

MIDWEST ASSOCIATION OF COLLEGES AND EMPLOYERS

BYLAWS
March 8, 2011

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(As Revised March 8, 2011)

ARTICLE I

NAME

The name of the organization is “Midwest Association of Colleges and Employers” which may be hereinafter referred to as Midwest ACE.

ARTICLE II

MISSION

The Midwest Association of Colleges and Employers advances the professional development of its members by connecting collegiate career services and employer recruiters/staffing professionals, cultivating best practices, and sharing knowledge.

Midwest ACE shares its mission in collaborative agreement with the other professional organizations which are the National Association of Colleges and Employers, which may be hereinafter referred to as NACE, and the Eastern, the Southern, and the Mountain Pacific Associations of Colleges and Employers. Midwest ACE cooperates with and supports the collaborative agreement as consistent with the policies and interests of Midwest ACE.

ARTICLE III

HISTORY

Midwest ACE, until 1995 known as the Midwest College Placement Association (MCPA), was organized in June 1949 by Wendel W. Burton, 3M Company; F. Lynn Cason, Purdue University; H.S. Dawson, University of Illinois; H.G. Goehring, University of Wisconsin; L.R. Hillyard, Iowa State College; and John E. Steele, Indiana University, who are designated as Founders.

The first meeting of active members was held in May 1950 on the campus of Purdue University, with 31 college placement officers attending. Mr. Cason was the first MCPA President. The first Annual Meeting was held in Detroit in September 1950 and was attended by 185 members.

ARTICLE IV

MEMBERSHIP

Membership of Midwest ACE includes both Voting and NonVoting Members. Membership categories are defined below.

SECTION 1. **Code of Ethics.** Members must conform to the NACE Principles for Professional Conduct for Career Services & Employment Professionals.

SECTION 2. **Voting Members.** Voting Members of Midwest ACE fall within the College, Employer, Affiliate, and Corporate Partner classes as outlined below. All Voting Members may chair committees and may hold elected office.

- A. COLLEGE MEMBERS are persons engaged in providing career services at any institution of higher education, with the following stipulations:
1. The institution is located in the Midwest ACE geographical area consisting of the states of Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota and Wisconsin.
 2. The institution is accredited by the North Central Association of Colleges and Secondary Schools, the Commission on Institutions of Higher Education, or a comparable regional accrediting association. Employees of four-year and two-year degree-granting institutions of higher education that are officially approved "Candidates for Membership" in regional accrediting associations may also become members upon verification of this status.
 3. College memberships with voting privileges may be granted to career services representatives from institutions located outside the regional boundaries of Midwest ACE provided:
 - a. Their institutions meet the stipulations set forth in Section 2.A.2 above.
 - b. They are members in good standing of their regional association.
- B. COLLEGE PARTNER MEMBERS are persons or institutions engaged in providing career services at any institution of higher education, with the following stipulations:
1. The institution is located in the Midwest ACE geographical area consisting of the states of Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota and Wisconsin.
 2. The institution is accredited by the North Central Association of Colleges and Secondary Schools, the Commission on Institutions of Higher Education, or a comparable regional accrediting association. Employees of four-year and two-year degree-granting institutions of higher education that are officially approved "Candidates for Membership" in regional accrediting associations may also

become members upon verification of this status.

