The Bylaws of Saint Anselm College
approved 27 January 2009, as amended and restated September 15, 2015
and as amended and restated February 6, 2017,
and as amended and restated May 26, 2019 and October 29, 2019,
and as amended and restated on November 10, 2020

ARTICLE I
Name
The name of this Corporation shall be “Saint Anselm College.”

ARTICLE II
Place of Business
The place of business of this Corporation shall be at Goffstown, in the County of Hillsborough,
and State of New Hampshire.

ARTICLE III
Purpose & Definitions
The object and aim of this Corporation is the institution of learning, known as Saint Anselm
College. Saint Anselm College is an educational corporation, established by charter granted on 1
August 1889 and is an independent, private, Catholic institution. As such, it is thoroughly
committed to the teaching of the Roman Catholic Church and maintains communion with the
Holy See and the Roman Catholic Bishop of Manchester. As the primary work and object of the
ongoing stewardship of the Members of the Corporation, Saint Anselm College fulfills its
mission in accord with the principles and ideals of the Rule of Saint Benedict. The purposes of
the Corporation are exclusively charitable, educational, religious, and scientific within the
meaning of section 501(c)(3) of the Internal Revenue Code of 1986, as amended (or the
Corresponding provision of any future United States Internal Revenue Law (“Section 501(c)(3)”).
In furtherance of such purposes, the Corporation shall have the same powers as an individual to
do all things necessary or convenient to carry out the purposes of the Corporation, as set forth in
its charter and these Bylaws, including all power and authority granted by the laws of New
Hampshire within and subject to the limits of Section 501(c)(3).

To aid in the interpretation of these Bylaws, certain definitions and rules of construction are
provided in Article XIX.
ARTICLE IV

Mission

Saint Anselm is a Catholic, Benedictine College providing all its students a distinctive liberal arts education that incorporates opportunities for professional and career preparation. It does so in a learning community that encourages the lifelong pursuit of the truth and fosters intellectual, moral, and spiritual growth to sustain and enrich its graduates' personal lives, work, and engagement within local, national, and global communities.

All Members of the Corporation and of the Board of Trustees of the Corporation shall at all times conduct the affairs of the Corporation in such a manner as to promote and foster the mission of the Corporation, its status as a Catholic Institution, the traditional and distinctive Benedictine orientation of the Corporation, and the continuing presence of the Members of Saint Anselm Abbey and their apostolate in the life of the Corporation, particularly in roles at all levels of the academic disciplines offered by the Corporation and in the administration of the Corporation.

ARTICLE V

Seal of the Corporation

The seal of the Corporation shall be a circular disc with the arms of Saint Anselm College surrounded by the words Sigillum Collegii Sancti Anselmi 1889.

ARTICLE VI

Membership

Members of the Chapter of Saint Anselm Abbey in good standing shall be ipso facto Members of the Corporation.

ARTICLE VII

Officers of the Corporation Members

The officers of the Corporation Members shall be the Chair of the Members, Vice-Chair, and Secretary.

1. The Chair of the Corporation Members

a. The Abbot of Saint Anselm Abbey shall be the Chair. The Abbot of Saint Anselm Abbey or, in his absence or if he is unable to serve, the Administrator of said Abbey in the town of Goffstown, County of Hillsborough and State of New Hampshire shall be ex officio the Chair of the Corporation Members. It is the Chair's right and power to appoint, name or remove the other officers of the Corporation Members. The Chair of the Corporation Members shall have the duties set forth in these Bylaws.
b. The Chair of the Corporation Members shall also be ex officio Chancellor of Saint Anselm College. The role and duties of the ex officio Chancellor of Saint Anselm College are solely ceremonial. He shall preside at commencements, convocations, and other such assemblies of the College.

c. The Chair of the Corporation Members shall call and preside over the annual meeting and all other meetings of the Members.

d. He shall present important matters relating to the Reserved Powers as set forth in Article IX to the Corporation Members for consideration and necessary action.

e. He shall have custody of and affix the seal of the Corporation to all papers which may require it.

f. Upon completion of the applicable procedure for selecting a President established in Article XII.7, he shall present a candidate for President of the College to the Board of Trustees; following approval by the Board of Trustees, he shall immediately thereafter appoint the President of the College.

g. He shall cause to be made each year a report by the President of the College on the state of Saint Anselm College, a report by the Treasurer of the College on the financial state of Saint Anselm College and a report by the Chair of the Board of Trustees to the Corporation Members.

h. The Chair of the Corporation Members, or his duly authorized designee, shall have the authority to execute and sign all documents pertaining to the exercise of the Reserved Powers set forth in Article IX of these Bylaws. For purposes of execution and signature relating to the transfer of real property, the President shall be the duly authorized designee of the Chair of the Corporation Members who may execute such documents upon notice by the Chair of the Corporation Members to the President that the Corporation Members have approved the transfer pursuant to Article IX.2.

