

BYLAWS

Colorado Council of Professional Archaeologists

(Adopted 28 October 1978) (Amended 6 March 1981) (Amended 9 March 1990) (Amended 8 March 1991) (Amended 4 March 1994) (Amended 24 March 1995) (Amended 15 March 1997) (Amended 15 March 2002) (Amended 14 March 2003) (Amended 5 March 2005)

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Article I—NAME

The name of the organization shall be the Colorado Council of Professional Archaeologists (C.C.P.A.), hereinafter referred to as the Council.

Article II—PURPOSE

The Council is a non-profit voluntary association that exists for the purpose of maintaining and promoting the goals of professional archaeology in the State of Colorado.

These goals shall include but not be limited to:

- a. establishing and promoting high standards of archaeological research, reporting, and management.
- b. establishing and promoting a mechanism to represent professional archaeological interests in political and public forums.
- c. establishing and promoting a mechanism for communication within the archaeological community.

- d. promoting public education and interest in the fields of archaeology and cultural resources management.
- e. providing Council input to the Office of the State Archaeologist of Colorado.
- f. demonstrating concern for the archaeology of Colorado.
- g. establishing and promoting open communication and cooperation between archaeologists and the living descendants of groups subject to archaeological research in Colorado.

Article III—MEMBERSHIP

Section 1. Voting Members

- a. Qualifications
 - i. Minimum of a BA or BS degree in anthropology or related discipline, and
 - ii. Minimum of 12 months full-time professional archaeological experience.
 - iii. Written agreement to adhere to the Code of Ethics.
- b. Entry Procedures
 - i. Application to be accompanied by a current professional resume and three professional references, and
 - ii. Accepted by a 2/3 vote of the Membership Committee after a review of credentials.
 - iii. Exceptional cases may be referred to the Council as a whole by the Membership Committee.
- c. Rights/Responsibilities
 - i. Adherence to the Code of Ethics
 - ii. Regular participation in the activities of the Council.
 - iii. Full voting rights in all Council business.
 - iv. Eligibility to serve as Council or member of any Council committee.
 - v. Receipt of all Council publications.

Section 2. American Indian Voting Members

- a. Qualifications
 - i. Have a knowledge of their tribal traditions, history and/or spirituality; and
 - ii. Have an interest in Colorado archaeology/American Indian history.

b. Entry Procedures

- i. Nominated/sponsored by one member of any tribally-recognized traditional/cultural organization, or by one member of any governing tribal organization or the Colorado Commission of Indian Affairs;
- ii. Acceptance by majority vote of the Membership Committee;
- iii. Exceptional cases may be referred to the Executive Committee by the Membership Committee.

c. Rights/Responsibilities

- i. The same as those of Voting Members;
- ii. May attend any Council meeting at their discretion.

Section 3. Associate Members

a. Qualifications

- i. Demonstrated professional interest in Colorado archaeology, and
- ii. Written agreement to adhere to the Code of Ethics, and
- iii. BA, or active participation in a BA degree program, in anthropology or a related discipline, or other evidence of the pursuit of archaeology or related discipline as a profession such as technical report authorship, artifact analysis, etc.

b. Entry Procedures

- i. Sponsored by one Voting Member or Charter Member or Fellow, and
- ii. Acceptance by majority vote of the Membership Committee after a review of credentials,
- iii. Exceptional cases may be referred to the Executive Committee by the Membership Committee.

c. Rights/Responsibilities

- i. Adherence to the Code of Ethics.
- ii. All rights of Voting Members except voting on Council business, and membership on standing committees, and serving as a Council officer.
- iii. May serve as a member of any ad hoc committee, excepting ethics review committees, provided that Associate Members do not constitute more than 1/3 of the committee membership.
- iv. Receipt of all Council publications.
- v. Placement on Membership listing.

Section 4. Charter Members

- a. Qualifications: Same as those of Voting Members or Associate Members, as appropriate.
- b. Entry Procedure: Present and voting in the Charter Meetings (10 March and 28 October 1978), with signed vita and annual dues submitted by 1 June 1981.
- c. Rights/Responsibilities: Same as those of a Voting Member or Associate Member, as appropriate.

