

# COUNCIL OF LEARNING ASSISTANCE AND DEVELOPMENTAL EDUCATION ASSOCIATIONS

## POLICIES & PROCEDURES

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Article and section numbers in policies and procedures refer to current (2009) CLADEA Bylaws.

Policies and Procedures approved April 1, 2008

- Revisions:
- October 3, 2008
  - September 28, 2010 (add Endorsement of Cert. Programs; Finances H; Website)
  - November 10, 2011 (multiple revisions of Policy on Fellows)
  - October 4, 2012 (add Endorsement of CEU Providers and Membership Reciprocity C)

Policy on  
**CONFLICT OF INTEREST**  
(Article IV, § 6)

**Council of Learning Assistance and Developmental Education Associations**  
***AGREEMENT TO COMPLY WITH CONFLICT OF INTEREST POLICY***

CLADEA Bylaws Article IV, § 6: No member representative on the Council shall participate in any discussion or vote on any matter in which he or she or a member of his or her immediate family has potential conflict of interest due to having material economic involvement regarding the matter being discussed. When such a situation presents itself, the member representative must announce his or her potential conflict, disqualify himself or herself, and be excused from the meeting until discussion is over on the matter involved. The Chair of the Council is expected to make inquiry if such conflict appears to exist and the Council member representative has not made it known.

By my signature I acknowledge the following:

1. I have received, have read, and do understand the policy on conflict of interest.
2. I agree to comply with this policy.
3. I understand that CLADEA must engage primarily in activities that accomplish its tax-exempt purpose in order to maintain its exempt status.

\_\_\_\_\_ (Signature) \_\_\_\_\_ (Date)

Printed Name \_\_\_\_\_

Representing \_\_\_\_\_  
(Member Organization)

***ATTESTATION OF HAVING COMPLIED WITH  
CONFLICT OF INTEREST POLICY***

At the end of the year, each member representative verifies having complied with the policy by signing this statement:

I, \_\_\_\_\_ of \_\_\_\_\_, hereby verify  
Printed Name Member Organization

that I have complied with the Conflict of Interest Policy of CLADEA for the year \_\_\_\_\_.

Signature \_\_\_\_\_

Policy on  
**ENDORSEMENT OF CERTIFICATION PROGRAMS**  
(Article II)

Pursuant to the Council’s purpose to “endorse standards of practice and professional ethics,” the Council will endorse certification programs that seek to establish standards of professional practice.

**I. Certification Criteria Required for CLADEA Endorsement**

**A. Mission**

1. The organization or association’s certification must be consistent with the mission of the Council.
2. The certification must promote best practices in learning assistance, academic support or developmental education.

**B. Certification Requirements**

1. Content must be based on a review of research.
2. The certification must undergo field testing by professionals in the corresponding area of the field.
3. Requirements and qualifications for certification must be specific and stated.
4. Requirements and qualifications for certification must be verifiable through documentation.
5. The certification will not overlap, duplicate, or conflict with certifications of other member associations unless the content of one certification forms a contributing component to another.
6. The certification must specify policies on ethics and copyright infringement.

**C. Certification Review Process**

1. The review process must be unbiased (e.g., by personal relationship or favoritism).
2. The review must be conducted by professionals with expertise in a corresponding area of learning assistance, academic support, or developmental education.

**D. Certification Accounting Process**

1. Any required fees must be commensurate with benefits, commensurate with depth of review, and indicated with the requirements and qualifications.
2. An annual reporting process for identifying certifications completed must be in place.
3. A process for identifying, reviewing, and removing certifications no longer meeting standards must be in place.

## II. CLADEA Endorsement Process

- A. CLADEA review for endorsement must be conducted by representatives of at least three members and submitted to the full Council for a vote.
- B. CLADEA reviewers will use a checklist of guidelines based on required certification criteria.
- C. Substantive changes to previously endorsed certifications must be submitted to the Council for approval in advance of implementation.
- D. CLADEA endorsement must be made formally and in writing, specifying the certification program endorsed, the sponsoring organization, and the dates of filing with and endorsement by the Council.
- E. Endorsement will continue if no substantive revisions are made.