3. College memberships with voting privileges may be granted to career services representatives from institutions located outside the regional boundaries of Midwest ACE provided:
 - a. Their institutions meet the stipulations set forth in Section 2.A.2 above.
 - b. They are members in good standing of their regional association.
- C. EMPLOYER MEMBERS are persons engaged in recruitment of personnel from accredited institutions (see Section 2.A.2) of higher education, with the following stipulations:
1. Their organizations recruit from institutions within the Midwest ACE geographical area.
 2. They are representatives of an organization directly engaged in recruitment of college students or graduates for employment in their own organization.
- D. CORPORATE PARTNER MEMBERS are organizations engaged in recruitment of personnel from institutions of higher education, with the following stipulations:
1. The organizations recruit from institutions within the Midwest ACE geographical area.
 2. The organizations are directly engaged in recruitment of college students or graduates for employment within their own organization.
- E. AFFILIATE MEMBERS are persons who provide a service to the career services and/or college relations/recruiting functions but not as College or Employer Members.
1. Affiliate Members must be approved by the Executive Board.
 2. The dues of Affiliate Members are the same as those of College and Employer Members.
 3. For the purposes of voting, chairing committees, and holding elected office, the Executive Board will assign Affiliate Members to either the College or Employer Member Class. The Executive Board will consider the Member's professional history and qualifications among its criteria for making the assignment.

SECTION 3. **NonVoting Memberships.** NonVoting Membership status may be granted by the Executive Board with the recommendation of the Membership Committee. The following categories of NonVoting Memberships have been established:

- A. HONORARY MEMBERS are former members of Midwest ACE or any person who has

made a notable contribution in the field of college recruitment or career services, or to Midwest ACE. They may be recommended for Honorary membership by the Honors and Recognition Committee to the Executive Board, subject to election by a two-thirds majority of the Executive Board. Such recognition will be formalized by the issuance of a certificate.

1. Honorary Members have full membership privileges, except those of holding office and voting.
2. Honorary Members pay no dues.

B. ASSOCIATE MEMBERS are retirees or Members who have changed career direction and who are continuing their association with Midwest ACE.

1. Associate Members have full membership privileges, except those of holding office and voting.
2. Associate membership dues are set at a reduced rate, determined by the Executive Board.

C. STUDENT MEMBERS are college or university students pursuing careers in career services or college relations/recruitment and who are currently enrolled in a significantly related course of study. Moreover,

1. The student's current college or university must be accredited by the North Central Association of Colleges and Secondary Schools, the Commission on Institutions of Higher Education, or comparable regional accrediting association.
2. To be eligible, a student applicant must be sponsored by a current Midwest ACE Member in good standing.
3. Student membership is not available to those who would qualify for membership under the College, Employer or Affiliate Member categories. Six months after completion of degree or upon employment in the field, if sooner, student membership eligibility ends.
4. Student Members are invited to attend conferences and workshops and to serve on Committees, but do not vote at business meetings and may not hold an elected position.
5. Student membership dues are at a reduced rate, determined by the Executive Board.

SECTION 4. **Membership Decisions.** The Executive Board acts on all applications for membership from persons who do not clearly meet the specific requirements for membership. The decision of the Board is final.

SECTION 5. **Member Discipline.** Membership in Midwest ACE is expressly conditioned upon compliance with the mission of Midwest ACE as set forth in its Bylaws.

- A. Any Member who fails to comply strictly with the mission of Midwest ACE or the guidelines and procedures contained in the approved statement of the NACE Principles for Professional Conduct for Career Services & Employment Professionals may be placed on probation, suspended from membership, or excluded from membership.

SECTION 6. **Membership in Midwest ACE may be transferred from one individual to another individual within the same organization.**

ARTICLE V

DUES

SECTION 1. **Dues Established.** Annual membership dues are:

- A. Recommended by the Executive Board.
- B. Set by a majority vote of the Members present and voting electronically, or in person at a regular meeting.
- C. Waived for Honorary Members.
- D. Discounted for Associate and Student Members.

SECTION 2. **Payment.**

- A. Dues are payable within 30 days of billing.
- B. If dues remain unpaid after 60 days of billing, membership will be summarily terminated.

ARTICLE VI

MEMBERSHIP MEETINGS

SECTION 1. **Annual Meeting.** There will be at least one annual meeting for the entire membership.