Section 5. Fellows

- a. Qualifications
 - i. Recognized as a senior scholar in archaeology or related discipline, and
 - ii. Substantial contribution to Colorado archaeology through both research and service.
- b. Entry Procedures
 - i. Sponsored by any combination of 10 Voting Members, Charter Members, or Fellows, or
 - ii. Nominated by a unanimous vote of the membership committee, and
 - iii. Accepted by a majority of the Voting and Charter Members and Fellows.
- c. Privileges and Responsibilities
 - i. The same as those of a Voting or Charter Member
 - ii. May attend any Council meeting at his/her discretion.
 - iii. Pay no dues.

Section 6. Subscribers

- a. Qualifications: Payment of annual dues at the same level as Associate Members.
- b. Rights
 - i. Receipt of Newsletter.
 - ii. Attendance at annual and midyear meetings.
 - iii. Subscribers do not have voting status; they may not serve on committees nor hold office.

Section 7. Student Voting Members

- a. Qualifications

- i. Minimum of a BA or BS degree in anthropology or related discipline, and
 - ii. Minimum of 2 months full-time professional archaeological experience.
 - iii. Actively enrolled in an advanced degree program in anthropology or a related discipline.
 - iv. Written agreement to adhere to the Code of Ethics.
- b. Entry Procedures
- i. Application to be accompanied by a current professional resume, three professional references, and proof of enrollment in a postgraduate degree program.
 - ii. Accepted by a 2/3 vote of the Membership Committee after a review of credentials.
 - iii. Exceptional cases may be referred to the Council as a whole by the Membership Committee.
- c. Rights/Responsibilities
- i. Adherence to the Code of Ethics
 - ii. Regular participation in the activities of the Council.
 - iii. Full Voting rights in all Council business
 - iv. Eligibility to serve as Council or member of any Council committee.
 - v. Receipt of all Council publications.
 - vi. Upon completion of the postgraduate degree, the individual will become a Voting Member and will be required to pay the full dues for that status with the next annual renewal.
 - vii. Pays at a reduced rate compared to a regular Voting Member as set by Council.

Section 8. Student Associate Members

- a. Qualifications
- i. Written agreement to adhere to the Code of Ethics, and
 - ii. Active participation in a BA degree program, in anthropology or a related discipline.
- b. Entry Procedures

- i. Application to be accompanied by a current professional resume, one professional reference, and proof of enrollment in an undergraduate degree program and
 - ii. Acceptance by majority vote of the Membership Committee after a review of credentials,
 - iii. Exceptional cases may be referred to the Executive Committee by the Membership Committee.
- c. Rights/Responsibilities
- i. Adherence to the Code of Ethics.
 - ii. All rights of Associate Members including no voting on Council business, no membership on standing committees, and no serving as a Council officer.
 - iii. May serve as a member of any ad hoc committee, excepting ethics review committees, provided that Associate or Student Associate Members do not constitute more than 1/3 of the committee membership.
 - iv. Receipt of all Council publications.
 - v. Placement on Membership listing.
 - vi. Upon completion of the undergraduate degree, the member must reapply as either an Associate or Voting Member during annual renewal.
 - vii. Pays at a reduced due rate as compared to a regular Associate Member as set by Council.

Section 9. Resignation: Any member may terminate his membership at any time by dated, written notification to the Treasurer. All rights, privileges, and responsibilities of the resigned member shall cease on the date of notification. An announcement of the resignation will appear in the following Newsletter. A member who resigns is not entitled to a dues refund.

Section 10. Lapsed Membership: A member whose standing has lapsed due to nonpayment of dues may be reinstated upon receipt of current year's dues. Dues paid within any calendar year are for that calendar year, unless specified in writing at the time of payment.

Article IV—CENSURE, MEMBERSHIP SUSPENSION, AND EXPULSION

Section 1. Cause for action: any breach of the Code of Ethics.

Section 2. Parties to the actions.

- a. The actions may be taken by or against any member of the Council at the discretion of the President, or the President-elect if the President is named in the proceeding, and the Review Committee.

- b. Students in training are exempted from action, but the Principal Investigators, Project Directors, or other supervisory personnel may be held responsible for the actionable behavior of their subordinates or trainees.
- c. Only members may lodge complaints, and only against other members.

