

Constitution for the National Association of Black Accountants at the
University of Delaware
As of Monday~ 20 October, 2008

Preamble:

We the students at the University of Delaware do hereby form the organization known as *The National Association of Black Accountants at the University of Delaware* for the purpose of uniting through membership accounting, finance, and other business majors who are committed to academic and future professional excellence. Additionally, we wish to unite those who feel a sense of professional and civic responsibility, and are concerned with enhancing opportunities for minorities in the accounting profession.

Article I

The organization shall be known as The National Association of Black Accountants at the University of Delaware.

Article II

In accordance with that of the National Association of Black Accountants, the objectives of the "The National Association of Black Accountants at the University of Delaware" shall be:

1. To promote and develop the professional skills of our members;
2. To encourage and assist minority students in entering the accounting profession;
3. To provide opportunities for members to fulfill their civic responsibility;
4. To ensure long-term financial stability and provide adequate resources to implement chapter, regional, and national programs; and
5. To represent the interests of current and prospective minority accounting professionals.

Article III

"The National Association of Black Accountants at the University of Delaware" shall be affiliated with the organization of The National Association of Black Accountants and the Wilmington Professional Chapter of said organization and bound to the rules and regulations thereof.

Article IV

Section I: GENERAL MEMBERS

A full-time undergraduate student who is majoring in accounting, finance, or business with a concentration in accounting or finance or who has expressed an intention to enter the accounting profession may qualify for admission as a member of the Chapter.

NABA PREREQUISITES

Any person who is in accordance with the principles and policies of the Chapter may become a member of the Association with the consent of its Executive Council by accepting the terms of these By-Laws, and by paying annually to National and the Chapter.

ADMISSION TO MEMBERSHIP

An applicant for membership shall file directly with National or the Chapter may file with National on the applicant's behalf, an application on an approved form, which shall be accompanied by all fees that may be required by the Chapter and National. Before accepting an applicant for membership, the Chapter or National, in a manner to be designated by the Board, shall first review the application and determine that the applicant is eligible for membership in accordance with the provisions of these By-Laws.

ELIGIBILITY OF MEMBERS TO FUNCTION

A member in good standing with the Chapter shall be eligible to hold office, serve on committees, and exercise the rights and privileges of members in the Chapter and in the Association.

ATTENDANCE AT MEETING

Every member of the Chapter shall be entitled to attend all "meetings of the Chapter" as defined in Article VII.

Article V. Non-Discrimination Clause

The organization agrees to adhere to all policies and procedures of the University and all local, state and federal laws. Members will become acquainted with policies and procedures in the Official student handbook and other policies and procedures provided by the University. This organization is a viable, functioning organization, composed of at least six full time undergraduate students and we do not discriminate on the basis of race, creed, color, gender, age, religion, national origin, veteran, handicap status, or sexual orientation.

Article VI. Duties of Membership

Any person who is in accordance with the principles and policies of the Chapter may become a member of the Association with the consent of its Executive Council by accepting the terms of these By-Laws, and by paying annually to National and the Chapter.

Article VII. Absence Policies

Member absences shall not exceed two in any given semester

Article VIII. Policies and Procedures for Disciplining/Removing members

RESIGNATION AND REINSTATEMENT OF MEMBER

Resignation of members shall be in writing and may be offered at any time. The National Board of Directors shall take actions on resignations and applications of reinstatement of resigned members or the Executive Council of the Chapter as the National Board of Directors may prescribe.

TERMINATION OF MEMBERSHIP FOR NONPAYMENT OF FINANCIAL OBLIGATION

The National Board of Directors or the Executive Council of the Chapter may, in its discretion, suspend or terminate the membership of any member who fails to pay his or her dues or other obligations to the Association or to the Chapter within four (4) months after the obligation becomes due. A member suspended or terminated under this

provision shall be reinstated to full membership upon payment of his or her obligations, plus a reinstatement fee of five dollars (\$5.00), which will be equally divided between the Chapter and the Association.

DISCIPLINING MEMBERS

The National Board of Directors or the Executive Council of the Chapter may by majority vote of the members present and voting at a duly constituted meeting discipline a member by suspension, expulsion, or the imposition of lesser sanctions that the National Board of Directors or the Executive Council of the Chapter may prescribe if a member:

- Infringes on any of these By-Laws
- Is declared by a court of competent jurisdiction to have committed a fraud
- Is found to have been guilty of an act discreditable to the profession, the Association, or the Chapter or to have been convicted of a criminal offense non-credible to the profession, the Association, or the Chapter.

