

CONSTITUTION OF THE MICHIGAN SPEECH-LANGUAGE-HEARING ASSOCIATION*

The mission of the ***Michigan Speech-Language-Hearing Association*** is to provide professional support and development, public awareness, and advocacy for professionals in communication sciences and disorders and the individuals they serve.

ARTICLE I – Name; Corporate Organization

The name of this organization shall be the Michigan Speech-Language-Hearing Association ("MSHA" or the "Corporation"). MSHA is organized on a non-stock, directorship basis.

ARTICLE II - Purposes

SECTION 1. The purposes of MSHA are:

- a) To stimulate exchange of information among persons and organizations and to disseminate information concerning communication disorders through newsletters, publications, and electronic communication;
- b) To provide ongoing professional development;
- c) To encourage investigation and promote understanding of the processes of human communication;
- d) To encourage the scientific study of the effects of communication disorders of language, speech and hearing on the human condition;
- e) To promote habilitative and rehabilitative methods and services and promote the extension of habilitative and rehabilitative services to individuals whose communication processes are impaired;
- f) To foster improvement of clinical services and procedures concerning such disorders;
- g) To stimulate support from members of related professions, governmental agencies and the public for persons handicapped by communication disorders;
- h) To advance concepts of excellence in training, scholarly research and publication;
- i) To encourage membership of qualified professional persons in MSHA;
- j) To promote appropriate academic and clinical preparation of individuals entering the discipline of human communication sciences and disorders and promote the maintenance of current knowledge and skills of those within the discipline;
- k) To advocate the rights and interests of persons with communication disorders;
- l) To promote the individual and collective professional interests of the members of MSHA.

SECTION 2. MSHA will not discriminate on the basis of age, race, religion, sex, sexual orientation, gender expression, gender identity, national origin, disability, ethnicity or veteran status. All programs and activities of MSHA will be conducted in furtherance of this policy.

ARTICLE III - Amendments

A proposed amendment to the Constitution must be submitted by a member of the Board of Directors in good standing, to be read at any meeting of the Board. Such amendments may be passed at the next Board meeting by a two-thirds (2/3) vote of the Board members present.

*Adopted MSHA on March 15, 1972, as a revision of an earlier document. Revised by MSHA on March 22, 1974. Article I, Sect. 1 revised March 20, 1981. Section II revised March 26, 2010. Revised, December 2010. Revised, June 2025.

BYLAWS OF THE MICHIGAN SPEECH-LANGUAGE-HEARING ASSOCIATION*

ARTICLE I - BOARD OF DIRECTORS

SECTION 1. Board of Directors.

The Michigan Speech-Language-Hearing Association ("MSHA" or the "Corporation") is organized on a non-stock, directorship basis. The business and affairs of MSHA shall be managed by a Board of Directors which is the governing body of MSHA. Except as otherwise provided by law, all matters shall be approved by action of the Board of Directors. The Board shall meet as often as necessary to conduct the business of MSHA, but at least quarterly. The powers and duties of the Board are described in the MSHA roles and responsibilities and policy and procedure manuals.

SECTION 2. Officers.

The officers will be a President, a Secretary, and a Treasurer. There may also be a President-Elect and Past President, and such other officers as the board deems appropriate. Two or more offices may be held by the same person, but such person must not execute, acknowledge, or verify an instrument in more than one capacity if the instrument is required by law or by the President or by the board to be executed, acknowledged, or verified by two or more officers.

SECTION 3. Board Composition.

The Board of Directors will consist of the following voting positions:

- 1) President
- 2) President-Elect
- 3) Past President
- 4) Secretary
- 5) Treasurer

And, the Board of Directors may consist of the following voting positions:

- 6) Vice President of Public Relations
- 7) Vice President of Advocacy
- 8) Vice President of Diversity, Equity, & Inclusion
- 9) Vice President of Membership
- 10) Vice President of Professional Development
- 11) Vice President-Elect of Professional Development
- 12) Vice President of SLP Public Schools
- 13) Vice President of SLP Healthcare & Private Practice
- 14) Vice President of Student & University Affairs
- 15) Vice President of Audiology

The Board of Directors will also include a non-voting Student Representative. The Board of Directors shall consist of no fewer than three (3) and not more than seventeen (17) persons, as the Board of Directors shall from time to time determine.

SECTION 4. Qualifications.

Individual members in good standing are eligible to be nominated for election to the Board of Directors. A member may be nominated for office by an Individual member of MSHA who is in good standing, or may self-nominate.

