

BYLAWS OF THE SPEECH-LANGUAGE-HEARING ASSOCIATION OF VIRGINIA

ARTICLE I: PURPOSES

1.1 The purpose of the Association shall be:

- a. To encourage basic scientific study of the processes of individual's human communication with special reference to speech, language, and hearing;
- b. 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;
- c. To promote investigation and prevention of disorders of human communication;
- d. To foster improvement of clinical services and procedures concerning such disorders;
- e. To stimulate exchange of information among persons and organizations thus engaged, and to disseminate such information;
- f. To advocate for the rights and interests of persons with communication disorders; and
- g. To promote the individual and collective professional interests of the members of the Association.

ARTICLE II: MEMBERSHIP

2.1 Eligibility

2.1. a. The Association shall have the following classes of members with the respective qualifications, rights and privileges:

1. Voting Member. Voting Members must hold a graduate degree with an emphasis in speech language pathology, audiology or speech, language or hearing science; or a graduate degree and present evidence of active and current research as well as interest and performance in the field of human communication.
2. Associate Member. Any person holding a bachelor's degree in speech-language pathology, audiology, or speech, language, or hearing science and/or a person employed as a Speech Language Pathology Assistant (SLPA) shall qualify as an Associate Member of the Association. Such members shall be entitled to vote on any matter coming before the membership, nor shall they serve as members of any committee and serve as a Member-at-Large on the Board of Directors.
3. Student Member. Any bona fide full-time or part-time graduate or undergraduate student actively pursuing a degree in any of the communication disciplines shall qualify as a Student Member of the Association. Student members shall not be entitled to vote on any matters coming before the membership. While they may not serve as directors of the Association or chairs of any committees, student members may serve as a committee member or the SHAV Student Representative.
4. Honorary Member. Honorary Members may be appointed by the Board of Directors at any time. Such members shall not be entitled to vote on any matter coming before the membership, nor shall they serve as directors of the Association.
5. Life Member. Any member 65 years of age or older with ten consecutive years of membership in the Association at the time of request, may be designated Life Members. Life members will

continue to have the same rights and privileges they had at the time of designation. Members seeking Life Member status shall provide a written request to the Board of Directors. Requests will be reviewed and approved upon by the Board of Directors.

6. Joint Member. Any members who also hold membership in another state organization in which the educational qualifications are the same as a SHAV Voting Member shall qualify as a Joint Member (Article II, 2.1.a.1). Joint Members hold all rights and privileges of Voting Members.

2.2 Meetings of the Membership

An annual meeting of all members of the Association shall be held each spring at a place and time to be designated by the Board of Directors. Additional meetings of the members may be called by the Board of Directors where and when appropriate, upon proper notice, not less than 30 days prior to the date of the meeting. A quorum for any meeting of the members shall be 10% of the voting membership of the Association.

2.3 Dues

The annual dues for members of the Association shall be determined by the Board of Directors.

ARTICLE III: THE BOARD OF DIRECTORS

3.1 Powers

The executive and general managerial authority of the Association shall be vested in the Board of Directors in accordance with the provisions of the controlling sections of the Code of Virginia.

3.2 Composition

3.2.a. The Board of Directors shall consist of eleven (11) directors, as follows:

1. The President, who shall serve as chief executive officer of the Association and who shall coordinate the functions of the Board of Directors and who shall automatically become Past President at the end of the term of President.
2. The President-Elect, who shall serve as chief executive officer of the Association in the absence of the President, shall be responsible to the Board of Directors for all financial affairs of the Association, and shall automatically become President at the end of the term of President-Elect.
3. The Past President, who shall serve as the chief executive officer in the absence of the President and President-Elect and serve as a liaison for the current President and act as a mentor for all board members.
4. Vice President for Member Services, who shall be responsible for the recruitment and retention of membership in addition to the direction of services provided to the general membership.
5. Vice President for Audiology, who shall provide leadership in the clinical areas of audiology, shall collaborate with the VP for Professional Development regarding speakers in the clinical areas of audiology in preparation for the annual conference and shall maintain regular and consistent communication with the Vice President for Speech-Language Pathology.
6. Vice President for Speech-Language Pathology, who shall provide leadership in the clinical areas

of speech-language pathology, shall collaborate with the VP for Professional Development regarding speakers in the clinical areas of speech-language pathology in preparation for the annual conference and shall maintain regular and consistent communication with the Vice President for Audiology.

7. Vice President for Governmental and Professional Affairs, who shall provide leadership in the professional concerns of the members. This shall include monitoring governmental and third-party activities that may impact on the Association and its membership, as well as advocating for the Association, its members and the clients served.
8. Vice President for Public Relations and Communication, who shall lead the Association in the areas of marketing, public relations, and communication.
9. Vice President for Professional Development shall be responsible for developing and managing professional development activities including webinars and activities of the SHAV groups in coordination with the VPs of SLP and AuD. Shall manage and oversee tracking and submission of continuing education credits. Shall collaborate with the VP for Event Planning to plan the annual conferences and other educational events.
10. Vice President for Event Planning shall collaborate with the VP for Professional Development for the annual conferences, and oversee logistics and organizational needs related to conferences, workshops, and other events of the Association.
11. Member-at-Large, who may be an Associate Member, and shall be responsible for the mentorship and leadership development programs of the association.