SUSPENSION OF CHAPTER MEMBERS

The National Board of Directors or the Executive Council of the Chapter may after a hearing before a duly constituted meeting of the National Board of Directors or the Executive Council of the Chapter suspend an officer of the Chapter for failure to conduct the affairs of the Chapter in accordance with provisions of these By-Laws. If the conduct that caused the suspension is not rectified during the period of the suspension, the National Board of Directors or the Executive Council of the Chapter may declare the Chapter office vacant. A vacancy so created shall be filled in accordance with the provisions of Section 4.4 of these By-Laws. A suspended officer of the Chapter shall not have the right to represent the Chapter in any capacity.

RESIGNATION OR REMOVAL OF OFFICERS

The resignation of an officer shall be tendered to the Executive Council of the Chapter. An officer may be removed from office for cause by a vote of at least two-third of all members in good standing responding to a mail ballot.

An action for removal may be initiated by a majority of the Executive Council of the Chapter, or by a petition signed by any three (3) members of the Chapter. If an action for removal is initiated by petition from members of the Chapter, Such petition must be forwarded to the Faculty Advisor, or the designated Profession Chapter, or the National Director of Student Affairs.

AUTHORITY OF NATIONAL BOARD

Where the National Board of Directors is satisfied that there is danger of irreparable harm to the Association or the Chapter as a result of conditions described in Section 10.3 of these By-Laws, and that immediate action is necessary, it may order the officer or member suspended pending a full hearing.

NOTICE OF COMPLAINT AND RIGHT TO ANSWER

Upon receipt of a complaint or charge, the Chapter, the Faculty Advisor, the designated Professional Chapter, or the National Director of Student Affairs shall forward copies of the complaint or charge by registered mail to the officer or member who is the subject of

the complaint or charge at his or her last address on file in the National Office. Such officer or member shall have fifteen (15) days from the date of receipt of a copy of the complaint or charge to provide an answer in writing to said charges. The fifteen-day period shall commence to run from the time a copy of the complaint or charge should have reached said officer or member by delivery of the U.S. Postal Service.

HEARING PROCEDURE

The Chapter, the Faculty Advisor, the designated Professional Chapter, or the National Director of Student Affairs reserves the right to hear and act upon the charges, and the officer or member is entitled to hearing before the Chapter or the Faculty Advisor if he/she so desires, or he/she may elect to have the matter decided by the Chapter or Faculty Advisor ex-parte on the basis of the complaint, answer, and affidavits. Whether an oral hearing is requested or an ex-parte hearing takes place, such hearing shall be conducted by the Chapter or the Faculty advisor, unless the National Director of Student Affairs or the designated Professional Chapter handles the matter.

The member or officer may be represented by counsel and present oral or documentary evidence in his or her behalf relevant to the charges made.

NOTICE OF FINDINGS AND ACTION OF THE BOARD

Notice of the findings and action of the Chapter, or the Faculty Advisor, or the designated Professional Chapter, or the National Director of Student Affairs shall be sent to the officer by registered mail at his or her last address on file in the National Office and, in the discretion of the National Board of Directors, published in the official professional or student organ of the Association.

Article X. OFFICERS

Section 1: President - This organization shall have a President with the duties of calling and running meetings and handling day-to-day affairs. The President shall be responsible for the registration of the Registered Student Organization and all required paperwork for the continuation of the organization, including the End of Year report (Annual Report), Summer Contact Information, Annual Survey, and RSO Questionnaire. The President will receive all information from the Activities and Programs Office from an undisclosed email database. This information is to be used to help your RSO function, so please disseminate the information accordingly. The president will help to appoint all standing and special committees.

Additionally, the president has the following responsibilities as mandated by the NABA By- Laws:

- The President shall be the executive head of the Chapter, Chairperson of the Executive Council, and Ex-Officio member of all committees, except the Election Committee. The duties of the President shall be:
- To preside at meetings of the Chapter and the Executive Council.
- To appoint Chairpersons and members of all committees not directly elected by the Chapter or the Executive Council.
- To exercise general executive authority on behalf of the Chapter between meetings of the Executive Council and the Chapter subject to approval of the Chapter.