SECTION 5. Nominations.

An electronic call for nominations will be issued to all members at least 60 days in advance of the Board of Directors' annual meeting. Each nominee's eligibility status will be verified. A slate of nominees will be prepared by the MSHA administrative staff and reviewed by the MSHA President, President-Elect, and Past President.

SECTION 6. Elections; Terms.

Directors shall be elected by the Board of Directors at its annual meeting and vacancies shall be filled in the manner specified in Section 7 below. Directors shall serve for and be elected on the following terms:

- a) Presidents of MSHA serve for three years: one as President-Elect, one as President, and one as Past President. A President-Elect is elected every year.
- b) The Treasurer will be elected for two-year terms beginning in years ending in even numbers.
- c) The Secretary will be elected for two-year terms beginning in years ending in odd numbers.

Directors may serve for and be elected on the following terms:

- d) The Vice President of Professional Development serves two years: one as Vice-President-Elect of Professional Development and one as Vice President of Professional Development. Every year a Vice President-Elect of Professional Development is elected.
- e) The Vice Presidents of Public Relations, Advocacy, SLP Public Schools, and Student & University Affairs will be elected for two-year terms beginning in years ending in even numbers.
- f) The Vice Presidents of Diversity, Equity, & Inclusion, Membership, SLP Healthcare & Private Practice, and Audiology, and the Student Representative will be elected for two-year terms beginning in years ending in odd numbers.

SECTION 7. Removal.

Any Board member may institute recall charges against another Board member whose conduct is felt to be contrary to the principles of ethics set forth in MSHA's Code of Ethics or whose performance in office is considered unsatisfactory. Such charge(s) shall be submitted in writing to the Ethics Committee. The Ethics Committee shall investigate the charge(s). The charged Board member shall be invited to discuss the charge(s) before a vote is taken. If the accused Board member is found to be in violation of such principles of ethics by a two-thirds (2/3) vote of the Board members then in office, such Board member shall be removed from the Board of Directors. The Board member may petition the Board to have a full review of the charge(s) placed on the agenda for the next Board meeting;

such a petition must be honored. A written ballot shall be taken at the next Board meeting and a two-thirds (2/3) vote of the Board in attendance at that meeting in favor of the Board member will negate the vote of the Board.

SECTION 8. Vacancies.

In case of vacancy in the office of President, by reason of death, resignation, removal, or other inability to serve, that office shall be filled by a member presently serving on the Board of Directors in the following order of succession: (1) President-Elect; (2) Past-President; (3) Secretary. The resultant vacancy in the office of President-Elect shall not be filled until the next election as specified by these Bylaws.

Other than the office of President, in case of vacancy on the Board of Directors, by reason of death, resignation, removal, or other inability to serve, the President shall appoint an Individual member of MSHA in good standing to fill the vacancy on the Board to serve until the time of the next election as specified by these Bylaws.

SECTION 9. Annual Meeting.

The annual meeting of the Board of Directors shall be held at such place, date and hour as the Board of Directors may determine from time to time. At the annual meeting, the Board of Directors shall elect members to the Board of Directors and consider such other business as may properly be brought before the meeting. If less than a quorum of the Board members appear for an annual meeting of the Board of Directors, the holding of such annual meeting shall not be required and matters which might have been taken up at the annual meeting may be taken up at any later regular, special or annual meeting or by consent resolution. Any meeting of the Board of Directors shall be conducted in accordance with Robert's Rules of Order.

SECTION 10. Regular and Special Meetings.

Regular meetings of the Board of Directors may be held at such times and places as the Board members may from time to time determine at a prior meeting or as shall be directed or approved by the vote or written consent of all the Board members. Special meetings of the Board of Directors may be called by the President or by the Secretary, and shall be called by the President or Secretary upon the written request of any two (2) members of the Board.

SECTION 11. Notice of Meetings of the Board of Directors.

Written notice of the time and place of all meetings of the Board of Directors shall be given to each member of the Board at least three (3) days before the date of the meeting, either personally or by sending such notice to each Board member by mail or electronic transmission at the address designated by the Board member for such purposes, or if none is designated, at the Board member's last known address. Notice of any meeting of the Board of Directors may be waived in writing before or after the meeting. Attendance at a meeting constitutes waiver of notice of the meeting.

SECTION 12. Action without a Meeting.

Any action required or permitted at any meeting of the Board of Directors may be taken without a meeting, without prior notice and without a vote, if all of the Board members entitled to vote thereon consent in writing. A consent may be delivered by electronic transmission to the Secretary and shall

be effective upon receipt. Said written consents shall be filed with the minutes of the proceedings and shall have the same effect as a vote for all purposes.