2. The Vice-Chair of the Corporation Members

a. The Vice-Chair of the Corporation Members shall be appointed by the Chair of the Corporation Members.

b. He shall perform those duties assigned to him by the Chair of the Corporation Members.

3. The Secretary of the Corporation Members

a. The Secretary of the Corporation Members shall be appointed by the Chair of the Corporation Members.

b. He shall keep the minutes of the meetings, when approved, as permanent records.
ARTICLE VIII
Meetings of the Corporation Members

1. An annual meeting of the Corporation Members shall be held each year at such a time as determined by the Chair of the Corporation Members for the purpose of transacting any business which may come before the meeting.

2. Other meetings of the Corporation Members may be called at any time by the Chair of the Corporation Members.

3. All regular and special meetings of the Corporation Members shall be held at Saint Anselm Abbey in Goffstown, New Hampshire, or at such other place within or outside of the State of New Hampshire as shall be fixed in the notice of the meeting.

4. Written notice stating the place, date, and hour of the meetings of the Corporation Members shall be delivered to each member either personally, by mail, or by any other method of communication at least two (2) calendar days in advance of the meeting. In the case of meetings held without previous notice, a written waiver of notice, executed before or after the meeting, shall be deemed equivalent to notice of the meeting. The notice shall include an agenda for the meeting. A copy of the notice and agenda shall be provided to the Chair of the Board of Trustees and the President of the College.

5. The Chair of the Corporation Members shall call and preside at the meetings of the Corporation Members.

6. Except as otherwise provided in these bylaws, a majority of the Corporation Members resident at Saint Anselm Abbey as defined in Article VI shall constitute a quorum for the conduct of business. Actions may be taken by a majority vote (or such other greater percentage vote as is required by these bylaws) of those Corporation Members present at a meeting at which a quorum is present.

7. The Secretary shall keep minutes of the meetings of the Corporation Members and give due and proper notice of meetings to Corporation Members. A copy of the minutes shall be provided to the Chair of the Board of Trustees and the President of the College. Any actions proposed by the Corporation Members relating to the Reserved Powers shall be communicated to the Chair of the Board of Trustees and the President of the College as soon as reasonably practical after the meeting of the Corporation Members unless otherwise specified herein.

ARTICLE IX
Reserved Powers of the Corporation Members

The following matters relating to the mission and identity of Saint Anselm College are reserved to the Corporation Members:
1. Changes to and interpretation of the fundamental mission and identity of the institution, which is a college of higher education providing a distinctive liberal arts education committed to the teachings of the Roman Catholic Church and to the principles of its Benedictine identity;

2. Authorization for purchase, sale, or long-term (one (1) year or longer) lease of any campus real property from or to a third party in excess of the amount provided in the annual budget approved by the Board of Trustees and approved at the annual meeting of the Corporation Members;

3. Approval of a campus master plan, the construction and siting of significant new campus buildings or roadways, and any substantial change to the physical environment of the campus. Any authority exercised hereunder shall be subject to the budget established for such improvement by the Board of Trustees;

4. Authority to repeal or change the Bylaws reserved to them pursuant to Article XX.2, consistent with RSA 292:6 (2020);

5. Merger or consolidation, or dissolution, of the Corporation, provided that such action shall be recommended by a two-thirds (2/3rds) vote of the Board of Trustees;

6. The election of Members of the Corporation to the Board of Trustees; and

7. When the Chair of the Corporation Members determines that a proposal or matter being considered by the Board of Trustees may fall within the Reserved Powers, the Chair of the Corporation Members shall notify the Chair of the Board of Trustees and thereafter meet with the Chair of the Board of Trustees and, if determined advisable by the Chair of the Board of Trustees, the Officers of the College identified under Article XII and/or the Chair of the Board Committee on Catholic and Benedictine Mission and Identity, to discuss the matter. If the Chair of the Corporation Members and the Chair of the Board of Trustees agree that the proposal falls within the Reserved Powers, the Chair of the Corporation Members will forward the proposal to the Corporation Members for their consideration and vote. Two-thirds majority of the Corporation Members resident at Saint Anselm Abbey as defined in Article VI shall constitute a quorum of the Corporation Members for purposes of voting pursuant to this Article IX.