SECTION 2. **Special Meetings.** A Special Meeting may be called upon written petition of 10 % (ten percent) of the Voting Membership presented to the President. The President shall call the Special Meeting upon thirty (30) days notice as soon as possible thereafter, but no later than sixty (60) days following presentation of the petition.

SECTION 3. **Meeting Attendance.** Only Members in good standing and guests approved by the Executive Board or President may attend Midwest ACE meetings.

SECTION 4. **Duties.** At a Membership Meeting, the Voting Members shall conduct such business as properly comes before the Membership.

ARTICLE VII

OFFICERS

SECTION 1. **Eligibility for Office.**

- A. To be eligible as a candidate for elected office a member must have served for at least one year in one or more of the following capacities: Committee Chair or Vice Chair (including the Conference Committee), or Task Force Chair or Vice Chair.
- B. Only Voting Members may be nominated to an elected office.
- C. Those holding elected office may not succeed themselves in the same office but may be nominated to that office in a future election.
- D. The President-Elect will be elected alternately from the College Membership and the Employer Membership.
- E. When possible, the Secretary; Treasurer; Director - Technology; and Director - Professional Development will be elected alternately from the College Membership and the Employer Membership.

SECTION 2. **Terms of Office.**

- A. The terms of the President, President-Elect, and Past President are for one year and commence with the beginning of the fiscal year.
- B. The terms of Treasurer, Secretary, Director – College Membership, Director – Employer Membership, Director - Technology, Director - Professional Development and Director – External Relations & Communications, are two years and commence with the beginning of the fiscal year.

SECTION 3. **Positions and Duties.**

- A. **President:**
 - 1. Administer business of Midwest ACE between regular and special meetings, exercising direction consistent with Bylaws
 - 2. Preside at all Annual Meetings and other official business meetings of Midwest ACE
 - 3. Serve as the chief executive officer of the Association and, as such, provides strategic and operational management to the Association for the term of his/her office

4. Appoint chairpersons of all standing and ad hoc committees with the advice of the incoming Board of Directors
5. Serve as liaison to conferences during his/her tenure
6. Convene the Bylaws Task Force as needed
7. Work in tandem with and provide supervision for Executive Director
8. Serve as the Midwest ACE liaison to relevant professional associations (i.e. ACE President's Consortium, the National Association of Colleges and Employers (NACE) and the Society of Human Resource Management).
9. Represent the Association at other regional association's annual conferences and the Regional ACE Presidents Consortium (RAPC) meetings
10. Create goals (in alignment with executive board goals) for each committee for which s/he is a liaison; communicate goals to the committee chairs, in turn driving committee work in line with Association goals
11. Serve as liaison to Annual and Trends Conference Committees during term

B. President-Elect:

1. Perform duties of President in his/her absence, disability, or at President's request
2. Focus on preparing for his/her year as Association President
3. Oversee and be directly involved in Association strategic planning, conference site selection, and By-Laws management
4. Perform all duties of President in absence of or at request of President and serve as Acting President until the next election should President's office become vacant
5. Succeed to office of President after serving on Board of Directors for one year and will then succeed to Past President for one year.
6. Create goals (in alignment with executive board goals) for each committee for which s/he is a liaison; communicate goals to the committee chairs, in turn driving committee work in line with Association goals
7. Serve as liaison to Annual and Trends Conference Committees during term

C. Director – College Membership:

1. Represent the College members on Board of Directors
2. Serve as advisor to President on matters relating to interest of College members
3. Oversee and be directly involved in College Groups and Professional Exchange committees
4. Develop and offer value-added services to existing college members, identify ways to recruit new college members, and work with Director – External Relations & Communications to create a college-specific recruiting plan
5. Work together with Association Management firm to ensure a cohesive approach to management of association's total membership renewal/application process
6. Create goals (in alignment with executive board goals) for each committee for which s/he is a liaison; communicate goals to the committee chairs, in turn driving committee work in line with Association goals
7. Serve as liaison to College Groups, Professional Exchange, and Membership Committee (along with Director – Employer Membership)

