted from the Delegate Assembly meeting floor.
- 1.2. Election. Board nominees, with any other eligible persons nominated from the floor, shall be voted upon until a candidate receives a majority vote, which shall constitute an election.

Section 2. Duties

- 2.1 The Board of Directors is charged with formulating and implementing policies and carrying out the purposes of the Association.

- 2.2 The Board of Directors shall have the right and authority to represent the Association in all matters during the interim between meetings of the Delegate Assembly.
- 2.3 The Board of Directors will, with the approval of the Association membership, engage a chief executive officer (president) to serve under its direction in promoting the affairs of the Association and the cause of biblical higher education generally.

Article VII — President

Section 1. Selection

- 1.1. A President shall be engaged by the Board of Directors, subject to ratification by the Association membership, to serve as the Association's chief executive officer. When the position becomes vacant, the board shall appoint a search committee to develop and disseminate appropriate criteria, solicit and screen nominations, and recommend qualified candidates to the board, which shall, in turn, present one candidate to the Association's member institutions for ratification by two-thirds majority vote.
- 1.2. The Board-appointed search committee will develop and disseminate specific candidate criteria in the event of a presidential vacancy. General presidential qualifications shall include evidence of authentic Christian experience and agreement with the Association's Tenets of Faith, knowledge and experience with higher education and accreditation processes, evidence of executive leadership ability, and communication skills necessary to represent the Association well at public and governmental levels.

Section 2. Duties

- 2.1 The President shall serve under the direction of the Board of Directors in promoting the affairs of the Association and the cause of biblical higher education in general.
- 2.2 The President shall attend the meetings of the board on a nonvoting basis, and shall consult with the Board chair and Executive Committee for guidance as necessary between meetings.
- 2.3 The Board of Directors shall establish and make available to association member institutions a written position description describing the President's general and specific duties corresponding to the Association's mission and goals (c.f., *Constitution*, Article II).
- 2.4 The President shall be accountable to the board in terms of written *Standing Policies* that delineate executive parameters and priorities.
- 2.5 The President shall employ and ensure appropriate supervision of all Association staff; oversee coordination of the work of the Association with the Commission on Accreditation; and cooperate with Commission staff to ensure the integrity and independence of Commission on Accreditation finances, resources, processes, decisions, and records.

Section 3. Term of office

- 3.1 The President serves at the pleasure of the Board. For the sake of stability and continuity, however, the following terms of office are established: initial term -- three years; subsequent terms -- five years. The Board of Directors shall conduct a formal review of the President's performance, including solicitation of member feedback, one year prior to term expiration and at other times deemed necessary.
- 3.2 Any proposed resignation, non-renewal, or termination, either on the part of the board or the President, shall require six-month notice to the other party, except when the board undertakes measures for removal of the President for cause.
- 3.3 Removal for cause other than financial necessity may involve immediate suspension, with pay, pending the outcome of a fair and reasonable process. Causes for removal may include immorality, deviation from the Association's Tenets of Faith, incompetence, insubordination, malfeasance, or financial necessity. A fair and reasonable process shall consist of (1) written notice as to cause of suspension, (2) opportunity to confront any accusers and to provide supporting testimony, (3) opportunity for a hearing by an impartial body of not less than three persons appointed by the Board of Directors, and (4) adequate notice as to the time and place of hearing and adequate time to prepare a defense.
- 3.4 Temporary vacancies may be filled by an acting or interim chief executive officer at the discretion of the Board of Directors, subject to reporting and ratification at the next regular Association Delegate Assembly.

Article VIII — Delegate Assembly

Section 1. Delegates and visiting representatives

- 1.1. Association member institutions shall be entitled to representation at Delegate Assembly meetings on the following basis:
 - 1.1.1. One delegate for each member institution holding programmatic accreditation.
 - 1.1.2. One delegate for each member institution holding institutional accreditation with a Fall FTE student enrollment (as per the ABHE annual report form) of 200 or less.
 - 1.1.3. Two delegates for each member institution holding institutional accreditation with a Fall FTE student enrollment (as per the ABHE annual report form) of 201 to 400.
 - 1.1.4. Three delegates for each member institution holding institutional accreditation with a Fall FTE student enrollment (as per the ABHE annual report form) of more than 400.

Section 2. Voting privileges

- 2.1 Each delegate shall have one vote. Proxy voting shall not be permitted.

2.2 Accredited member institution delegates shall have full privileges of voting.

2.3 Candidate member institution delegates shall have the privilege of discussion from the floor and of voting by acclamation. They shall not exercise the privilege of nominating or voting on officers or of voting on a roll call or on amendments to the *Constitution* or *Bylaws*.

Section 3. Quorum

Those delegates present at a duly called meeting of the Delegate Assembly shall be considered a quorum. A majority of the Board of Directors shall constitute a quorum for its meetings.

Section 4. Parliamentary law

All business meetings of the Delegate Assembly shall be conducted according to the accepted rules of parliamentary procedure.