Policy on  
**ENDORSEMENT OF CEU PROVIDERS**  
(Article II)

Pursuant to the Council's purpose to "endorse standards of practice and professional ethics," the Council will endorse continuing education unit programs that seek to establish standards of professional practice. Endorsement is initially restricted to CLADEA member organizations.

**I. Required Program Criteria**

**A. Program Provider:**

1. The organization providing CEUs professes a mission consistent with the purposes of the Council.
2. The organization providing CEUs seeks to promote best practices in the field of learning assistance, tutoring, and developmental education.

**B. Program Requirements:**

1. The provider identifies the name and qualifications of the primary contact person responsible for administering the application and review process. It is the provider's responsibility to notify the council of any changes in the person(s) identified as the administrator of this document.
2. The provider lists the learning events for which it seeks initially to grant CEUs. Any additional events during the period of endorsement may be added as addenda after review and approval by the Council.
3. The provider documents how learning experiences and learning outcomes help accomplish the mission and goals of the provider and the Council.
4. The provider documents the quality of learning experiences, demonstrating how they meet the Council's standards for CEUs.
  - a. Qualified personnel: Provide for each instructor a résumé or other indication of education, experience, and expertise.
  - b. Content: Describe the content of instruction in detail.
  - c. Learning outcomes: List learning outcomes for each instructional experience.
  - d. Modes of learning: List all modes of delivery to be used in instruction.
  - e. Learning assessment: Provide actual (not hypothetical) assessments that are consistent with the content and used to measure learning outcomes.
  - f. Post-event evaluation of learning experiences: Provide actual (not hypothetical) evaluation to be administered after instruction and describe how post-event evaluation will be used to improve future instructional events.
5. The provider clearly lists requirements and qualifications for CEUs.
  - a. Well-defined requirements for satisfactory completion are established for each planned learning event.

- b. Completion requirements for earning CEUs are verifiable through documentation.
  - c. Completion requirements are provided to learners before the learning event.
  - d. At least 1 hour of attendance, participation, and learning must be required per single CEU provided.
6. The provider documents a system to identify learners who meet requirements for satisfactory completion.
    - a. The review process is unbiased by personal relationship or favoritism.
    - b. The review is conducted by professionals with expertise in the area of learning under review.
    - c. The review system includes procedures for monitoring attendance, participation, and learning.
  7. The provider documents a system to inform learners of CEUs granted.
    - a. Learners are informed within 60 days after the learning event whether they have met requirements for satisfactory completion.
    - b. Learners who do not qualify for CEUs are informed of remaining requirements to be fulfilled for satisfactory completion.
  8. Accounting Process:
    - a. The fee schedule is commensurate with training and materials costs, costs of verification, individual review, and maintenance of records, and other real and virtual costs of granting CEUs.
      - (1) The provider lists estimated or actual costs.
      - (2) The provider provides a fee list.
    - b. The provider has established a recording process for individuals granted CEUs, the learning experiences for which each CEU was granted, and the fees charged.
      - (1) The provider creates and keeps a database of this information.
      - (2) The provider offers verification of the database to the Council at any time on request.
    - c. The provider has established an annual reporting process, documenting who will submit the report.
      - (1) The annual report will identify to CLADEA the individuals granted CEUs, the learning experiences for which each CEU was granted, and fees charged.
      - (2) This report will be submitted to the Chair of CLADEA by December 31 annually.

## II. CLADEA Endorsement Process

- A. The provider seeking endorsement must submit all documentation and payment of \$300 to the Chair of the Council with a request for endorsement review.
  1. Documentation must be submitted electronically.