If the Chair of the Corporation Members and the Chair of the Board do not agree that the proposal falls within the Reserved Powers, the following process will take place:

The Chair of the Corporation Members will meet with the Corporation Members for preliminary consideration as to whether or not the matter falls under Reserved Powers. No vote will be taken by the Corporation Members.

If, following the meeting with the Corporation Members, the Chair of the Corporation Members still believes that the proposal may fall under the Reserved Powers, he shall notify the Chair of the Board of Trustees who will notify the Board of Trustees. The Chair of the
Board of Trustees may consult with the Board Committee on Catholic and Benedictine Mission and Identity but shall convene the Board of Trustees for consideration of the matter.

The Chair of the Board will convey to the Corporation Members, in writing or in person, the results of the discussion of the Board of Trustees. Once the Corporation Members have received the results from the Chair of the Board of Trustees, if the Chair of the Corporation Members still believes the matter falls within reserved powers, he will bring the matter to the Corporation Members for a non-binding vote on the matter. If the Corporation Members determine by a two-thirds (2/3rds) non-binding vote of the Corporation Members in residence that the proposal falls under the reserved powers, the Chair of the Corporation Members shall notify the Chair of the Board of Trustees.

The Chair of the Corporation Members shall invite the Officers of the College as identified in Article XII to meet with the Corporation Members to discuss the matter. After meeting with the Officers of the College, if the Chair of the Corporation Members still determines that the matter falls within Reserved Powers, he will submit the matter to the Corporation Members for final consideration. If the Corporation Members agree by a two-thirds (2/3rds) vote of the Corporation Members in residence that the matter falls within the Reserved Powers, the Chair of the Corporation Members shall notify the Chair of the Board of Trustees who shall notify the Board of Trustees. The final decision on the proposal or matter will be made by the Corporation Members.

ARTICLE X
Authority and Responsibilities of the Board of Trustees

The Board of Trustees shall have the authority to perform and act as necessary or consistent in the exercise of its power and authority in the complete governance of the affairs not otherwise reserved to the Corporation Members as set forth in Article IX.

The authority of the Board of Trustees is exercised through its general, academic, and financial policy-making functions and its responsibility for the College's financial health and welfare. The Board of Trustees shall exercise institutional authority as set forth in these Bylaws of Saint Anselm College. It shall have the authority to oversee the affairs of the College and carry out all lawful functions that are permitted by these Bylaws. This authority, exercised in consultation with the President of the College, shall include but shall not be limited to these illustrative functions:

1. Support the College's mission and ensure that the College is fulfilling its mission and purposes.

2. The selection and termination of the President of Saint Anselm College shall be by a vote of the Board of Trustees as follows:
   a. Presidential Selection. Subject to Article XII, select and approve the President of the College, who is the College's Chief Executive Officer, and determine and approve all terms and conditions of such appointment. If an Interim President is needed, the Board
of Trustees shall determine the term of service for such Interim President and all terms
and conditions of such appointment.

b. Presidential Termination. Should the Board of Trustees, by a two-thirds (2/3rds) majority
vote, determine that the President of the College should be removed either on its own
initiative or upon the recommendations of the Trustee Overseers of Saint Anselm College
as set forth in Article XI.6., the Chair of the Board of Trustees shall notify the Chair of
the Corporation Members. Upon such notification, and after consultation with the Chair
of the Corporation Members, the Chair of the Board is authorized to immediately remove
the President of the College upon terms and conditions the Board deems appropriate.

3. Consider, review, and approve the appointment of any Vice Presidents and Institutional
Officers, and advise the President regarding the qualifications for and terms of employment
of any Vice President and Institutional Officer. Prior to reviewing and approving the
appointment of the Vice President of Academic Affairs and the Dean of the College or other
Institutional Officer overseeing academic affairs, the Board of Trustees shall receive any
comments and recommendations provided by the Faculty Senate in a manner deemed
appropriate to the search for such position. Upon considering, reviewing, and approving any
appointment, the Board of Trustees shall maintain a preference for appointing qualified
Benedictines of Saint Anselm Abbey. Any Benedictine duly appointed shall be an employee
of the College, be subject to annual performance assessments, and shall receive all
appropriate benefits and assume all such liabilities in accordance with such status.