- To countersign all requisitions of the Treasurer for disbursements from the Chapter treasury for any expenditures. The Chapter's Faculty Advisor must also approve all disbursements. ←
- To perform such other functions and exercise such further duties as may be voted from time to time by the Chapter or the Council.
- To serve as a liaison between the Chapter and the designated Professional Chapter that has been assigned by National to supervise the Chapter's activities.
- To submit an annual report to the membership at the annual meeting of Chapter. Copies of this report should also be sent to National and the designated Professional Chapter.

Section 2: Vice President- The Vice President shall serve the role of President if the President is absent, unable to serve the duties of President or if the President resigns. The Vice Presidents should also be responsible for checking the organization's mailbox and for disseminating information about other activities offered by the other Registered Student Organizations and business promotions. The Vice President will receive information from other Registered Student Organizations and the Activities and Programs Office through the StudentLeaders@udel.edu email database:

VICE PRESIDENT

The duties of the Vice President shall be:

- To perform all the duties of the President in his or her absence or disability.
- To supervise the assigned committees as approved by the Executive Council.
- To exercise such other powers and duties as may be prescribed by the President or the Executive Council.

In the case of more than one Vice President, the Vice Presidents shall be designated as first, second, third, etc., and shall perform their duties according to the numerical rank.

Section 3: Treasurer- The Treasurer shall be responsible for all group expenditures and revenues. The Treasurer shall sign any checks written by the organization or for the purpose of the organization and maintain all group ledgers. The treasurer should also be responsible for requesting allocations from the allocation board. (change)

TREASURER

The duties of the Treasurer shall be:

To receive all monies of the Chapter and promptly deposit the same in the name of the Chapter in a separate account or accounts in a responsible bank or trust company. ~~No money shall be withdrawn from any such account except by check signed by the President and Treasurer and approved by the Chapter's Faculty Advisor.~~ } AIC OR

Have checks signed by proper UD Administrators. To keep a record of all Chapter members and their dues and to give receipts for all membership fees received.

To act as chief financial officer for the Chapter.

To make authorized disbursement upon requisitions signed by the person requesting the disbursement and countersigned by the President and approved by the Faculty Advisor. Each requisition shall recite the amount and purpose of the payment requested.

To remit to NABA's National Office the National Portion of all membership dues and other revenues within seven (7) days after the end of the month.

To submit reports to the Executive Council at each of its meetings, or whenever required, of the financial condition of the Chapter showing receipts and disbursements and, outstanding accounts unpaid since the last report; to submit the Treasurer's (annual) Report at the meeting of the Chapter to which shall be appended a statement by the President and Secretary that all financial transactions by the Chapter have been listed in the Treasurer's report. A copy of all reports prepared by the Treasurer, when adopted by the Executive Council shall be forwarded to NABA's National Office and the designated Professional Chapter.

Section 4: Secretary- The Secretary shall record the events of all meetings of this organization and shall maintain minutes of those meetings. The secretary shall take attendance of those present at group meetings as necessary. Secretary shall also serve as organization's historian with this goal of being able to pass on accurate records of what we've done in the past and who was involved. Secretary shall also maintain list and email database.

ADMINISTRATIVE SECRETARY

The duties of the Administrative Secretary shall be:

To act as Secretary of the Chapter and the Executive Council; to keep full and accurate records of the proceedings of the Chapter and the Executive Council and record such proceedings in the minute book or books.

To act as Secretary of the Chapter and the Executive Council at all regular meetings or whenever required by either body covering the status of the Chapter and its activities since the date of the last report, and to submit to the Chapter, National, and the designated Professional Chapter, the quarterly report for the Student Chapter Awards and Evaluation Competition.

To provide National and the designated Professional Chapter with a listing of all Chapter Officers and Faculty Advisors including their permanent and temporary addresses and telephone numbers.

To perform all duties of the Corresponding Secretary in his or her absence or disability.

CORRESPONDING SECRETARY

To give written notice of all meetings of the Chapter.

To work with the Administrative Secretary in the distribution of minutes and other necessary correspondence to the membership.

To perform all duties of the Administrative Secretary in his or her absence or disability.