2. The payment check should be made out to the Council of Learning Assistance and Developmental Education Associations.
- B. Council review for endorsement must be conducted by representatives of at least three member organizations and submitted to the full Council for a vote.
1. The Chair of the Council will appoint Endorsement Review Committee members from names submitted by each Council member organization.
  2. The Chair of the Council will appoint the chair of the Endorsement Review Committee from the names of Committee members willing to be considered for that role.
  3. The Chair of the Review Committee will receive applications from the Chair of the Council and send them to committee members with the Application Review Checklist.
  4. Committee members will complete and return the Application Review Checklist to the Chair of the Endorsement Review Committee within 3 weeks.
  5. Within 2 weeks of review completion, the Chair of the Endorsement Review Committee will notify the Chair of the Council of the decision of the Endorsement Review Committee, providing documentation to support that decision.
  6. The Chair of the Council is responsible for depositing and accounting for all money related to endorsement applications.
- C. Council endorsement must be made formally and in writing.
1. The Council specifies the CEU-granting program being endorsed, the organization providing CEUs, and the date.
  2. The Council specifies the learning events (e.g., annual conference, webinar) for which CEUs may be granted.
- D. Council endorsement may be granted for three years.
- E. Council endorsement is withdrawn if the policies, procedures, processes, or requirements of a program are significantly revised without written approval from the Council.
- F. If the Council does not endorse the provider's application, the Council will return \$150 of the fee.
- G. The Council must keep endorsement documentation on file and retain lists of CEUs granted by providers through the period of endorsement.

**Council of Learning Assistance and Developmental Education Associations  
CEU Guidelines Checklist for Reviewers**

Program provider seeking endorsement:

Requirements	Meets requirements	Does not meet requirements	Needed to meet requirements:
A.1. Professes a mission consistent with Council's purposes			
A.2. Seeks to promote best practices in the field			
B.1. Name and qualifications of primary contact person			
B.2. List of learning events for which CEU's will be granted			
B.3. Learning outcomes help accomplish mission and goals of provider and Council			
B.4. Provider documents quality of learning experiences	Meets requirements	Does not meet requirements	Needed to meet requirements:
B.4.a. Qualified personnel			
B.4.b. Content			
B.4.c. Learning outcomes			
B.4.d. Modes of learning			
B.4.e. Learning assessment			
B.4.f. Post-event evaluation of learning experiences			
B.5. Provider clearly lists requirements and qualifications for CEUs	Meets requirements	Does not meet requirements	Needed to meet requirements:
B.5.a. Well-defined requirements for satisfactory completion are established for each planned learning event			
B.5.b. Completion of requirements for earning CEU's are verifiable through documentation			
B.5.c. Completion requirements			



are provided to learners before the learning event			
B.5.d. At least 1 hour of attendance, participation, and learning must be required per single CEU provided			
B.6. Provider documents a system to identify learners who meet requirements for satisfactory completion	Meets requirements	Does not meet requirements	Needed to meet requirements:
B.6.a. Review process is unbiased by personal relationship or favoritism			
B.6.b. Review is conducted by professionals with expertise in the area of learning under review			
B.6.c. Review system includes procedures for monitoring attendance, participation, and learning			
B.7. Provider documents a system to inform learners of CEUs granted	Meets requirements	Does not meet requirements	Needed to meet requirements:
B.7.a. Learners are informed within 60 days after the event whether they have met requirements for satisfactory completion			
B.7.b. Learners who do not qualify for CEUs are informed of remaining requirements to be fulfilled for satisfactory completion			
B.8 Accounting process	Meets requirements	Does not meet requirements	Needed to meet requirements:
B.8.a. Fee schedule is commensurate with costs			
B.8.a.1. Estimated or actual costs listed			
B.8.a.2. Fee list provided			
B.8.b. Recording process established for individuals granted CEUs, learning experiences for			

which CEU is given, and the fee charged			
B.8.b.1. Provider creates and keeps a database of this information			
B.8.b.2. Provider offers verification of the database to the Council to the Council at any time on request			
B.8.c. Annual reporting process established, documenting who will submit report			
B.8.c.1. Annual report identifies to Council the individuals, learning experiences, and fees			
B.8.c.2. Annual report submitted to Chair of CLADEA by Dec. 31			

Council endorsement recommended	Yes	No	
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Signature of Reviewer: \_\_\_\_\_ Date of review: \_\_\_\_\_

CLADEA Chair use only:

Approval <input type="checkbox"/> Granted <input type="checkbox"/> Not Granted	Endorsement formally acknowledged:	Date of acknowledgment:	Provider fee paid: Amount: Check Number:
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Policy on  
**FELLOWS**  
(Article II)

**Nomination and Election Process for Fellows of the Council of Learning Assistance  
and Developmental Education Associations**