D. Director – Employer Membership:

1. Represent Employer members on Board of Directors
2. Serve as advisor to President on matters relating to interest of Employer members
3. Oversee and be directly involved in Employer Group
4. Develop and offer value-added services to existing college members, identify ways to recruit new employer members, and work with Director – External Relations & Communications to create an employer-specific recruiting plan
5. Work together with Association Management firm to ensure a cohesive approach to management of association's total membership renewal/application process
6. Create goals (in alignment with executive board goals) for each committee for which s/he is a liaison; communicate goals to the committee chairs, in turn driving committee work in line with Association goals
7. Serve as liaison to Employer Group and Corporate Partner Program, and Membership Committee (along with Director – College Membership)

E. Director – External Relations & Communications

1. Ensures the quality and content of external communications and services offered by the Association
2. Coordinate external communication and public relations efforts that include media relations with local and national reporters, Association marketing campaigns, and customer communications
3. Maintains programs that ensure a viable outreach to the professional community through various means of Association communications, marketing initiatives, and professional consulting services
4. Review and present to executive board viable external partnerships; manage existing and new external partnerships
5. Ensures that the diversity of the Midwest United States is well represented throughout the Association, and that educational, training and leadership programs are offered to the extent possible to enhance diversity representation
6. Create goals (in alignment with executive board goals) for each committee for which s/he is a liaison; communicate goals to the committee chairs, in turn driving committee work in line with Association goals
7. Serve as liaison to Marketing and Communications Committee and Diversity Advancement Committee

F. Director - Technology:

1. Monitor Midwest ACE staff utilizing technology-based tools and solutions that enhance the Association
2. Monitor, evaluate, and oversee Midwest ACE Web site
3. Add additional tools to website to make a two-way communication tool-link. Tools that we are using together (blog, LinkedIn, Twitter)

4. Work with board and AML staff in coordinating the architecture, development, timeline and other issues relative to electronic communication, information collection and automation
5. Help the Association leverage its technology options in conducting association business, delivering professional development, connecting members and marketing the Association
6. Work with Director – Professional Development to provide programming to help members build skill in and comfort with using technology tools that will help them in their daily jobs
7. Create goals (in alignment with executive board goals) for each committee for which s/he is a liaison; communicate goals to the committee chairs, in turn driving committee work in line with Association goals
8. Serve as liaison to Technology Committee and Evaluation and Trends Committee

G. Director - Professional Development:

1. Oversee the strategic planning of professional development activities
2. Develop annual plan for professional development activities as they relate to direction of board
3. Communicate plan to Professional Development Committee, Trends Conference Committee, and Annual Conference Committee
4. Work with Director – External Relations & Communications to develop and communicate an integrated communications plan based on and promoting professional development activities
5. Identify and recommend workshop, orientation, and other educational and training programs and research activities to contribute to the professional development of membership and advancement of profession
6. Create goals (in alignment with executive board goals) for each committee for which s/he is a liaison; communicate goals to the committee chairs, in turn driving committee work in line with Association goals
7. Serve as liaison to Professional Development Committee, *Trends Conference Committee, *Annual Conference Committee
* along with the president/president-elect

H. Secretary:

1. Keep minutes of all meetings of Board of Directors
2. Distribute minutes and perform other secretarial functions as designated by Board of Directors
3. Create goals (in alignment with executive board goals) for each committee for which s/he is a liaison; communicate goals to the committee chairs, in turn driving committee work in line with Association goals
4. Serve as liaison to Experiential Education Committee