Section 5. Standing committees

The delegate assembly may, upon recommendation by the Board of Directors or Commission on Accreditation, establish standing committees, the nature, composition, purposes, and parameters of which shall be designated at the time of their establishment. Such committees will report to the Delegate Assembly at each regular meeting.

Article IX — Commission on Accreditation

Section 1. Nomination and election

- 1.1. Nomination. A nominating committee shall be appointed by the Commission on Accreditation and shall submit to the annual Delegate Assembly a slate of two or more names for each Commission elective position (excluding public members who are appointed by the Commission). The nominating committee shall ensure that the Commission's national, theological, ecclesiastical, enrollment, gender, and ethnic diversity shall be in accord with the *Policy Regarding the Nominating Committee*. Nominations of eligible and willing individuals may also be submitted from the Delegate Assembly meeting floor.
- 1.2. Election. Commission nominees, along with any other eligible persons nominated from the floor, shall be voted upon until a candidate receives a majority vote, which shall constitute an election.
- 1.3. Terms of Office. Elected commissioners will serve for four-year staggered terms and may succeed themselves for a second term after which they may not be re-elected for 4 years. Public members of the Commission will serve a four-year term and may not succeed themselves.

- 1.4. Vacancies. Commissioners serving three years of an unexpired term will be deemed to have served a full term.

Section 2. Composition

- 2.1 The Commission on Accreditation will consist of fifteen (15) Commissioners, comprised as follows: twelve (12) elected from among accredited member institutions (no more than two of whom may come from institutions holding programmatic accreditation); and three (3) public representatives, not associated with an ABHE member, applicant, or affiliated institution, at least one of whom is an active ministry practitioner.
- 2.2 Commissioners, except for public members, will be elected by Delegate Assembly majority. A Commission-appointed nominating committee shall submit a slate of two or more eligible candidates for each Commission vacancy. This nominating committee shall ensure that representation on the Commission of member institutions' national, theological, ecclesiastical, enrollment, gender, and ethnic diversity shall be in accord with the *Policy Regarding the Nominating Committee*. Nominations of eligible and willing individuals may also be submitted from the Delegate Assembly meeting floor. The Public members shall be appointed by the Commission on Accreditation.

Section 3. Organization

- 3.1 The Commission on Accreditation will annually elect the following officers: Chair, Vice-Chair, and Secretary. Incumbent Commission officers may be re-elected within the parameters of an individual's Commission tenure.
- 3.2 Each Commissioner will be assigned to one or more standing committees established by the Commission in order to facilitate efficient and thorough disposition of the Commission's ongoing monitoring, periodic review, and decision-making functions.
- 3.3 The Chair, in consultation with the Commission professional staff, will develop the Commission's agenda and will chair meetings of the Commission. The Vice Chair will preside in the absence, incapacity, or recusal (i.e., due to conflict of interest) of the Chair.
- 3.4 The Commission Chair will appoint the chairs and secretaries of the Commission's various standing committees.
- 3.5 The Commission Secretary will serve as secretary for all meetings of the Commission and will be responsible for placing in the custody of the Commission staff the final minutes for all committee and Commission deliberations.

Section 4. Responsibilities

- 4.1 The Commission on Accreditation will have the authority to grant candidate and accredited status, and to reaffirm accreditation. It will also have authority to place institutions on warning or probation, issue show-cause orders, and withdraw applicant, candidate, or accredited status.
- 4.2 The Commission on Accreditation will establish its own budget independently of review or consultation with any other entity or organization. As part of this process, it will establish a schedule of fees related to its accreditation services. The Commission will pay fair market value for its proportionate share of personnel, services, equipment and facilities that it uses jointly with the ABHE membership Association.
- 4.3 The Commission, through a designated standing committee, will monitor the progress of applicant and candidate institutions and call for special reports and visits. The Commission will act as a whole with respect to any committee recommendations for withdrawal of status.
- 4.4 The Commission, through a designated standing committee, will study proposals for changes in or additions to the Association's *Conditions of Eligibility, Principle of Accreditation, Comprehensive Integrated Standards* and *Programmatic Accreditation Standards* (including Essential Elements), and the Association's policies and procedures for accreditation. The committee's recommendations will be forwarded to the Commission as a whole, and then to the membership for approval.
- 4.5 The Commission, through a designated standing committee, will monitor the progress of accredited institutions experiencing financial difficulties, call for focused reports and visits, and approve special financial reports. The Commission will act as a whole with respect to any recommendations of the committee for warning, probation, issuance of a show-cause order, or withdrawal of status.

Section 5. Meetings

The Commission on Accreditation will meet at least annually. In order to facilitate circumstances where member institutions are entitled to have representatives appear before the Commission, a Commission meeting will normally occur immediately prior to the Association annual meeting. Committees will normally meet just prior to the meeting of the entire Commission. If necessary, the Commission may also have a midyear meeting. The precise time and place of meetings will be determined by the Commission chair in consultation with the Commission professional staff. Public notification of all regular meetings shall be made at least 60 days in advance, by announcement at the prior annual meeting or publication in an official print or electronic instrument of the Association.

