

**BYLAWS of the
SOCIETY FOR RESEARCH ON EDUCATIONAL EFFECTIVENESS
Originally Adopted: 6/25/18; Revisions Adopted 07/26/2022**

ARTICLE I-NAME

The organization will be known as the Society for Research on Educational Effectiveness. The organization may also be known by, and legally operate as a business entity, under the acronym SREE.

ARTICLE II-MISSION

The mission of the Society is: SREE advances research on the policies, programs and practices that cause educational and related outcomes.

ARTICLE III-MEMBERSHIP

1. A member must be in good standing to exercise the rights of membership.

Good standing requires that a member be current in applicable dues.

2. Membership Types

The Society shall consist of: (a) Individual Members, (b) Student Members, and (c) Institutional Members.

a. Any person may become an Individual Member upon payment of dues as specified by SREE.

b. A Student Member must be enrolled in a degree granting program and pay dues, as specified by SREE,

c. Any organization which supports the mission of the Society may become an Institutional Member, including, but not limited to, educational institutions, governmental agencies, non-profit organizations and for-profit organizations. Institutional members pay dues as specified by SREE. Benefits of membership are determined by the Board and documented on the SREE website.

3. Rights of Members

Members shall have the right to:

a. Be considered for membership on the Board of Directors and other SREE committees.

b. Vote on matters presented for consideration by the Board of Directors or by petition of more than ten percent of the membership of the Society.

All members shall be treated without discrimination based on race, national or ethnic origin, religion, gender, sexual orientation, age, or mental or physical disability.

ARTICLE IV -BOARD OF DIRECTORS

1. Powers and Responsibilities

The Board of Directors is responsible for oversight of the affairs and property of the Society in accordance with the purposes and limitations set forth in the Articles of Incorporation and these Bylaws.

2. Delegation of Authority

The Executive Committee of the Board, as outlined in Article VII, is empowered to make decisions and act on behalf of the Board between meetings of the Board. The Board of Directors may delegate its authority to the Executive Director or other individuals as specified in a Delegation of Authority that is approved by the Board.

3. Size

The Board shall consist of a minimum of twelve Directors, including Officers, to be nominated and elected as specified in these Bylaws.

4. Term of Office

Directors will be appointed for three-year terms. Directors may serve up to two consecutive full terms. Having served two consecutive terms, and after a period of two years off the Board, a former Director may again be appointed a Director. These limitations will not prevent an individual from serving as an Officer, if the term of the office would result in longer tenure on the Board; appointments are automatically extended to allow individuals elected as President to serve out their full term as President-Elect, President, and Past President. . At its discretion, the Board may designate a board term to last for fewer than three years. Once that abbreviated term is completed, the subsequent term for that Board slot will return to three years.

5. Election of Directors, Board Officers, and Committee leadership

Current Board members will elect new Directors, Board Officers, Committee Chairs, and Committee Chair-designees. Each year the Executive Committee will recommend priorities to the Board should consider to fill vacancies. The Nominating Committee will nominate candidates for consideration and the Board will approve the appointments.

6. Vacancies

a. Resignation

A Director may resign from office at any time by providing the Board with written notice. The date of resignation may be specified in such notice. If a date is not specified, the resignation will be effective upon receipt of the notice by the President of the Board. A resignation does not discharge any accrued obligation or duty of a Director.

b. Removal from Office

A Director may be removed at any time with or without cause, by a vote of a two-thirds majority of the Board.

c. Filling Vacancies

Any vacancies on the Board may be filled by the Board through a vote of the majority of the Directors then in office. A Director who becomes a member in this manner may complete the unexpired term of the individual who has left the board, and two additional full terms if desired.

7. Meetings

The Board will meet at least once per year. Notice of the time and place of meeting of the Board, together with a written agenda stating all matters upon which action is proposed to be taken and, to the extent possible, copies of all documents on which action is proposed to be taken, will be forwarded to each Director at least 5 working days before a scheduled meeting is to be held. Special meetings of the Board may be called by a majority of the Directors, by a majority of the Executive Committee of the Board, or by the President. When such meetings are called to discuss matters requiring prompt action, forty-eight-hour notice shall be provided.