SECTION 13. Quorum and Voting Requirements.

A simple majority of the members of the Board of Directors then in office constitutes a quorum for the transaction of business. A vote of the Board present at any meeting at which there is a quorum shall be the acts of the Board of Directors, except as a larger vote may be required by the laws of the State of Michigan, these Bylaws or the Articles of Incorporation.

SECTION 14. Participating in Meetings by Remote Communications.

A member of the Board of Directors may participate in a meeting by conference telephone or similar communications equipment by means of which all persons participating in the meeting can hear one another. Participation in a meeting in this manner constitutes presence in person at the meeting.

SECTION 15. Compensation.

Board members shall receive no compensation for their services on the Board of Directors. The preceding shall not, however, prevent MSHA from purchasing insurance, nor shall it prevent the Board of Directors from providing reasonable compensation to a Board member for services which are beyond the scope of their duties as a Board member or from reimbursing any Board member for expenses actually and necessarily incurred in the performance of their duties as a Board member.

SECTION 16. Execution of Conveyances, Mortgages and Contracts.

The Board of Directors may in any instance designate one or more officers, agents, designees, or employees to execute any contract, conveyance, mortgage or other instrument on behalf of MSHA and such authority may be general or confined to specific transactions. The Board of Directors may also ratify any execution. When the execution of any instrument has been authorized without specifying the executing officers or agents, the President, Secretary, or Treasurer may execute such instrument on behalf of MSHA.

ARTICLE II - MEMBERSHIP

SECTION 1. Eligibility.

a) Members must be:

- (i) individuals who hold: (1) a graduate degree with major emphasis in speech-language pathology, audiology, education of the hearing impaired, or speech, language, or hearing science; or (2) a graduate degree and present evidence of active research, interest, and performance in the field of human communication,
- (ii) individuals who are working towards: (1) a bachelors or graduate degree with major emphasis in speech-language pathology, audiology, education of the hearing impaired, or speech, language, or hearing science; or (2) a bachelors or graduate degree and present evidence of active research, interest, and performance in the field of human communication, or
- (iii) individuals in allied fields (including but not limited to occupational therapy, physical therapy, teachers of the hearing impaired, psycholinguists, psychoacousticians, etc.) who are interested in an affiliation with MSHA.

- b) Application for membership must be at the highest level for which a person is eligible, in accordance with Article II, Section 2.
- c) Members must agree to abide by the Code of Ethics of MSHA.

SECTION 2. Membership shall consist of three classes; Individual, Student, and Life.

- a) Individual members must be those persons eligible for membership as defined in Article I, Section 1(a)(i) or (iii).
- b) Student members must be those persons eligible for membership as defined in Article I, Section 1(a)(ii).
- c) Life members must be persons who have retired from the profession after a minimum of 10 years of professional service and who have held Individual membership to MSHA for a minimum of 10 years. Candidates for Life membership must be proposed by a current MSHA member and approved by the Board. Waiver of dues will be made for this membership category.

SECTION 3. Dues and Fees.

- a) AMOUNT - Membership dues shall be prescribed by the Board
- b) WAIVER OF DUES - Membership dues, registration fees, and all other forms of dues or fees may be waived in whole or in part by the Board.
- c) NON-PAYMENT OF DUES - The name of any member whose dues are in arrears within one hundred and twenty (120) days from the date of annual renewal shall be designated as lapsed on the membership roll after three notices of dues delinquency have been sent to the member. Such a member will be returned to the membership rolls upon the renewal of membership for which they are qualified without penalty.

SECTION 4. Discontinuance of Membership.

All MSHA members have an obligation to report unethical conduct to the American Speech-Language-Hearing Association ("ASHA") Ethics Board and/or Michigan Licensure Board. If a MSHA member has questions regarding ethical principles, the MSHA Ethics Committee may be consulted for resources to clarify the questions.

If the MSHA Board of Directors is aware that a MSHA member has been sanctioned by the ASHA Ethics Board and/or Michigan State Licensure Board, the MSHA Board of Directors can choose, by a two-thirds (2/3) vote, to revoke membership for the duration of the sanction. In the event such a vote is taken, the Board will prepare a formal letter 1) acknowledging awareness of this sanction and stating the outcome of the MSHA Board vote, and 2) recommending MSHA and ASHA resources for continued professional development in the area of ethical practice.