Section 3. Types of actions.

a. Censure

- i. Generally to be applied to first offenses, petty offenses, inadvertent breaches, or other minor cases.
- ii. Notice of censure actions will appear in the Newsletter following any appeal.
- iii. Written notice of censure will be given to the
 - censured,
 - censured's employer and nonmember associates, and
 - complainant.
- iv. Censure may be appealed by procedure outlined in Section 5, below.

b. Membership Suspension

- i. Generally applied in cases of repeated minor offenses or first major offense and where all external factors could reasonably be under the control of the accused.
 - Membership responsibilities to the Code of Ethics shall remain in effect during periods of suspension.
- ii. Shall consist of suspension of membership for no less than 60 days nor no more than 1 year. Newsletter subscription to be retained by the suspended member.
- iii. Notice of membership suspensions shall be published in the Newsletter following any appeal.
- iv. Written notice of suspension shall be sent to the
 - member,
 - member's employer and nonmember associates, and
 - complainant.
- v. May be appealed by the procedure outlined in Section 5, below.
- vi. Professional conduct of the probationer shall be reviewed by the Ethics Coordinator. At the end of the Probationary period, the Ethics Coordinator shall report to the Executive Committee.

c. Expulsion

- i. Generally to be applied in cases of repeated serious offense where all factors could be expected to be under the control of the accused or in cases of premeditated violation of the Code of Ethics.
- ii. Shall consist of permanent revocation of all membership rights and privileges.
- iii. Notice of membership expulsions shall be published in the Newsletter upon completion of appeal.
- iv. Written notice of expulsion shall be sent to
 - the expelled member,
 - the former member's employer and nonmember associates,
 - the complainant.
- v. All membership expulsions will be automatically appealed by means of the procedures outlined in Section 5, below.

Section 4. Procedures

a. Lodging of Complaints

- i. All complaints from members shall be made in writing, in letter form to the President, and signed by the complainant. Should the Executive Committee become aware of a possible ethics violation, the President or President-Elect will appoint a three-person Assessment Committee drawn from the elected members of the Executive Committee to determine if a complaint should be filed. The Assessment Committee will have 30 calendar days to complete their work. If the Assessment Committee determines a complaint is warranted, the Assessment Committee will submit a letter and documentation, as prescribed in IV-a-ii below, to the President or President-Elect for review and any further action as specified by the bylaws.
- ii. All complaints shall include adequate documentation or confirmatory evidence such as, but not exclusively limited to, the following:
 - detailed description of the offense,
 - dates,
 - places,
 - witnesses,
 - maps, drawings, photos, or other graphic documents.
- iii. Accusations lacking adequate documentation will not be acted upon.
 - Adequacy of documentation will be initially determined by the President.

--Adequacy of documentation will also be judged by the Review Committee in the event that the President covers such a committee.

iv. All accusations of a breach of the Code of Ethics should be filed with the President.

b. Formation of Review Committees

i. The President shall appoint an Ethics Coordinator who shall chair all ethics review committees, but shall not vote on these committees. The Executive Committee shall consult with the Ethics Coordinator when offering informal opinions on ethical matters. In the absence of a formal complaint, the Ethics Coordinator may bring ethical issues to the attention of the Executive Committee.

ii. A separate, ad hoc Review Committee shall be established for each complaint.

iii. Membership of the Review Committee

--Five members, excluding the coordinator, drawn from the membership of the council.

--The President shall draw by lot the names of five Voting members to serve on the Committee, in addition to the Ethics Coordinator. Members excluded from the Committee under provisions of Section 6 of this Article shall not be included in the drawings.

--The Ethics Coordinator shall serve as Chair of the Committee.

--No other members of the Executive Committee shall serve on the Review Committee.

iv. No member may refuse membership or service on a Review Committee except in demonstrated cases of conflict of interest or severe hardship.

v. Each party to an investigation shall be permitted to challenge without explanation two selections for the five-member Committee.

c. Schedule

i. Within 30 days of receipt of a complaint, the President shall determine whether or not documentation is adequate to proceed. If so, the Review Committee shall be selected within 30 days following the President's decision to proceed. The accused shall be notified by Certified mail on the date that the President determines documentation to be adequate.

ii. The first meeting of the Review Committee shall take place no later than 60 days following the President's acceptance of the complaint.

iii. A decision concerning the action to be taken with regard to a complaint shall be made by the Review Committee within 60 days of the first Review Committee meeting.

iv. Requests for appeals of Review Committee actions must be made to the Ethics Coordinator within 30 days of notification of the action.