Section 5: Public Relations Chair- The Public Relations Chair shall be responsible for promotion of the group and their events. This would include making posters flyers and brochures, updating the web page information, entering information onto the University Events web page and submitting press releases to the appropriate.

Section 6: Webmaster - The Webmaster shall be responsible for the monthly upkeep of the Registered Student Organization web site and have it approved by the executive board.

Section 7: Qualifications for Officers: All Officers (or Executive Board Members) must be full time matriculated undergraduate students at the University of Delaware. MEMBERS IN GOOD STANDING. Only members in good standing shall be eligible to run for office or vote in the Chapter election. For the purpose of running for office, a member in good standing is one who has been a bona fide member of the Chapter and

who is listed as a member on National's records at least thirty (30) days prior to the date the nominations are made.

Section 8: Election of Officers:

ELIGIBLE VOTERS AT ORGANIZATION MEETING

All members who have paid the prescribed dues shall be entitled to vote at the organization meeting and to be elected to office.

ANNUAL ELECTIONS

All officers and elected members of the Executive Council shall be elected by ballot at a Chapter election held each year as hereinafter provided.

ELECTION DEADLINE

Elections shall be held and completed at least thirty (30) days prior to the end of the school year.

TENURE IN OFFICE

All officers and elected members of the Executive Council shall be elected by sec ballot and shall hold office for one (1) year or until they graduate or their successors are elected and installed unless removed for failure to perform their duties.

ELECTION MEETING

The names of the various candidates for office shall be clearly announced and posted in a place visible to all present at the election meeting. The current executive board shall count the ballots.

ELIGIBLE VOTES

The number of eligible voting members of the Chapter shall be established before the voting begins.

ELECTION CONTROVERSY

In the event of an election controversy, all parties thereto shall submit complaints to the Faculty Advisor, National Director of Student Affairs, and designated Professional Chapter in writing within five (5) days from the date of the election in question. Complaints shall be submitted by twenty-five (25%) percent of the Chapter members in good standing.

Each signor must list his or her permanent and temporary address and phone number. Copies of complaints will be submitted to the Chapter by the National Director of Student Affairs of their designee, or the designated Professional Chapter.

Should the National Director of Student Affairs or their designee determine that the complaint is frivolous or completely devoid of merit, or the election results could not have been otherwise even if the matters alleged are assumed to be true, then the National Director of Student Affairs shall within twenty (20) days from receipt of the charges dismiss the complaint and inform the Chapter forthwith that it may proceed with the installation of officers.

Should such complaints, in the opinion of the National Director of Student Affairs warrant intervention, a new election may be ordered by National to be held within thirty (30) days, in which case a National Officer or person designated by the National Director of Student Affairs, in conjunction with the Faculty Advisor, shall preside. The designated

presiding officer shall order the procedures of the called election meeting, and the results of this supervised election shall be final. In the event the National Director of Student Affairs decides to intervene in a contested election for the office of President, Secretary, or Treasurer, upon receipt of notice to that effect by mail or otherwise, no officer of the Chapter shall disburse funds from the Chapter treasury unless otherwise instructed by the National Director of Student Affairs or the designated Professional Chapter in conjunction with pending settlement of the controversy.

Section 9: Procedure for Disciplining/Removing Officers:

DISCIPLINING MEMBERS

The National Board of Directors or the Executive Council of the Chapter may by majority vote of the members present and voting at a duly constituted meeting discipline a member by suspension, expulsion, or the imposition of lesser sanctions that the National Board of Directors or the Executive Council of the Chapter may prescribe if a member:

- Infringes on any of these By-Laws
- Is declared by a court of competent jurisdiction to have committed a fraud
- Is found to have been guilty of an act discreditable to the profession, the Association, or the Chapter or to have been convicted of a criminal offense non-credible to the profession, the Association, or the Chapter.

SUSPENSION OF CHAPTER MEMBERS

The National Board of Directors or the Executive Council of the Chapter may after a hearing before a duly constituted meeting of the National Board of Directors or the Executive Council of the Chapter suspend an officer of the Chapter for failure to conduct the affairs of the Chapter in accordance with provisions of these By-Laws. If the conduct that caused the suspension is not rectified during the period of the suspension, the National Board of Directors or the Executive Council of the Chapter may declare the Chapter office vacant. A vacancy so created shall be filled in accordance with the provisions of Section 8 of these By-Laws. A suspended officer of the Chapter shall not have the right to represent the Chapter in any capacity.