- All current ACDEA Fellows become by definition also CLADEA Fellows.
- Nominations to CLADEA Fellows may be submitted to the Council Chairperson at any time. Nominations are accepted from current Fellows; no more than one nomination will be accepted from each CLADEA member organization, currently the Association for the Tutoring Profession (ATP), College Reading and Learning Association (CRLA), National Association for Developmental Education (NADE), National Center for Developmental Education (NCDE), and National College Learning Center Association (NCLCA). Nomination packets will be gathered until February 15 of each even-numbered year and should be submitted electronically. Nomination packets received after the deadline will be held for the next election period.
- By March 15 of each even-numbered year, the Council Chairperson will send to the electing Fellows appropriate copies of instructions, packets currently on file, and ballots. The Council Chairperson will also notify nominators of current packets that the packet is included in the current election process.
- By April 15 of each even-numbered year, electing Fellows will return their completed election ballots to the Council Chairperson.
- By May 15 of each even-numbered year, the Council Chairperson will notify nominators of the status of their nominees. Nominators will notify nominees of their status. The Council Chairperson will follow this notification with a letter on CLADEA stationery to each nominee conveying congratulations for nomination and/or election.
- By June 15, the Council Chairperson will notify CLADEA member organizations of the names of all new electees and work with the hosting organization to plan the induction of new Fellows.
- New electees will be installed at the next designated organizational conference. Installations will rotate between NADE and ATP in Spring and between CRLA and NCLCA in Fall.

- Elected Fellows may participate in the work of the Council by serving on commissions and committees at their request or by request of the Council; nominating, voting on, and initiating new Fellows; and petitioning the Council for action.
- Elected Fellows will contact the Chairperson and member representatives of the Council to update their contact information as necessary.

### **DEMONSTRATION OF QUALIFICATIONS AND REQUIREMENTS for Election to CLADEA Fellows**

The Council has adopted the qualifications and requirements for election to CLADEA Fellows as defined and explained in Martha Maxwell's initial proposal – Maxwell, M. (1998). Fellows in learning assistance and developmental education: A proposal. *Journal of College Reading and Learning*, 29(1), 41-47 – with later amendments by the Council. A copy of Dr. Maxwell's article is archived on the publications page of the CRLA website at <http://www.crla.net/publications.htm>.

Current Fellows of the Council may sponsor candidates for nomination. Council member organizations may also sponsor candidates for nomination. The nominator submits a document to the Council Chairperson, with pages numbered, to include the following:

1. Cover sheet:
  - a. Name, address, title, phone number, and email address of the nominee.
  - b. Name and title of the nominator, including the organizational title, if appropriate, with contact information including phone number and email address.
2. Letter(s) of endorsement by the nominator(s) describing the candidate's qualifications and professional accomplishments (to be documented in the applicant's *curriculum vitae* or accompanying materials) and addressing the general requirements for fellowship status of **either** at least 15 years' professional experience directly relating to developmental education or learning assistance **or** significant contributions to related areas of study that influence developmental education or learning assistance.
3. Two additional letters of endorsement from professionals in the field of learning assistance or developmental education describing the candidate's professional accomplishments. At least one of these letters must be from someone who is not currently and has not been the nominee's major professor, supervisor, or close colleague. Thus, at least one of the letters must come from

an individual outside the nominee's institution or agency. The CLADEA Council Chair may not write nomination or support letters for Fellows candidates.

4. The candidate's *curriculum vitae* addressing the qualifications:
  - a. At least 15 years' professional experience directly relating to developmental education or learning assistance **or** significant contributions to related areas of study that influence developmental education or learning assistance:
    - (1) Abstract or synopsis of the dissertation, if candidate has a doctoral degree.
    - (2) Reference to (but not copies of) certificates, relevant graduate courses, research, and publications.
  - b. Suitable documentation in at least four of the six areas listed on pages 43-46 of Dr. Maxwell's *JCRL* article:
    - (1) outstanding leadership, scholarship, or service to the field,
    - (2) public recognition as an authority,
    - (3) significant impact on state, national, or international programs and policy,
    - (4) promotion of the field and improvement of its image,
    - (5) development of an effective program,
    - (6) outstanding research and publication record.
  - c. Documentation organized and sequenced in the order provided in Martha Maxwell's article (on pages 43-46), with headings to specify the area addressed.
  - d. Thorough yet concise documentation:
    - (1) Do not include copies of any research, publications, or awards.
    - (2) Do not include abstracts, newsletter articles, or manuscripts.
    - (3) Do not make duplicate reference to writings or book reviews.