Section 6. Appeals

Appeals concerning certain decisions of the Commission on Accreditation may be made by an institution's chief executive. Such appeals will be processed in accord with the Commission's *Policy and Procedures for Appeals*.

Section 7. Director, Commission on Accreditation

Subject to ratification by the Commission on Accreditation, the Association President will employ a Director to exercise primary oversight of and responsibility for Commission on Accreditation activities.

The Director's qualifications shall include extensive experience with higher education accreditation and peer review processes; evidence of authentic Christian experience and agreement with the Association's Tenets of Faith; evidence of executive administrative ability; evidence of supervisory skills; and written and oral communication skills necessary to formulate and promulgate Commission standards, policies, and procedures to internal and external publics and peer and governmental agencies which exercise a recognition function.

7.1 Duties

- 7.1.1 The Director is responsible to ensure compliance with Commission on Accreditation directives and resource its separate and independent efforts to develop and implement accreditation standards and processes.
- 7.1.2 The Association President shall, in consultation with the Commission on Accreditation, develop and make available to association member institutions a written position description describing the Director's general and specific duties corresponding to the Commission on Accreditation's purposes and goals (c.f., *Constitution*, Article VII).
- 7.1.3 The Director shall be accountable to Commission on Accreditation for diligently and consistently in ensuring that staff, consultants, and peer evaluators conform to the Commission's *Standards*, policies, and publications for institutional and peer evaluator guidance.
- 7.1.4 The Director shall be responsible to employ and ensure appropriate supervision of all Commission staff; facilitate, resource, and coordinate the work of the Commission on Accreditation; and maintain the integrity and independence of Commission on Accreditation finances, resources, processes, decisions, and records.
- 7.1.5 The Director shall exercise leadership in working with the Commission on Accreditation to develop and implement its annual budget in conformity with applicable Commission policy and procedures.

7.2 Term of office

- 7.2.1 The Director serves at the pleasure of the President and Commission on Accreditation. For the sake of stability and continuity, however, the following terms of office are established: initial term - three years; subsequent terms -- five years.
- 7.2.2 The President shall involve the Commission on Accreditation in conducting a formal review of the Director's performance one year prior to term expiration and at other times deemed necessary. The Commission may make recommendations to the President regarding the associate director's renewal, non-renewal, or developmental goals.
- 7.2.3 For the sake of stability and continuity, other than for cause, resignation, non-renewal, or termination will normally require 120 days' notice on the part of either party.
- 7.2.4 Removal for cause other than financial necessity may involve immediate suspension, with pay, pending the outcome of a fair and reasonable process. Causes for removal may include immorality, deviation from the Association's Tenets of Faith, incompetence, insubordination, malfeasance, or

financial necessity. A fair and reasonable process shall consist of (1) written notice as to cause of suspension, (2) opportunity to confront any accusers and to provide supporting testimony, (3) opportunity for a hearing by an impartial body of not less than three persons appointed by the Board of Directors, and (4) adequate notice as to the time and place of hearing and adequate time to prepare a defense.

7.2.5 Temporary vacancies may be filled by an acting or interim director at the discretion of the President, subject to reporting and ratification at the next regular Commission on Accreditation meeting.

Article X — Accreditation Standards

Section 1. Final authority for determining accreditation *Standards* shall reside in the Association Delegate Assembly.

Section 2. Recommended changes or additions to the Commission on Accreditation's *Comprehensive Integrated Standards* shall be acted upon by the Association Delegate Assembly upon recommendation of the Commission on Accreditation.

Article XI — Ethical Practices

A code of ethics relative to comity, relationships among member and affiliate institutions, transfer of faculty members or students, advertising accuracy, adherence to catalog statements, and kindred subjects shall be adhered to by member and affiliate institutions. The Commission on Accreditation shall have power to impose sanctions up to and including withdrawal of accreditation for infractions of the code of ethics.

Article XII — Dissolution

The Association for Biblical Higher Education exists as an extension of its member institutions and operates for their primary benefit. All assets of the Association are owned by its membership. In the event of dissolution, after satisfaction of all legal obligations, any remaining assets shall be liquidated and resulting monies distributed pro rata to the membership existent at that time upon the basis of the most recent membership assessment.

Article XIII — Amendments

Section 1. Substantive amendments

These Bylaws may be amended by a two-thirds vote at any duly called meeting of the Association Delegate Assembly.

Section 2. Editorial amendments

Editorial amendments, including but not limited to nomenclature consistency and updates, compositional and grammatical corrections or modifications, clarification of ambiguities, and other amendments intended to ensure the accuracy and consistency of this constitution without introducing substantive alterations, may be effected on behalf of the Delegate Assembly by the Board of Directors on an “act and inform” basis. Such editorial changes will be considered ratified when reported to the Delegate Assembly unless specific delegate action is undertaken to declare the proposed amendments substantive, in which case they will be nullified pending Delegate Assembly approval by means of the normal amendment procedures specified above.