I. Treasurer:

1. Serve as chairperson of the Finance Committee

2. Supervise financial activities of Midwest ACE conferences
3. Authorize all expenditures and financial matters other than those of conference committees
4. Prepare and verify all financial reports
5. Ensure all fiscal operations for association are conducted legally and efficiently, documented accurately, and communicated to Board of Directors and membership appropriately
6. Work with President, Past-President and President-Elect to draft annual budget for Board to review and approve
7. Work with Board and Association Management firm to manage and process all deposits and withdrawals, accounts payable & accounts receivable, and Association investments
8. Work with Executive Director and Finance Committee in the submission of association financial records for an annual audit
9. Create goals (in alignment with executive board goals) for each committee for which s/he is a liaison; communicate goals to the committee chairs, in turn driving committee work in line with Association goals
10. Serve as liaison to Finance Committee

J. Past President:

1. Serve as chairperson of Nomination and Election Committee and liaison to designated committees
2. Serve as special consultant to President and Board of Directors
3. Direct resource/advisor to President, assisting him/her in transitioning effectively from president-elect to president
4. Create goals (in alignment with executive board goals) for each committee for which s/he is a liaison; communicate goals to the committee chairs, in turn driving committee work in line with Association goals
5. Serve as liaison to Nominations and Elections Committee, Honors and Recognition Committee

Elected officers also serve as Board liaisons to Committees, as designated by the President.

ARTICLE VIII

OFFICER NOMINATIONS, ELECTIONS, AND RATIFICATION PROCEDURES

SECTION 1. **Notice of Soliciting Nominations.** Before convening the Nominations and Elections Committee, the chair will contact all Members eligible to hold office on the Executive Board and request them to affirm their availability for nomination or withdraw their name from consideration.

SECTION 2. **Preparation of the Ballot.** The committee will make an exhaustive effort to prepare a ballot nominating two candidates for each office on the Executive Board. The committee will select nominees to the Executive Board from those eligible Members who have agreed to be considered for election.

SECTION 3. **Presentation of the Ballot.** The committee will present a ballot to the Executive Board. It will be mailed to eligible voters not later than April 15. Members must return ballots by the designated date.

SECTION 4. **Winning Vote.** The nominee receiving the greatest number of votes for an office will be elected to that office. In case of a tie vote, the winner will be decided by lot.

SECTION 5. **Publication of Election Results.** Results of the election will be announced in the first issue of the Midwest ACE Newsletter published after the election.

SECTION 6. **Ballot Issues.** The Nomination and Election Committee will submit to the Voting Membership by email any proposal endorsed by the Executive Board for ratification or referendum to amend the Bylaws.

SECTION 7. **Failure to Assume Office.** When a candidate who has been elected cannot assume office, the Nominations and Elections Committee will recommend a replacement to the Executive Board. A majority of the Executive Board must approve the recommendation for the replacement to take office.

ARTICLE IX

EXECUTIVE BOARD

SECTION 1. **Duties.** The purpose of the Executive Board is to manage the operations of Midwest ACE. The Executive Board consists of the following ten (10) officers: President; President-Elect; Past President; Director – College Membership; Director – Employer Membership; Director - Technology; Director – Professional Development; Director – External Relations & Communications; Secretary; and Treasurer. Each member of the Executive Board has one vote.

SECTION 2. **Vacancies.** Should a position held by a member of the Executive Board, other than the presidency, be vacated, the Executive Board will appoint a replacement to fill the unexpired term of office. Should the office of President become vacant, the President-Elect will assume the duties of the President. In the event that the President-Elect cannot serve, the Director - College Membership will serve as President.

SECTION 3. **Term Limit.** Executive Board members will not serve two consecutive terms in the same office.

SECTION 4. **Meetings.** The Executive Board will have a minimum of two meetings a year.

SECTION 5. **Quorum; Action.** A quorum of the Executive Board consists of four Voting Members, including the President or President-Elect and at least one representative of each voting constituency (College and Employer). The vote of a majority of those voting at a meeting at which a quorum is present constitutes the action of the Executive Board.