To fulfill 4.b., above, a candidate for Fellow must provide suitable documentation in at least four of the six areas described below:

1. The candidate has shown outstanding leadership, scholarship, or service to the field:
  - a. outstanding teacher (documented by letters from students or student and peer ratings),
  - b. author of a textbook or textbooks (including letters from a minimum of two professionals in other institutions who have adopted the textbook),
  - c. author of a book or books for professionals (including two book reviews attesting to the value of the work for the profession),
  - d. president or dean of a college or university,
  - e. editor or founder of a quality journal,

- f. chairperson of a credentialing body,
- g. administrative officer or influential person in national or regional organization in the field, or
- h. recipient of an award or awards from national or regional associations (including a clear statement of the criteria for the award).

The following position descriptions are insufficient even if considered together: Learning Center Director; Department Chairperson; Director of Tutor Training or other training programs; Consultant; Associate Journal Editor; President of a Division or Special Interest Group; Member of a Board or Committee; President of State, Regional or Local Association; and Editor of a national, state or local association newsletter.

2. The candidate has received public recognition as an authority:
  - a. election to a scholarly society,
  - b. selection as a reviewer for a scholarly journal,
  - c. selection as a reviewer for grant applications,
  - d. assumption of a leadership role (e.g., chair of a scientific or educational group),
  - e. selection as a reviewer for manuscripts from publisher(s) of books in learning assistance or developmental education,
  - f. the development of innovative materials for instruction or research as evidenced by written reports in journals or presentations at conferences,
  - g. statements by colleagues of frequent and high-quality service (as in letters of reference regarding teaching or other contributions),
  - h. invitations(s) to be a visiting professor, or
  - i. invitations(s) to be a presenter or mentor at learning assistance or developmental education institutes.
  
3. The candidate has had a significant impact on state, national, or international programs and policy. Creative and innovative application of principles to programs or problems reflects the candidate's depth of knowledge and leadership. Such leadership might result in statements of support such as, "The nominee chaired a committee that developed and published national professional standards, guidelines, and ethical standards for the profession."
  
4. The candidate has promoted the field on the social and political scenes and has made special efforts to improve the image of the field.
  
5. The candidate has developed a program that provides effective education and training:
  - a. recognition of the merits of the program by peers, outside agencies, or other colleges (stated explicitly and in detail rather than in sweeping generalities),

- b. evaluation involving follow-up of students (e.g., grade point averages, retention, graduation rates, attendance in graduate school),
  - c. evidence of the individual's impact on a community, organization, or institution, through research or application of principles relevant to learning assistance and developmental education.
6. The candidate has an outstanding research and publication record for the field:
- a. publication in academic journals (to be rated on content, quality of journal(s), and single versus multiple authorship),
  - b. frequent selection as chair of paper-reading sessions,
  - c. organization of, and participation in, symposia at professional meetings,
  - d. presentation of significant papers at professional meetings,
  - e. citations of nominee's publications in professional publications by others,
  - f. presentation of invited addresses,
  - g. author or editor of a major textbook or textbooks in the field (including two published reviews of each book),
  - h. author of a whole chapter or major section of a book in the field (including copies of two published reviews of book),
  - i. author or editor of a major work or works for professionals in the field (including copies of two published reviews),
  - j. principal investigator on a grant funded by federal, state/provincial, or private foundation,
  - k. reviewer on a journal for a minimum of three years,
  - l. editor of a journal, or
  - m. creator of a film or video series involving the theories, principles, or instructional strategies in learning assistance and developmental education.