3.2.b. Board Nominations

The Board of Directors shall establish a nominating committee of at least three members, chaired by the President-Elect. This committee shall prepare and present to the Board of Directors a slate of candidates for each of the open seats as outlined in the Policy and Procedures manual. Upon the approval of the Board of Directors, the slate of candidates shall be shared with membership for voting. The voting window shall be open for 30 days and end prior to the annual meeting of the members.

3.2.c. Elections

Elections shall be done by those entitled to vote via electronic ballot. The nominee for each office receiving a majority of the votes shall be elected.

3.2.d. Board Appointments

The Board has the option of appointing a Secretary, Treasurer, and Continuing Education Administrator. Additionally, in accordance with ASHA, the Presidents of the Association shall appoint the ASHA STAR, StAMP, and SEAL representatives for the state. Responsibilities for these positions are outlined in the Policy and Procedures manual of the Association. Each appointment is eligible for reappointment annually or as indicated in the Policy and Procedures manual.

3.3 Terms of Office

3.3.a. The President-Elect shall serve three consecutive one-year terms; one year as President-Elect, one year as President, and one year as Past President, respectively.

3.3.b. Each Vice President shall be elected for a term of two years.

3.3.c. All terms begin and end at the time of the annual meeting of the membership.

3.4 Vacancies

Should a vacancy in the Board of Directors be created by the resignation, death, or removal from office, or the inability to serve arise at any time subsequent to the member's election, the resultant vacancy shall be filled in accordance with the following procedure:

1. If the vacancy is in the Presidency, the President-Elect shall automatically become and serve as the President for the remainder of the term in addition to the term to which he or she was previously elected. In the event there is also a current vacancy in the office of the President Elect, another Board of Directors member shall become President in accordance with an order of succession to be established by the Board of Directors and shall serve for the remainder of the year.
2. In the event of a vacancy in the office of the President-Elect, including a vacancy which occurs in this office pursuant to the previous paragraph, another member of the Board of Directors shall assume the duties of President-Elect. No solicitation of membership shall be required. The appointed individual shall serve for the remainder of the unexpired term of the President-elect and shall succeed to the office of President upon the expiration of the term of the current President.
3. If the vacancy is in the office of any Vice President and there are more than 3 months left in the term, the Board of Directors shall notify and solicit for interested individuals from the membership. The Board of Directors shall then elect a Voting Member of the Association to serve for the unexpired portion of the term of that Vice President role within 45 days of the start of the vacancy.

3.5 Removal from Office

- 3.5.a. Grounds for removal include Prohibited or Unprofessional Conduct, as defined by the Board of Audiology and Speech-Language Pathology, behavior that conflicts with ASHA's Code of Ethics, or excessive absences from meetings (three absences in one year, along with failing to provide board reports for each missed meeting).
- 3.5.b. Grounds for removal include failure to meet the responsibilities of the office as defined by the Policy and Procedures manual and the Association bylaws.
- 3.5.c. The Board of Directors may initiate the removal of an elected Board of Director by a vote of at least 75% of the Board of Directors at any regular or special meeting of the Board.
- 3.5.d. The membership may initiate the removal of an elected member of the Board of Directors. When this is the case, the following three steps are to be taken:
 1. a written petition signed by fifty (50) members submitted to the President, or, in the instance where the President is the object of the removal petition, to the President-Elect, and
 2. approval of the petition by 75% of the Board of Directors, and
 3. approval of the petition by a majority vote of those members participating in the vote by mail or electronic ballot.

3.6 Meetings

The Board of Directors shall meet at least four times each year. A quorum shall be a majority of the Board of Directors sitting in attendance at the meeting. Proxy voting is not permissible. At the discretion of the Board

of Directors, its business may be conducted by mail, telephone, electronic communication or other appropriate means.

3.7 Committees

3.7.a. The Board of Directors may establish and /or dissolve any standing committees, designating their charges, size, composition and terms.

3.7.b. The President may establish and /or dissolve any special interest groups designating their charges, size, composition terms and budgets.

ARTICLE IV: HONORS

4.1 The Board of Directors shall be responsible for granting awards and special recognition as outlined in the Policy and Procedure Manual.

ARTICLE V: PARLIAMENTARY AUTHORITY

5.1 The rules contained in the current edition of [Robert's Rules of Order Newly Revised](#), as it may be amended from time to time, shall govern the Association in all cases to which they are applicable and in which they are not inconsistent with these Bylaws, Articles of Incorporation or any special rules of order the Association may adopt.

ARTICLE VI: STANDING RULES

6.1 The Board shall have the authority to adopt certain Standing Rules consistent with the Association's Bylaws and the Articles of Incorporation. pursuant to the execution of its responsibilities as specified herein.

ARTICLE VII: CODE OF ETHICS

7.1 Members of the Speech-Language-Hearing Association of Virginia shall abide by the [Code of Ethics of the American Speech Language-Hearing Association](#).

ARTICLE VIII: NONDISCRIMINATION

8.1 The Association shall not discriminate on the basis of ethnicity, race, national origin, religion, age, sex, sexual orientation, gender expression/gender identification, disability, or veteran status. All programs and activities of the Association shall be conducted in furtherance of this policy.

ARTICLE IX: AMENDMENTS

9.1 Any member of SHAV or member of the Board of Directors may propose amendments to the Bylaws. All proposed amendments shall first be reviewed by the Board of Directors. An amendment requires approval by a majority vote of the Board before being presented to the membership. Final adoption of amendments shall occur upon approval by a majority vote of the members participating in the vote, which may be conducted electronically, by mail ballot, or at any meeting of the Association.