If a member of the Board has been sanctioned by the ASHA Ethics Board and/or Michigan State Licensure Board, the Board can choose, by a two thirds (2/3) vote, to revoke the member's status as

a Board member for the duration of the sanction. The sanctioned Board member may not participate in a vote regarding revocation of that member's status as a member of the Board of Directors.

ARTICLE III - COMMITTEES

SECTION 1. The Board of Directors, by resolution adopted by the affirmative vote of a majority of the members of the Board of Directors, may establish and disband such standing or special committees from time to time as it shall deem appropriate to conduct the activities of MSHA.

Such Board-designated Committees may include, but are not limited to:

- 1) Finance Committee
- 2) Honor & Awards Committee
- 3) Diversity, Equality, & Inclusion Committee
- 4) Ethics Committee
- 5) Advocacy Committee
- 6) SLP Healthcare & Private Practice Committee
- 7) SLP Public Schools Committee
- 8) Student & University Affairs
- 9) Audiology Committee
- 10) Conference Committee
- 11) Communications & Networking Committee
- 12) Nominations Committee

SECTION 2. Membership of Committees.

The Board member serving as Committee Chair may appoint any Individual member in good standing to a Committee. A member in good standing must meet the membership criteria for the level of membership for which the individual applied, and must be current in payment of dues. A Committee chair may invite additional participants who are not members of MSHA to join a Committee on an ad hoc basis. Such appointees do not have the rights and responsibilities of membership, and may not vote.

SECTION 3. Liaisons.

Non-voting members attending meetings of the Board of Directors may include a liaison from the Michigan Speech Hearing Foundation ("MSHF"), the Michigan Audiology Coalition ("MAC") and the Audiology and Speech-Language Pathology ASHA Advisory Council members.

ARTICLE IV - RECOGNITION AWARDS

Four types of MSHA awards, Honors of the Association, a Distinguished Service Award, Outstanding Clinician, and the Ida J. Stockman Award for Diversity and Inclusion, may be awarded to individuals by MSHA upon approval by the Board of Directors. The Board of Directors may establish and terminate such awards from time to time as it shall deem appropriate.

A recommendation for MSHA recognition may be made by any Individual member at any time to the Honors & Awards Committee, and if there is no Honors & Awards Committee, to the Board of Directors. These nominations should include a vita of the person nominated and must include the reasons for the nomination. Any recommendation for recognition must be considered by the Board of

Directors at an annual, regular, or special meeting prior to the presentation of the award and be approved by three-fourths (3/4) of the Board of Directors.

- a) Honors of the Association. Honors of the Association shall be awarded to members of MSHA in recognition of distinguished contributions in Speech and Language Pathology, Audiology, and/or Education of the Hearing Impaired over a substantial period of time. This is the highest award MSHA can bestow.
- b) Distinguished Service Award. A Distinguished Service Award shall be presented to an individual for a specific outstanding contribution to MSHA or the speech and/or hearing profession.
- c) Outstanding Clinician Award. The Outstanding Clinician Award shall be awarded to an outstanding speech, language, and hearing clinician working in a health care clinical setting in the state of Michigan.
- d) The Ida J. Stockman Award for Diversity and Inclusion. The Ida J. Stockman Award for Diversity and Inclusion shall be awarded to members of MSHA in recognition of their contributions to promote the fair treatment and full participation of all individuals with communication and swallowing disorders across service delivery settings, and/or to increase the presence of populations who have historically been under-represented or subjected to discrimination because of their background, identity, or disability.

ARTICLE V - LIAISON

SECTION 1. Liaison with ASHA Advisory Councilors.

In order to promote interaction and liaison between MSHA and individuals elected from Michigan to attend the ASHA Advisory Councils, MSHA may invite the ASHA Advisory Council members from Michigan to attend meetings of the Board of Directors. The role of the Councilors at such meetings shall be advisory and informative in nature. Councilors are not eligible to propose motions or vote at Board of Directors meetings.

SECTION 2. Liaison with Regional Associations.

In order to provide continuing interaction and liaison between MSHA and established regional speech and hearing groups, such groups may send representation to meetings of the Board of Directors. The role of the representative at such meetings shall be advisory and informative in nature. Such representatives are not eligible to propose motions or to vote at Board of Directors meetings.

SECTION 3. Liaison with Other Associations

In order to provide continuing interaction and liaison between MSHA and other associations, the President may appoint MSHA members in good standing to serve as representatives to these associations. Such members shall report back to the Board of Directors at meetings of the Board. The role of the representatives at Board of Directors meetings shall be advisory and informative in nature. Such representatives are not eligible to propose motions or vote at Board of Directors meetings.