Policy on  
**FINANCES**  
(Article IV)

- A. An accounting of funds and financial obligations, documented by bank statements, will be provided by the Chairperson in writing at each meeting of the Council and at the request of any Council member.
- B. The Chairperson will draft an annual budget of income and expenses and present it in writing at or before the first meeting of each fiscal year. After consideration and revision, an annual budget will be adopted at that meeting.
- C. On dissolution of the Council, each member organization will be reimbursed the amount of the remaining treasury dollars minus anticipated and outstanding bills, divided by the number of member organizations remaining. Disbursement will be made within three calendar months of written notification by the organization of the name and location of the individual or institution to receive reimbursement on behalf of the organization.
- D. Payments will be made to and by CLADEA in US dollars. Purchase orders will not be accepted as payment.
- E. Expenses incurred on Council business are reimbursable as follows:
  - a. Requests for reimbursement must be submitted on CLADEA Reimbursement Request Forms and accompanied by receipts, invoices, or bills.
  - b. Mileage will be reimbursed at the mileage rate most recently adopted by the IRS of the United States of America.
  - c. Only legitimate travel expenses, budgeted expenses, and expenses approved by the Council will be honored for reimbursement.
  - d. The cost of alcoholic beverages will be paid by the individual rather than the Council and will not be considered a reimbursable meal expense.
  - e. Travel to Council meetings for the Chairperson or his/her designee will be reimbursed by the Council.
  - f. Budgeted expenses shall be paid by the Chairperson when due.
- F. An audit of Council finances shall be conducted annually, between January 1 and the first Council meeting of the year.
  - a. The audit may ordinarily be conducted by two Council member representatives other than the Chairperson.
  - b. By majority vote, an external audit may be required.



- G. Representatives of member organizations will comply with the conflict of interest policy, Article IV, Section 6, of the Bylaws.
1. The Chair will present to each new representative to the Council an Agreement to Comply with Conflict of Interest Policy.
  2. Each new representative will return the Agreement to Comply with Conflict of Interest Policy with a signature affirming it has been received, read, and understood, and that the representative agrees to comply with it, and understands that the Council must engage primarily in activities that accomplish its tax-exempt purpose in order to maintain that exemption.
  3. At the end of the year, each member representative to the Council will verify that she or he has complied with the policy by signing the *Attestation of Having Complied with Conflict of Interest Policy*.
- H. The Council Chairperson or a delegate is responsible for filing the appropriate tax return annually.

**Council of Learning Assistance and Developmental Education Associations**  
**REIMBURSEMENT REQUEST FORM**

Dr. Russ Hodges, CLADEA Chair  
 Texas State University-San Marcos  
 Dept. of Curriculum and Instruction  
 601 University Dr.  
 San Marcos, TX 78666

Email: [rushodges@txstate.edu](mailto:rushodges@txstate.edu)

From	Make payment to
Address	Address

**TOTAL AMOUNT REQUESTED \$ \_\_\_\_\_**

Original receipts and bills for which reimbursement is sought must be attached to this form. All requests for reimbursement must be made within 90 days after expense is incurred.

Purpose of expenditure:				
Budget sector/line:				
Airfare	Car Rental	Taxi	Car Mileage ( per mile)	Garage Parking
Hotel	Food	Printing	Postage	Supplies
Advertising	Other			

Signature _____ Position _____ Date _____	CLADEA Only	
	Check Number	Date Issued
	Approval:	

Policy on  
**MEETINGS**  
(Article V)

- A. Council meetings shall take place at least twice a year at the conferences or meetings of Council members and shall be conducted face to face if possible.
- B. Additional meetings of the Council may take place as determined by majority vote of Council members and may be held by telephonic or electronic communication.
- C. Choice of conditions for additional meetings shall be made so that the greatest number of members can participate.
- D. Meetings by telephonic or electronic communication must permit member representatives to identify themselves to the Chairperson; to make, second, and vote on motions; and otherwise to participate in meetings.
- E. Representatives of member organizations that have failed to pay dues may seek to be recognized by the Chair during discussion of a motion but shall not be recognized by the Chair to introduce, second, or vote on any action before the Council.
- F. Asynchronous electronic voting may be employed as deemed necessary to accomplish the purposes of the Council when a face-to-face or telephonic vote is not practicable. Such voting is not permitted in cases affecting the Council's constitution and bylaws. In order to ensure representation of all members in electronic voting, the following procedure will be followed:
  - 1. The motion to be voted upon must be addressed in a message to all currently serving recognized voting representatives of the Council members.
  - 2. Any other voting member may second the motion via e-mail.
  - 3. Following a second, the Chairperson will officially state the motion and call for a quorum via e-mail.
  - 4. A quorum will be achieved by a simple majority of members acknowledging their "presence" for discussion of the motion within 72 hours of the call for quorum
  - 5. The Chairperson may then call for discussion on the motion.
  - 6. The discussion period will end no earlier than seven 24-hour days following the call for discussion.
  - 7. Following the discussion period, the Chairperson may call for a vote.
  - 8. The voting period will be no less than 72 hours.
  - 9. All Council members may vote in the voting period, even those who did not acknowledge their "presence" during the 72-hour period for establishing a quorum.
  - 10. The Chairperson will report the results of the voting to all members, including a record of each member's vote.