4. Provide counsel and support to the President and annually assess his/her performance based
on goals and other criteria established by the Chair of the Board, the Board of Trustees, and
the Chair of the Corporation Members, in consultation with the President.

5. Review and approve proposed significant changes in the College’s academic programs and
other major enterprises and affiliations, including the approval of all academic majors, the
conducting of a five-year review of all majors and consider and approve whether post-
graduate degrees should be offered and conferred.

6. Review and approve all proposed revisions to the Faculty Handbook as may be proposed and
review and approve all institutional policies, including but not limited to Faculty Senate
Bylaws and those policies bearing on faculty appointment, promotion, tenure, and dismissal
as well as personnel or anti-discrimination policies for all categories of employees.
Additionally, the Board will review and approve any compensation and benefit agreements
that apply to any category of employees. Unless a recommendation is made by the President
for an earlier review, such policies shall be reviewed by the Board every five (5) years.

7. Review and approve the annual budget and tuition and fees. Through an annual audit and
other means, regularly monitor the College’s financial condition and establish policy
guidelines affecting and insuring the fiscal health of the College and all institutional assets.
As part of each annual budget, certain funds shall be set aside for the hiring of new
Benedictines of Saint Anselm Abbey who may not already be employees of the College,
provided that all new and existing positions are approved by the President of the College in accordance with Article VII.1.g.

8. Initiate, promote, and support major fund-raising efforts for the College, and authorize the College’s officers to accept gifts and bequests subject to Board policy guidelines.

9. Authorize any debt financing, the issuance of any bonds, and approve the securitization of loans.

10. Approve the major renovations of existing buildings; recommend the purchase or sale of land to the Corporation Members; recommend the construction of significant new campus buildings or roadways to the Corporation Members; purchase major equipment; and recommend any substantial change to the physical environment of the campus to the Corporation Members. As required by the Reserved Powers set forth in Article IX.2 and IX.3, the Board shall recommend to the Corporation Members the purchase or sale of real estate and shall recommend to the Corporation Members the approval of a campus master plan, the construction and siting of new campus facilities and roadways and the siting of significant new campus buildings or roadways, and any substantial change to the physical environment of the campus.

11. Approve the lease of any campus real property to a third party as recommended by the President, subject to the Reserved Powers in Article IX.2.

12. Approve such policies that contribute to the best possible environment for students to learn and develop their abilities. Unless a recommendation is made by the President for an earlier review, such policies shall be reviewed by the Board every five (5) years.

13. Review and approve such policies that protect academic freedom and contribute to the best possible environment for the faculty to teach, pursue their scholarship, and perform public service. Unless a recommendation is made by the President for an earlier review, such policies shall be reviewed by the Board every five (5) years.

14. Review and approve all honorary degrees as recommended by members of the college community and authorize the President to award all earned degrees as recommended by the faculty. The determination of honorary degree recipients may be delegated to a committee appointed by the Chair of the Board and such honorary degree recipients may thereafter be presented to the Board for review and approval.

15. Serve actively as advocates for the College in appropriate matters of public policy in consultation with the President and other responsible parties as the Board shall determine.

16. Periodically, but at least every five years, undertake assessment of the Board’s performance.

17. Perform and do all things necessary in order to fulfill the mission of the College and the responsibilities delegated by these Bylaws or otherwise required of the Board of Trustees.
18. The Board of Trustees, either through the Chair of the Board of Trustees or by his/her
delegated representative, shall provide an annual report of the Board’s stewardship for the
Members of the Corporation, which may be a written report or an oral report at a duly called
meeting of the Corporation Members.

19. Do all things necessary to foster and champion a diverse and inclusive community for
teaching, learning and working, and to ensure that the affairs of the College be administered
in a manner that promotes diversity and inclusion of all people regardless of any person’s
race, color, gender, religion, national origin, marital status, age, disability, sexual orientation,
or veteran status and consistent with the Benedictine, Catholic principles that sustain the
mission and heritage of Saint Anselm College.