SECTION 6. **NonVoting Ex Officio Members.** The Executive Board may appoint as ex officio (nonvoting) members such individuals as necessary for its management of the operations of Midwest ACE. These could include those performing essential administrative, fiscal and communication functions. The President is authorized to invite other persons to attend meetings of the Executive Board.

SECTION 7. **Audits.** The Executive Board, acting through the President, will arrange for audits of the financial records of Midwest ACE, consistent with appropriate legal and accounting standards.

ARTICLE X

EXECUTIVE DUTIES

SECTION 1. **Administration and Finances.** An individual or agency is appointed by the Executive Board, and compensated under its terms to perform the functions listed below. This individual or agency reports to the President and, for financial activities, also to the Treasurer.

- A. Administration of the day-to-day business of the association, with accountability for maintenance of the permanent files of Midwest ACE and the permanent membership roster, annual publication of the roster, and the billing of annual dues.
- B. Availability to serve as ex-officio member of the Executive Board and on such committees as assigned by the President.
- C. Handle the day-to-day financial business and record-keeping of the association.
- D. Receive the membership dues.
- E. Serve as treasurer and registration supervisor for all conferences.

SECTION 2. **Communications.** The Executive Board will assign, by contract, to an individual or agency the responsibility for Midwest ACE communications, including the publication of a Midwest ACE newsletter for its members. The individual or agency, who is employed and compensated under terms determined by the Executive Board, will:

- A. Publish a mutually agreed upon number of communications annually.
- B. Work in cooperation with the Communications and Marketing Committee.

ARTICLE XI

EMPLOYER GROUPS

SECTION 1. **Purpose.** The Employer Group(s) will be formed to bring together employers. The purpose of the group(s) is to exchange ideas, experiences and information.

SECTION 2. **Meetings.** The Director – Employer Membership will moderate meetings, which will be held at the annual meeting.

ARTICLE XII

COLLEGE GROUPS

SECTION 1. **Purpose.** The College Group(s) will be formed to identify and discuss the needs and problems relevant to their particular type of organization, i.e., centralized, business, engineering, liberal arts and sciences, and technical and community college.

SECTION 2. **Meetings.** The Director – College Membership will moderate meetings, which will be held at the annual meeting.

ARTICLE XIII

COLLEGE/EMPLOYER GROUPS

SECTION 1. **Purpose.** Combined College and Employer Groups may be formed to recognize and bring together Members with shared constituencies and priorities.

SECTION 2. **Meetings.** The Director – Professional Development will moderate meetings, which will be held at the annual meeting.

ARTICLE XIV

COMMITTEES

SECTION 1. **Standing Committees.** The following Midwest ACE committees shall consist of elected officers or Members appointed as provided below. Committee membership concludes at the end of the fiscal year. Appointed members may serve successive terms.

- A. NOMINATION AND ELECTION COMMITTEE is composed of the Past President, who shall act as Chair, the President-Elect and three Members appointed by the President-Elect so that the committee includes at least two College and two Employer Members. The Committee administers:
 - 1. The nomination and election of the President-Elect; the Director – College Membership; the Director – Employer Membership; the Director - Technology; the Director - Professional Development; the Director – External Relations & Communications; the Secretary; the Treasurer.

2. Referenda voting processes.
 3. Ratification processes.
- B. FINANCE COMMITTEE is composed of the Treasurer as Chair; the Past Treasurer; the Director – College Membership; the Director – Employer Membership; and individual or agency responsible for financial functions. The Committee:
1. Reviews all Midwest ACE budget requests.
 2. Prepares and presents budget recommendations and other fiscal actions to the Executive Board.
 3. Assures the completion of the annual audit of the Midwest ACE books and oversees such financial and recordkeeping reforms as it deems necessary.

SECTION 2. Constituency-Based Committees.