ARTICLE VI - INDEMNIFICATION

SECTION 1. Nonderivative Actions

Subject to all of the other provisions of this article, the Corporation must indemnify any person who was or is a party, or is threatened to be made a party to, any threatened, pending, or completed action, suit, or proceeding. This includes any civil, criminal, administrative, or investigative proceeding, whether formal or informal (other than an action by or in the right of the Corporation).

Such indemnification must apply only to a person who was or is a director or officer of the Corporation or who was or is serving at the request of the Corporation as a director, officer, partner, trustee, employee, or agent of another foreign or domestic corporation, partnership, joint venture, trust, or other enterprise, whether for profit or not for profit.

The person must be indemnified and held harmless against expenses (including attorney fees), judgments, penalties, fines, and amounts paid in settlement actually and reasonably incurred by the person in connection with such action, suit, or proceeding, if the person acted in good faith and in a manner they reasonably believed to be in or not opposed to the best interests of the Corporation.

With respect to any criminal action or proceeding, the person must have had no reasonable cause to believe their conduct was unlawful. The termination of any action, suit, or proceeding by judgment, order, settlement, or conviction or on a plea of *nolo contendere* or its equivalent, must not by itself create a presumption that (a) the person did not act in good faith and in a manner the person reasonably believed to be in or not opposed to the best interests of the Corporation, or (b) with respect to any criminal action or proceeding, the person had reasonable cause to believe that their conduct was unlawful.

SECTION 2. Derivative Actions

Subject to all of the provisions of this article, the Corporation must indemnify any person who was or is a party to, or is threatened to be made a party to, any threatened, pending, or completed action or suit by or in the right of the Corporation to procure a judgment in its favor because (a) the person was or is a director or officer of the Corporation or (b) the person was or is serving at the request of the Corporation as a director, officer, partner, trustee, employee, or agent of another foreign or domestic corporation, partnership, joint venture, trust, or other enterprise, whether or not for profit.

The person will be indemnified and held harmless against expenses (including actual and reasonable attorney fees) and amounts paid in settlement incurred by the person in connection with the action or suit if the person acted in good faith and in a manner the person reasonably believed to be in or not opposed to the best interests of the Corporation.

However, indemnification must not be made for any claim, issue, or matter in which the person has been found liable to the Corporation unless and only to the extent that the court in which the action or suit was brought has determined on application that, despite the adjudication of liability but in view of all circumstances of the case, the person is fairly and reasonably entitled to indemnification for the expenses that the court considers proper.

SECTION 3. Expenses of Successful Defenses

To the extent that a person has been successful on the merits or otherwise in defense of any action, suit, or proceeding referred to in sections 1 or 2 of this article, or in defense of any claim, issue, or matter in the action, suit, or proceeding, the person must be indemnified against expenses (including actual and reasonable attorney fees) incurred in connection with the action and in any proceeding brought to enforce the mandatory indemnification provided by this article.

SECTION 4. Contract Right; Limitation on Indemnity

The right to indemnification conferred in this article must be a contract right and must apply to services of a director or officer as an employee or agent of the Corporation as well as in such person's capacity as a director or officer. Except as provided in section 3 of this article, the Corporation must have no obligations under this article to indemnify any person in connection with any proceeding, or part thereof, initiated by such person without authorization by the board.

SECTION 5. Determination That Indemnification is Proper

Any indemnification under sections 1 or 2 of this article (unless ordered by a court) must be made by the Corporation only as authorized in the specific case. The Corporation must determine that indemnification of the person is proper in the circumstances because the person has met the applicable standard of conduct set forth in sections 1 or 2, whichever is applicable. The determination must be made in any of the following ways:

- (a) By a majority vote of a quorum of the board consisting of directors who were not parties to such action, suit, or proceeding.
- (b) If the quorum described in clause (a) above is not obtainable, by a committee of directors who are not parties to the action. The committee must consist of not less than two disinterested directors.
- (c) By independent legal counsel in a written opinion.

SECTION 6. Proportionate Indemnity

If a person is entitled to indemnification under sections 1 or 2 of this article for a portion of expenses, including attorney fees, judgments, penalties, fines, and amounts paid in settlement, but not for the total amount, the Corporation will indemnify the person for the portion of the expenses, judgments, penalties, fines, or amounts paid in settlement for which the person is entitled to be indemnified.