Policy on  
**MEMBERSHIP**  
(Article III)

- A. An organization wishing to join the Council will submit to the Council an application packet including the following:
  - 1. completed Membership Application form
  - 2. completed Eligibility Verification form
  - 3. signed Commitment Statement form
- B. An application for membership must be received by the Council Chairperson [electronic copy preferred] at least three months prior to the regular meeting at which it is to be considered.
- C. The Chairperson will distribute a hard copy or electronic copy of the application packet to the recognized representative of each Council member at least two months prior to the regular meeting.
- D. Member representatives will consult with their respective boards as necessary within the two months prior to the regular meeting.
- E. The Council Chairperson will communicate all questions, concerns, and requests for information from the Council to the designated contact for the applicant. Other members of the Council shall not contact the applicant directly regarding the application nor accept information or additional materials from the applicant.
- F. The Council will consider applications for approval only in regular meetings.
- G. Each member will identify the name, institution, address, email address, telephone number, and fax number of its voting representative in writing to the Council Chairperson.
  - 1. Only the member's chief executive officer may identify the member's designee.
  - 2. The voting designee may be designated for one meeting or for an extended term.
  - 3. The designee will ordinarily be named at least thirty days before a meeting.
  - 4. Voting rights of a designee named less than thirty days before the meeting will be verified by direct communication between the member's chief executive officer and the Council Chairperson to the latter's satisfaction or by majority vote of the Council.

- H. A member may be disaffiliated for due cause. A member organization may be involuntarily disaffiliated from membership in the Council by majority vote of the Council for any of the following actions:
1. thwarting the purposes of the Council
  2. refusing to abide by agreements of the Council
  3. taking actions inconsistent with those of a professional association concerned with postsecondary learning assistance or developmental education
  4. modifying its mission and purposes so as to be no longer a professional association concerned with postsecondary learning assistance or developmental education
  5. failure to pay dues
  6. failure to send representation to Council meetings
- I. A member organization losing membership on the Council by majority vote of the Council will be reimbursed for each remaining full month in the fiscal year the amount of one-twelfth of any dues already paid by the organization for that fiscal year, rounded to the nearest whole dollar. Reimbursement will be made within one calendar month of written notification by the organization of the name and location of the individual or institution to receive reimbursement on behalf of the organization.
- J. A member organization disaffiliating voluntarily from the Council may be reimbursed for each remaining full month in the fiscal year the amount of one-twelfth of any dues already paid by the organization for that fiscal year, rounded to the nearest whole dollar.
1. If the Council determines reimbursement to be appropriate, payment will be made within one calendar month of written notification by the organization of the name and location of the individual or institution to receive reimbursement on behalf of the organization.
  2. If the Council declines to reimburse dues, written notification of the Council's decision will be made to the chief executive officer of the organization.

## CLADEA Membership Application Form

*Membership in the Council is limited to professional organizations concerned with postsecondary learning assistance or developmental education whose applications are approved by the majority vote of the Council.*

Applicant professional association name \_\_\_\_\_

Professional association website \_\_\_\_\_

1. Demonstration that the organization is a professional association – an organization of, by, and for professional persons or institutions – by copy of constitution or bylaws, state registration as a professional association, or similar means: please attach.
2. Demonstration that the professional association is concerned with postsecondary learning assistance or developmental education, by copy of vision or mission statement, constitution or bylaws, brief history, list of publications, and descriptive statistics on membership: please attach.