- v. Appeals will be heard at the next regularly scheduled meeting of the Council following notification of the action.
- d. Responsibilities
- i. The Ethics Coordinator shall preside at all Review Committee meetings.
 - ii. The complainant and the accused must both be present at the initial and final Review Committee meetings. Attendance at other Review Committee meetings is at the discretion of the Committee.
 - iii. The complainant must provide all documentation of the complaint as requested by the Review Committee.
 - iv. Copies of all documentation shall be provided to the accused by the Review Committee.
 - v. The Council shall bear all costs for reproduction and dissemination of all documents.
 - vi. Only the Review Committee shall make notification of the results of its deliberations. There shall be no circulation of the results of Review Committee proceedings prior to the results of the appeal process in suspension and expulsion cases.
- e. Actions: Case decisions shall be made by four out of five votes in the Ethics Review Committee. The Ethics Coordinator and President shall not vote.

Section 5. Appeals

- a. Appeal of Review Committee actions may be requested by either party to a complaint.
- b. Appeals shall be heard in the Committee of the Whole at either a regular annual meeting or at a special meeting of the Council, at the discretion of the appellant.
- c. Appeals of membership expulsions shall be initiated automatically unless the accused requests that no appeal be made in the case.
- d. Confirmation of Review Committee actions in the appeal requires a 2/3 majority vote of the Voting Members present and attending the appeal hearing.
- e. The vote shall be by secret ballot.

Section 6. Conflict of Interest: No Council member shall sit on a Review Committee if any of the following conditions are met. Any unusual or special circumstances believed to exist may be referred to the Board for resolution:

--Employer, employee, or supervisor of either party to a complaint.

--Member, employee, or associate of the same Federal or State agency, or educational institution, as either party.

--Relative of either party.

--Employee or associate of the same corporation, or subsidiary of a corporation, employing either party.

--Current advisor-student relationship with either party.

Section 7. Voluntary Review: Any member may request a review of his/her performance in specific cases by means of the procedures outlined above with the proviso that adequate documentation be provided by the requester .

Section 8. Legal Counsel

- a. These are deemed to be professional archaeological procedures, and legal counsel may not be used as a representative at Review Committee meetings or appeal hearings.
- b. All complaints and responses must be made in person by the parties to the matter.

Section 9. Actions against Officers: An action successfully upheld against any officer, member of the Executive Committee, or any standing committee member is cause for removal from that position.

Section 10. Ethical Opinion: Upon receipt of a formal, written request for an ethical opinion, the Executive Committee in consultation with the Ethics Coordinator can provide an informal opinion on the ethical matter, if the Executive Committee deems it appropriate.

Article V—MEETINGS

Section 1. The Council shall meet annually in a regular session in the Spring, preferably in February or March, and on other occasions as the membership shall deem necessary. Ten members may request that the President call a special meeting. Notice must be placed in the mail at least 3 weeks prior to all meetings, regular or special.

Section 2. Passage of a motion at an annual meeting will require 3/5 (60 percent) sustainment of the voting Members present, whereas business conducted at a special meeting must be sustained by a 3/5 (60 percent) affirmation by those who respond to a mail ballot.

Section 3. Attendance at meetings is encouraged but is not required to sustain membership.

Article VI—FINANCES

Section 1. Dues shall be paid to the organization at the rate(s) established for membership affiliation.

Section 2. Finances shall be administered by the Treasurer. Records will be available for inspection by the Membership at all times.

- a. After the books are closed for each fiscal year, there will be review by a financial review committee appointed by the President. Board members shall be excluded from this committee.
- b. If this financial review committee deems necessary, it can require that the Board have an outside audit conducted by a professional Certified Public Accountant.

Section 3. Dues shall be used for the purpose of financing the business of the organization, including but not limited to such things as fees for secretarial services, expenses of officers incurred in the normal course of Council business.

Section 4. Single expenditures in excess of 200 dollars require the prior concurrence of the President; single expenditures in excess of 500 dollars require the prior concurrence of the Executive Committee and shall be within the constraints of available funds.

Article VII—OPERATION

Section 1. The place of business for the organization will be the street address of the Registered Agent.

Section 2. The most recent edition of Robert's Rules of Order shall govern the procedures at each meeting.

Article VIII—OFFICERS

Section 1. The Council shall have four officers: President, Vice-President, Secretary, and Treasurer.