8. Quorum and Voting

A majority of the entire Board constitutes a quorum for the transaction of business. Except as otherwise provided by statute or by these bylaws, the vote of a majority of the Directors present at the time of the vote, if a quorum is present at such time, will constitute action of the Board

9. Action of the Board

Any action required or permitted to be taken by the Board or by any Committee thereof may be taken without a meeting, if all members of the Board or the Committee consent in writing or by electronic means to the adoption of a resolution authorizing the action. The resolution and the written consents thereto by the members of the Board or Committee will be filed with the minutes of the proceedings of the Board or Committee. Any member of the Board or any Committee thereof, may participate in a meeting of the Board or Committee by means of a telephone or video conference, or similar communications equipment. Participation by such means constitutes presence in person at a meeting.

10. Compensation

No Director of the Society may receive compensation for professional services rendered to the Corporation unless authorized by a vote of a two-thirds majority of the Board of Directors.

Article V: Affinity groups

The Board must vote to approve new Affinity Groups. They are intended to facilitate networking and professional development activities for subgroups of members. Guidelines of establishment and continuation of affinity groups will be made available via the website.

ARTICLE VI- BOARD OFFICERS

1. Officers

Board Members serving as President-Elect, President, or Past-President are the Officers of the Society.

Such persons will be elected by the Board and will serve a three-year term as follows; one year as President-Elect, one year as President, and one year as Past-President. A new President-Elect will be elected every; president-elect nominations and selection will take place in the 6 months preceding the new president's term. Election to an officer position can extend an individual's tenure on the Board beyond the two consecutive term-limit.

2. President-Powers and Duties

The President has general supervision over the affairs of the Society and working with the Executive Director will keep the Board of Directors fully informed about key activities of the Society.

The President is responsible, in consultation with the other members of the Executive Committee, for setting the agenda for all scheduled meetings of the Board and will preside at these meetings. The President leads the Executive Committee of the Board.

3. President-Elect-Powers and Duties

The President -elect position is meant to provide a year of learning about the role of President before assuming that role. The President-elect will fulfill any duties delegated by the President.

4. Past-President Powers and Duties

The Past-President position is meant to provide continued mentorship and support to the President.-The Past-President will serve as the chair of the nominating committee and will fulfill any duties delegated by the President.

ARTICLE VII-STAFF OFFICERS

At a minimum, the staff will consist of an Executive Director who will be the chief executive officer of the Society.

The Executive Director reports to the President of the Society and serves at the pleasure of the Board of the Directors.

The Executive Director is appointed to a one-year term, which may be renewed without limitation and is an ex-officio voting member of all Board committees.

The role of the Executive Director is as follows:

- **Leadership** --- Serves as the chief executive officer, primary spokesperson and point of contact for members, partners, and the field at large including leading external communications, outreach, field- building efforts, and collaboration with other organizations.

- **Resource and Membership Development** --- Working with the advice and consent of the Board, develops and implements external revenue-generating strategies for sponsorships, fundraising, membership development, and partnership arrangements.
- **Management and operations** --- Manages the core operations and administrative functions of the organization including staff/consultant supervision, board relations, office management, external grant management, budget development and implementation, human resource processes, and performance evaluation of other staff.
- **Programs, Products and Services** --- Working with the advice and consent of the Board, oversees and coordinates the development and implementation of the key programmatic offerings including member conferences, in-person and virtual convenings, professional development offerings, publications, and online services.
- **Innovation and strategic development** --- Facilitates strategic and annual planning with the Board and members for the continued development of new programmatic offerings and innovative operational approaches.

ARTICLE VIII- COMMITTEES OF THE BOARD

1. Standing Committees of the Board

The standing committees of the Board of Directors shall consist of the following:

- 1) Executive; 2) Finance; 3) Conferences and Professional Development; and 4) Membership, Communications, and Development, and 5) Nominating.
2. Additional standing committees may be created by the Board by resolution, with the support of the majority of the Board.