**CLADEA Eligibility Verification Form**

*Membership in the Council is limited to professional organizations concerned with postsecondary learning assistance or developmental education whose applications are approved by the majority vote of the Council.*

Applicant Professional Association name \_\_\_\_\_

President/Chief Executive Officer name \_\_\_\_\_

Application contact information:

Name \_\_\_\_\_

Role \_\_\_\_\_

Address 1 \_\_\_\_\_

Address 2 \_\_\_\_\_

Address 3 \_\_\_\_\_

Address 4 \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_

E-mail \_\_\_\_\_

Professional Association website \_\_\_\_\_

Federal ID number \_\_\_\_\_

## CLADEA Commitment Statement Form

*Membership in the Council is limited to professional organizations concerned with postsecondary learning assistance or developmental education whose applications are approved by the majority vote of the Council.*

[*Name of professional association*] seeks admittance to the Council of Learning Assistance and Developmental Associations and supports its purposes, to

- coordinate the work of its members
- promote collaboration among its members
- serve as a forum for effective communication among its members
- provide leadership on policy development in postsecondary education
- recognize outstanding contributors to the field of postsecondary learning assistance and developmental education
- encourage the development of new professionals and future leaders in the field
- endorse standards of practice and professional ethics
- advocate for professional development and research in the field

If admitted to the Council of Learning Assistance and Developmental Associations, [*name of professional association*] commits to uphold the vision, mission, and purposes of the Council, pay annual dues, and send representation to Council meetings.

\_\_\_\_\_  
*Signature or e-signature of CEO*

\_\_\_\_\_  
*Date*



Policy on  
**MEMBERSHIP RECIPROCITY**  
(Article II)

- A. Membership on the Council provides certain reciprocal rights and benefits free of charge:
1. Transmission of two announcements per calendar year to other members' membership lists. This does not preclude granting additional dissemination requests.
  2. Announcement space in any member newsletter of at least one half page, once per calendar year.
  3. Announcement space in the printed program of each member's annual or periodic conference of at least one half page.
  4. One basic conference registration fee waiver for the representative of each Council member, provided the registration form is received by the end of the regular registration period.
  5. Recognition of official representatives of other member organizations at a major function at each member's annual or periodic conference.
  6. One guaranteed conference session, provided the proposal for such is received by the advertised proposal submission deadline, the session follows the format requirements, and it is identified as the presentation to be included in the program by terms of this policy.
  7. One guaranteed standard booth space at the annual or periodic conference of each member, in or near the exhibitor hall, provided the request is received by the advertised deadline set for vendors and exhibitors.
- B. A rolling calendar of activities, due dates, and contact information will be maintained.
1. The rolling calendar will be updated at least twice annually.
  2. The calendar will be maintained by the Vice-Chairperson or designate.
- C. Conference registration fees and benefits of membership (including journals) provided by member organizations are waived for the chair of the Council.

Policy on  
**WEBSITE**  
(Article VII)

1. The website should contribute to the mission and purposes of the Council.
2. The Council Chairperson's responsibility to maintain the website may be delegated to a volunteer for a designated term, with approval by majority vote of the Council.
3. The Council Chairperson will communicate concerns, requests, and documents for the website from the Council to any Council-approved website manager.
4. The website, [www.cladea.net](http://www.cladea.net), should appear to be independent of the website of any member or external organization or entity.
5. Design of the website should follow accessibility principles so that content is available to users using a variety of agents (e.g., voice browser, mobile phone) or operating under various usage constraints (e.g., low-light conditions, hands-free environments).
6. The website will display the following Council information in the public space: name, logo, names of member organizations, links to websites of member organizations, Council contact information, vision and mission statements, bylaws, history, names of Fellows, information about Fellows selection and inductions, tax-exempt status, criteria for endorsement of certification programs, information about endorsed certification programs, upcoming meetings, and reports and statements published by the Council.
7. The website will archive in a restricted space for access by Council members the following documents: minutes, policies and procedures, calendar of reciprocal events and contacts, unpublished committee and commission reports, and financial reports.
8. The website will archive in a restricted space for access by Fellows and Council Chairperson the following documents: Fellows nomination documents and Fellows contact information.