RESIGNATION OR REMOVAL OF OFFICERS

The resignation of an officer shall be tendered to the Executive Council of the Chapter. An officer may be removed from office for cause by a vote of at least two-thirds Q of all members in good standing responding to a mail ballot. An action for removal may be initiated by a majority of the Executive Council of the Chapter, or -, by a petition signed by any three (3) members of the Chapter. If an action for removal is initiated by petition from members of the Chapter, such petition must be forwarded to the Faculty Advisor, or the designated Professional Chapter, or the National Director of Student Affairs.

AUTHORITY OF NATIONAL BOARD

Where the National Board of Directors is satisfied that there is danger of irreparable harm to the Association or the Chapter as a result of conditions described in Section 10.3 of these By-Laws, and that immediate action is necessary, it may order the officer or member suspended pending a full hearing.

HEARING PROCEDURE

The Chapter, the Faculty Advisor, the designated Professional Chapter, or the National Director of Student Affairs reserves the right to hear and act upon the charges, and the officer or member is entitled to hearing before the Chapter or the Faculty Advisor if he/she so desires, or he/she may elect to have the matter decided by the Chapter or Faculty Advisor ex-parte on the basis of the complaint, answer, and affidavits. Whether an oral hearing is requested or an ex-parte hearing takes place, such hearing shall be conducted by the Chapter or the Faculty advisor, unless the National Director of Student Affairs or the designated Professional Chapter handles the matter.

The member or officer may be represented by counsel and present oral or documentary evidence in his or her behalf relevant to the charges made.

NOTICE OF FINDINGS AND ACTION OF THE BOARD

Notice of the findings and action of the Chapter, or the Faculty Advisor, or the designated Professional Chapter, or the National Director of Student Affairs shall be sent to the officer by registered mail at his or her last address on file in the National Office and, in the discretion of the National Board of Directors, published in the official professional or student organ of the Association.

Section 10: Resignations:

RESIGNATION AND REINSTATEMENT OF MEMBER

Resignation of members shall be in writing and may be offered at any time. Actions on resignations and applications of reinstatement of resigned members shall be taken by the National Board of Directors or the Executive Council of the Chapter as the National Board of Directors may prescribe.

RESIGNATION OR REMOVAL OF OFFICERS

The resignation of an officer shall be tendered to the Executive Council of the Chapter. An officer may be removed from office for cause by a vote of at least two-thirds (L) of all members in good standing responding to a mail ballot.

An action for removal may be initiated by a majority of the Executive Council of the Chapter, or by a petition signed by any three (3) members of the Chapter. If an action for removal is initiated by petition from members of the Chapter, such petition must be forwarded to the Faculty Advisor, or the designated Professional Chapter, or the National Director of Student Affairs.

Section 11: Officer Transition: Officers should be elected in the spring semester for the upcoming fall semester. A spring election will allow time for orientation to take place. By electing in the spring, the former officers will still be around to train new officers. Do not pick the last week of school for elections.

ARTICLE XI: MEETINGS-REGULAR MEETING

Regular meetings of the Chapter shall be held at least once a month, and there may be such other public or special meetings as may be required. Regular meetings shall be held on a fixed day or date of each month. Which the executive board shall decide at the beginning of each fall semester.

ANNUAL CHAPTER MEETING

The Chapter shall hold an Annual Chapter Meeting during the last month of the regular school term and no later than May 31 of each school year.

NOTICE OF MEETING

Written notice of the time and place of the Annual Chapter meeting shall be mailed or posted on a public message board at least fifteen (15) days prior to the meeting.

SPECIAL MEETING

Special meetings may be called at any time and place on three days' written notice to all members by the President, or any three members of the Executive Council, or on failure of these to act, by any ten members in good standing of the chapter. The notice must state the purpose for which the meeting is called.

MEETING OF EXECUTIVE COUNCIL

The Executive Council shall meet at least twice a month at such times and places as it may determine. Special meetings of the Executive Council may be called by the President, Secretary, or by two members of the Council on two days' written notice.

MEETINGS OF STANDING COMMITTEES

The Standing Committees shall meet at least once a month at places they may determine. They shall inform the President of the time and place of meeting. Special meetings may be called by the Chairperson or by two members on two days' written notice.