SECTION 7. Expense Advance

Expenses incurred in defending a civil or criminal action, suit, or proceeding described in sections 1 or 2 of this article may be paid by the Corporation in advance of the final disposition of the action, suit, or proceeding, on receipt of an undertaking by or on behalf of the person involved to repay the expenses, if it is ultimately determined that the person is not entitled to be indemnified by the Corporation. The undertaking must be an unlimited general obligation of the person on whose behalf advances are made, but it need not be secured.

SECTION 8. Nonexclusivity of Rights

The indemnification or advancement of expenses provided under this article is not exclusive of other rights to which a person seeking indemnification or advancement of expenses may be entitled under a contractual arrangement with the Corporation. However, the total amount of expenses advanced or indemnified from all sources combined must not exceed the amount of actual expenses incurred by the person seeking indemnification or advancement of expenses.

SECTION 9. Indemnification of Employees and Agents of the Corporation

The Corporation may, to the extent authorized from time to time by the Board, grant rights to indemnification and to the advancement of expenses to any employee or agent of the corporation to the fullest extent of the provisions of this article with respect to the indemnification and advancement of expenses of directors and officers of the Corporation.

SECTION 10. Former Directors and Officers

The indemnification provided in this article continues for a person who has ceased to be a director or officer and must inure to the benefit of the heirs, executors, and administrators of that person.

SECTION 11. Insurance

The Corporation may purchase and maintain insurance on behalf of any person who (a) was or is a director, officer, employee, or agent of the corporation or (b) was or is serving at the request of the Corporation as a director, officer, employee, or agent of another corporation, partnership, joint venture, trust, or other enterprise. The insurance may protect against any liability asserted against the person and incurred by them in any such capacity or arising out of their status as such, whether or not the Corporation would have power to indemnify against liability under this article or the laws of the state of Michigan.

SECTION 12. Changes in Michigan Law

If there are any changes in the Michigan statutory provisions applicable to the Corporation and relating to the subject matter of this article, the indemnification to which any person must be entitled must be determined by the changed provisions, but only to the extent that the change permits the Corporation to provide broader indemnification rights than the provisions permitted the Corporation to provide before the change.

ARTICLE VII - FISCAL YEAR

The fiscal year of MSHA ends on December 31.

ARTICLE VIII - AMENDMENTS

These bylaws may be amended by a two-thirds (2/3) vote of the members of the Board of Directors present at any Board meeting. The proposed amendments to be considered at meetings shall be announced to each Board member in writing at least 14 days prior to such meetings. Proposed amendments to be considered via mail or e-mail ballot shall be announced to each Board member in writing at least 14 days prior to the deadline date for the mail-in vote.

ARTICLE IX - DISSOLUTION

In the event of dissolution of MSHA, the assets of MSHA shall be transferred to another Michigan state-wide non-profit organization with similar philosophical goals.

*Adopted by the Association on March 16, 1972, as a major revision of an earlier document, Article VI, Sec. 2 was added to the document on October 20, 1972. Further modifications were made on March 23, 1973, on October 12, 1973, on October 10, 1975, and on March 19, 1976. These By-laws underwent major revisions which were approved October 14, 1977. Revision of Art. V, Sect. 1 (part C) approved Mar. 1979. Art. VI, Sect. 3 added Mar. 1980. Art. V, Sect. 1 c) and Art. VII, Sect. 1 revised Mar. 82. Art. I, Sect. (a) and (c), and Art. VII revised, April, 1983. Additional modifications were approved April, 1989. Modifications to Art. IX, Sect. 1 were approved March 20, 1998. Modifications to the Constitution, Article II, Purposes, Sections I and II were approved March, 2001. Modifications to the By-Laws, Article I, Section 3; Article IV, Sections 2, 3 and 4; Article V, Section 1; and Article VI, Section 3, were approved March, 2001. Modification of By-Laws, Section 1 (a) were approved May, 2005. Modification of these bylaws, to reflect a change in governance structure and methods of amending the bylaws, were adopted on March 26, 2010. Bylaw modification to the Executive Board structure, renaming of two Executive Board positions and committees and the addition of a requirement for periodic systematic review of financial and office structure were adopted by membership vote in December, 2010. Modification of membership categories and member dues increase adopted by the Association on March 23, 2018. Modification of Advisory Assembly, adding a committee and addition of an award. Modification of discriminate wording adopted by the Association on May, 2023. Major modification of the Bylaws to reflect MSHA's status as a directorship organization, including changes to each Section, in June 2025.