Executive Committee. In addition to functioning between meetings as needed, the Executive Committee oversees the work of the committees, annually sets performance goals and evaluates the work of the Executive Director and makes annual recommendations regarding the ED's compensation. The committee consists of the Executive director and six Board members: the president, the chairs of the conferences and professional development, finance, and membership, communications, and development committees, the past president, and the president-elect.

Finance Committee. Recommends action on the annual corporate budget proposed by the Executive Director and working with the Executive Director oversees the annual corporate budget, the investment of unrestricted SREE assets, risk management, and accounting/fiscal policies and procedures. The committee reviews and makes recommendations regarding the annual audit and pension firm and makes recommendations regarding salary levels and benefits based on periodic benchmarking evidence. The committee consists of a minimum of the Executive Director and three

Board members. The Chair recommends may recommend non-Board members for one-year renewable terms, to be approved by the Board.

Conferences Committee. Working with the Executive Director the committee recommends and oversees program convenings including the annual conference and other programmatic meetings such as professional development meetings or special topic seminars. This committee also oversees the Society's publications and the editorial team(s) for publications. It is composed of at least two members of the Board, with both the Chair and Chair-designee (defined below) being Board members. This committee's membership also includes non-Board members to assure the expertise needed for specific events and themes. The Chair recommends the non-Board members for one-year renewable terms, to be approved by the Board.

Membership, Communications, and Development Committee (MCaD). Working with the Executive Director, the committee plans and evaluates efforts to increase membership, and recommends revenue generating strategies and activities. It will work closely with the Conferences and Professional Development Committee on activities that will be of interest to the membership. The MCaD committee consists of a minimum of five Board members. The Chair recommends the non-Board members for one-year renewable terms, to be approved by the Board.

Nominating Committee. The Nominating Committee is composed of two board members and two non-board members selected and approved by the Board to serve one-year terms. The past President will be one of the two Board members and will serve as chair of the committee. The role of the Nominating Committee is to nominate members for the Board and as Officers. The Nominating Committee is also responsible for setting up an inclusive process for soliciting broad nominations for the positions they are responsible for, and for other Committees to use to ensure inclusive processes for identifying members.

Committee Leadership: Committee Chairs will be appointed for two-year terms which are renewable if the Board decides a renewal is in the best interests of the Society. Typically, in the second year of the term, the Board will appoint a Chair- designee who will serve for one year and then assume the position of Chair with the Board's approval. The Chair of the Committee is responsible for leading the committee's work including the development, implementation, and evaluation of annual workplans consistent with the Society's priorities. The position of Chair-designee is meant to provide individuals with a year of preparation for assuming the role of Committee Chair.

Special Committees: Special committees may be appointed by the President with the consent of the Board and shall have the powers specifically delegated to them by the Board. Members of special committees may include non-board members through vote of the Board.

ARTICLE IX: ELECTIONS

Election of Board members, officers, committee chairs and Committee Chair -designees will be done at Board meetings by a majority of those present or via email

ARTICLE X: MEETINGS

The Society will conduct a variety of events, including an Annual Business Meeting and an Annual Research Conference, as required by law and/or deemed appropriate by the Board of Directors. The date, time and location of the Annual Business Meeting shall be determined by the Board of Directors and announced to the Members at least sixty days in advance.

ARTICLE XI: AMENDMENTS

These Bylaws may be amended by the affirmative vote of a two-thirds majority of the Board of Directors. The amendment of Bylaws may be initiated by the Board of Directors or by petition of ten percent of the Membership.

ARTICLE XI: INDEMNIFICATION

The Society may indemnify any person made, or threatened to be made, a party to any action or proceeding by reason of the fact that the individual was a Director, Officer, employee or agent of the Society, against judgments, fines, amounts paid in settlement and reasonable expenses, including attorney's fees. The Society shall maintain Directors & Officers Insurance for this purpose.