- A. Constituency-based Committees shall exist to carry out the business of the organization, to recruit and welcome new Members, to uphold the principles and standards of the profession and to advance the cause of career services and human resources.
- B. Membership in Constituency-based Committees is voluntary. Each Member has the option of annually selecting a committee or committees on which to serve. All Members, Voting or NonVoting, regardless of membership category, e.g., college, employer or affiliate, are eligible for committee membership.
- C. The Executive Board shall annually designate specific constituency-based committees to be formed in advance of the annual meeting. The committees formed should be related to the current and continuing needs of the organization and issues facing its members.
- D. The President and President-Elect shall select each committee's chair and vice chair, who in turn shall recruit their own Members from the membership. These chairs will meet together at appropriate times to coordinate the activities of their separate committees. The President or President-Elect will moderate these meetings.

SECTION 3. Other Committees; Task Forces. Other committees, including Task Forces, may be established by the President or the Executive Board as deemed necessary.

ARTICLE XV

AWARDS

SECTION 1. Midwest ACE Founders Distinguished Service Award.

In honor of the six Founders of Midwest ACE (originally, Midwest College Placement

Association), a special recognition award called the “Midwest ACE Founders Distinguished Service Award” will be given to former active Members (which includes current Honorary membership status) of the Association who have made a truly distinguished contribution to the Association and the profession. The Midwest ACE Founders Distinguished Service Award bears the names of the six Founders as well as the name of the recipient. Recommendations are made by the Honors and Recognition Committee to the Executive Board which determines the recipient of the award. Selection requires a two-thirds majority vote of the Board.

SECTION 2. President’s Award.

To reward noteworthy contributions of Midwest ACE Members to the Association, a “President’s Award” may be given from time to time. Recipients will be chosen by the current President.

SECTION 3. J. W. Paquette Superior Leadership Award.

This award honors active Midwest ACE Members who have made a consistent and significant leadership contribution to the Association. Recommendations are made by the Honors and Recognition Committee to the Executive Board, which determines the recipients of the award.

SECTION 4. John D. Shingleton Award for Innovation and Applied Research.

Established in 1988, this award honors the singular contributions of John Shingleton to the Association. It recognizes the outstanding application of research that strengthens or enhances career services and recruitment practices. Recommendations are made by the Research, Evaluation, and Trends Committee to the Executive Board, which determines the recipient of the award.

SECTION 5. Midwest ACE Diversity Advancement Founders Award.

The Diversity Advancement Founders Award was established in 2004 in recognition and honor of the founding members of the MCPA Affirmative Action Committee (Thelma Cook, Linda Bates-Parker, Tony Proctor, Vance Shaw, and Mike Shin). These five (5) pioneers provided wisdom and perseverance in the quest to diversify our organization. This award honors their legacy and the continuation of this mission. The purpose of this award is to recognize outstanding contributions of Midwest ACE members who provide consistent and significant leadership related to issues of diversity. Recommendations are made by the Diversity Advancement Committee to the Executive Board, which determines the recipient of the award.

ARTICLE XVI

FISCAL YEAR

The fiscal year runs from July 1 to June 30 for College, College Partner, Affiliate and Student members, and from January 1 to December 31 for Employer and Corporate Partner members.

ARTICLE XVII

AMENDMENTS

Any voting Member of Midwest ACE may propose a change in the Bylaws by submitting the proposal in writing to the President. The President will submit the proposal to the Executive Board for review and editing and approval. The proposed amendment will then be submitted to the membership for ratification. A simple majority of those voting in each Member classification is required for ratification.

The above Bylaws as amended were adopted pursuant to the procedures required by Iowa law and these Bylaws themselves, with final Membership endorsement being completed the 16th day of February, 2011. Except where otherwise noted, the Bylaw amendments reflected herein became effective upon adoption.



Jeff T. Beavers
President, Midwest ACE

Approved: September 1970
Amended: June 1971; October 1975;
July 2, 1979; September 17, 1982;
June 29, 1984; November 1, 1985;
March 15, 1990; October 30, 1990;
December 1, 1992; May 1995;
August 2000
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