MEETING ATTENDEES

In the event a quorum is not present at any regular or special meeting of the Chapter or committee of the Chapter, those present at the time and place announced for said meeting may adjourn the meeting to another day and place, and without further notice, all business which might lawfully have been transacted at the adjourned meeting. Additionally, meetings with our faculty and NABA advisor will be at least once a month.

ARTICLE XII: DUES

ANNUAL DUES AMOUNT

The National Board of Directors or its designee shall determine the amount of annual dues, which student chapters shall submit to the National Office for each member of the Chapter. In addition to the dues determined by the National Board of Directors, the Chapter may assess its member's dues not exceeding a maximum amount determined by the National Board of Directors.

ANNUAL DUES PAYMENT DATE

Dues shall be payable on or before the first day of each fiscal year of the Association or in such other manner as the National Board of Directors shall prescribe.

DIVISION OF ANNUAL DUES

The Chapter shall remit the National portion of all dues collected to the National Office of the Association by the end of the month in which the dues are collected. The policies, activities and finances of the organization are subject to the control of the majority of its voting membership.

TERMINATION OF MEMBERSHIP FOR NONPAYMENT OF FINANCIAL OBLIGATION The National Board of Directors or the Executive Council of the Chapter may, in its discretion, suspend or terminate the membership of any member who fails to pay his or her dues or other obligations to the Association or to the Chapter within four (4) months after the obligation becomes due. A member suspended or terminated under this provision shall be reinstated to full membership upon payment of his or her obligations, plus a reinstatement fee of five dollars (\$5.00), which will be equally divided between the Chapter and the Association. Both Association and Chapter dues will be collected through the Chapter Treasurer.

Article XIII: By-Laws - The organization shall establish by-laws to carry out the policies set forth in this Constitution.

PROPOSALS TO AMEND BY -LAWS

Proposals to amend these By-Laws may be initiated by the National Board of Directors, the Executive Council, or twenty-five percent (25%) of the members in good standing of the Chapter. All proposals, unless initiated by the National Board of Directors or the Executive Council of the Chapter, shall be submitted in writing to the Executive Council of the Chapter for its approval.

SUBMISSIONS TO MEMBERSHIP FOR VOTE

If the Executive Council proposes or approves a proposal for amendment, a notice in writing of the proposed amendment shall be given to all members at least twenty (20) days prior to the meeting at which the proposed amendment is to be acted upon, and that the proposed amendment shall be approved at the next regular meeting of the Chapter.

TWO- THIRDS VOTE FOR AMENDMENT

These By-Laws may be amended by a two-thirds vote at any regular meeting of the Chapter, provided the proposed amendment is submitted to the National Director of Student Affairs and the Chairperson of the National By-Laws Committee of the Association for their approval at least thirty (30) days prior to the meeting.

Article XIV. Procedures for decision-making - Look to the rules contained in Roberts Rules of Order to govern the organization in all cases to which they are applicable and in which they are not inconsistent

Article XV. Establishment of Committees-

1. Fundraising Committee- The purpose of this committee will be to coordinate activities and events that will raise funds for the express purpose of financing events and programs for the benefit of the members of the National Association of Black Accountants at the University of Delaware and members of the University of Delaware community.
2. Programs Committee- The purpose of this committee shall be plan, develop, and implement programs of interest to our members.
3. Academic Development Committee- The purpose of this committee shall be to coordinate and implement programs that will foster the academic advancement of its members and the rest of the University of Delaware community.

Article XVI. Selection of an Advisor- An advisor shall be chosen from the available faculty/staff at the College of Business and Economics at the University of Delaware.

Article XVII. Disbursal of organizational assets should the group become defunct- The University of Delaware shall inherit the assets of any Registered Student Organization should the group become defunct.

Article XVIII. Define a quorum-


The number of members necessary to constitute a quorum at all meetings of the Chapter shall be twenty-five (25%) percent of the members of the Chapter.


Article XIX. Rules for Ratifying the Constitution - Requires a 2/3 vote of the organization and approval by the Activities and Programs Office.


Article XX. Rules for amending the Constitution

Requires a two-thirds vote of the entire membership in good standing of the chapter and advanced notice to all members of the proposed change.

Article XXI.


Organizational President

 10/22/2008
Advisor

 11/5/2008
Program Coordinator for Leadership Development