- a. **President.** The President shall serve as the Council's representative in all its official affairs and transactions. The President will preside over the meetings. The President may appoint committees as necessary with the assent of the Executive Committee.
- b. **Vice-President.** The Vice-President shall act with the powers of the President in the event that the President is unwilling or unable to perform appointed duties. The Vice-President is the President-Elect. The Vice-President will act as Parliamentarian and shall carry the most recent edition of Robert's Rules of Order to all Council and Executive Committee meetings. The Parliamentarian shall resolve all procedural disputes.
- c. **Secretary.** The Secretary shall announce all meetings to the membership of the Council and shall maintain minutes of all meetings. The Secretary shall provide, at the time of notification of the Annual Meeting, the membership with a written ballot for the purpose of electing officers and Executive Committee Members. The Secretary shall be responsible for maintaining the official files of the organization.
- d. **Treasurer.** The Treasurer shall keep membership rolls of the Council, shall maintain records of financial transactions in accordance with standard bookkeeping practices, and is authorized to disburse funds according to Article VI. The Treasurer shall serve as the Chair of the Membership Committee.

Section 2. The Council shall appoint or retain a legal Counsel, as needed.

Section 3. The President shall appoint a Newsletter Editor who shall solicit and edit material for the Newsletter of the Council and, when authorized, develop other official publications. The Newsletter Editor shall be a non-voting member of the Executive Committee.

Section 4. There shall be an Executive Committee composed of all officers, Newsletter Editor, Website Manager, Ethics Coordinator, one American Indian Voting Member of the Council, plus four Voting Members of the Council to be elected to the Executive Committee by the membership. The Executive Committee shall be responsible for the day-to-day operation of the Council and shall adopt procedures as necessary for that operation. The President shall become an ex-officio, nonvoting member of the Executive Committee for the year following his/her presidency. The Newsletter Editor, Website Manager, and the Ethics Coordinator shall also be non-voting members of the Executive Committee.

Article IX—ELECTION OF OFFICERS

Section 1. All officers, with the exception of the Treasurer, shall hold office for 1 year, may not hold office for more than two consecutive terms, and after serving two consecutive terms, must not stand for election for the same office again for 1 term.

Section 2. The Treasurer shall hold office for 2 years, may not hold office for more than two consecutive terms, and after serving two consecutive terms, must not stand for election for the same office again for one term.

Section 3. At the 1979 Annual Meeting two Executive Committee positions shall be filled for 2-year terms, while two positions shall be filled for 1-year terms. Thereafter, two members will be elected each year for 2-year terms. The American Indian Voting Member of the Executive Committee shall serve for a two-year term. The at-large Committee members, and the American Indian Committee member, may not hold office for more than two consecutive terms, and after serving two consecutive terms, must not stand for election for the same office again for one term.

Section 4. The officers of the Council and the other members of the Executive Committee will be elected by a mail ballot of the membership, requiring a simple majority of the votes cast. Results must be announced at the Annual Meeting. The President shall appoint a Nomination Committee of at least 3 members, no less than 60 days prior to the date of the Annual Meeting.

- a. In the case of ties, the following criteria will be used to determine the winner of the election.
The winner will be the member who:
- i. has not held a CCPA Executive Committee position for at least four (4) years, or
 - ii. the member whose name is drawn from a hat from those tied for the position by the President.

Section 5. Candidates must be active members.

Article X—PUBLICATIONS

The Council shall publish a Newsletter. The President shall appoint a Newsletter Editor and an Editorial Board consisting of three members in addition to the Newsletter Editor. The Council may from time to time authorize the publication of other single or serial items.

Article XI—AMENDMENTS

These Bylaws may be amended only at a regular meeting by a 3/5 (60 percent sustainment of the voting membership present). Proposed amendments to the Bylaws must be submitted in writing to the Secretary and circulated within the membership prior to the call for a regular meeting.

Article XII—ADOPTION

These Bylaws shall become effective upon ratification by a 2/3 sustainment of those present at the Charter Meeting on 28 October 1978.

Article XIII—DISPOSAL OF ASSETS

In the event of dissolution, the Executive Committee shall dispose of all its assets to an educational or scientific institution that is exempt from taxation under the then current code of the Internal Revenue Service.

Article XIV—VACANCIES

Vacancies of offices will be filled at the discretion of the Executive Committee until the next regular election.

Article XV—STORAGE OF RECORDS

The records of past and present officers, board members, and committee chairpersons of the council are a valuable asset since they provide historical information about the council. Therefore, such records will be stored permanently at the Denver Public Library. Once a year, the outgoing secretary will call for all records notes, correspondence, minutes, meeting agenda, newsletters, and other such information from the retiring officers, board members, and committee chairpersons. The latter will be responsible for taking or sending to the Secretary the records of the predecessor. The Secretary will, in turn, give those records to the Denver Public Library, which will organize them in a useful fashion. The officers/board members/chairpersons will pass on their own records to their successor.