20. As requested by the Chair of the Board or upon its own initiative, refer any matter authorized
under these Bylaws to the Trustee Overseers as set forth and established in Article XI,
Section 6. Upon receipt of the recommendations of the Trustee Overseers, the Board may
ratify, reject, or modify such recommendations or seek further assessment from the Trustee
Overseers or any other person. Once the Trustee Overseers complete the purpose for which
they are convened, the Board shall take final action except as provided in Article IX, in
which case the Corporation Members may take final action.

ARTICLE XI
Membership of the Board of Trustees

1. The Chair of the Corporation Members shall be an ex-officio voting member of the Board of
Trustees. The President of Saint Anselm College shall be an ex-officio non-voting member
of the Board of Trustees.

2. The Corporation Members may elect thirteen (13) people to serve on the Board of Trustees.
No more than twelve (12) members of the Board of Trustees including the Chair of the
Corporation Members shall be comprised of Corporation Members. The Corporation
Member Trustees, other than the Chair of the Corporation Members, shall be nominated and
elected solely by the Corporation Members from among their number to three-year terms
with no limit on the number of terms to which they may be elected. Neither the Corporation
Member Trustees, nor any Member-Elected Trustee pursuant to this section shall be subject
to the nomination procedure set forth at Article XI.4. Any non-Member elected by the
Corporation Members to serve on the Board of Trustees shall be limited to three consecutive
three-year terms. A non-Member Member-Elected Trustee who has served three consecutive
three-year terms on the Board may be reappointed after one year off the Board, with the
consent of the Chair of the Board and the Chair of the Corporation Members before being
considered by the Committee on Trusteeship. Before being elected by the Corporation
Members, the name of any non-Member Trustee candidate will be submitted to the
Committee on Trusteeship for its review and non-binding recommendation to the
Corporation Members. The purpose of the review is to consider and provide feedback on the
following: (1) skills, knowledge, and expertise; (2) ability to understand and discharge
fiduciary duties as Trustees; and (3) diversity. Beginning in November 2020, Member-
Elected Trustees on average will fill two out of every three vacancies as they arise until Member-Elected Trustees have reached their maximum of thirteen (13) no later than the October 2023 Board meeting.

3. No more than twenty-six (26) other persons shall serve on the Board of Trustees. Their term of office shall be for three years and may be renewed twice. A trustee who has served three consecutive three-year terms on the Board may be reappointed after one year off the Board, with the consent of the Chair of the Board and the Chair of the Corporation Members before being considered by the Committee on Trusteeship.

If there are fewer than twenty-six (26) Trustees who are not Corporation Members, a proportional number of Corporation Member Trustees will be non-voting Trustees so that the number of voting Corporation Member Trustees is no more than one-third of the total voting members of the Board of Trustees. In this instance, the Chair of the Corporation Members shall determine which of the Trustees who are Corporation Member Trustees shall have voting rights.

4. Nominations for membership shall be presented to the Board of Trustees by a committee on trusteeship designated by the Chair of the Board pursuant to Article XVI, Section 1. The names of candidates for nomination as Trustees pursuant to Section 3 of this Article XI will be submitted to the Chair of the Corporation Members for his review before they are considered by the Committee on Trusteeship. If the Chair of the Corporation Members in his sole discretion objects to a candidate for nomination at any time during the nominating process, the candidate shall not be considered by the Committee on Trusteeship, the Executive Committee, or the Board of Trustees, such objection being limited to one candidate if there are up to five seats open during the year or two candidates if there are six or more seats open during the year. All appointments to the Board of Trustees shall be made by the Chair of the Corporation Members, and from those individuals approved by the Board of Trustees. Within ten (10) days of the vote of the Board of Trustees approving such nomination, the Chair of the Corporation Members shall make such appointment. Membership shall become effective on the date the nominee accepts invitation to the Board. The nominee's first three-year term shall commence on the date of the first regularly scheduled meeting of the Board following acceptance.

5. A trustee may be removed by a majority vote of the Board.

6. Trustee Overseers of Saint Anselm College. The Trustee Overseers of the College may be created by the Chair of the Board of Trustees or by the Chair of the Corporation Members, as may be appropriate. The Chair of the Board of Trustees shall also convene the Trustee Overseers upon the recommendation of the Board of Trustees pursuant to Article XIII, Section 3. The Trustee Overseers shall include the Chair of the Corporation Members and the Chair of the Board of Trustees. The Trustee Overseers shall also include six additional Trustees: three selected by the Chair of the Corporation Members who shall select Trustees who are Members of the Corporation and three selected by the Chair of the Board who shall be non-Corporation Members. Three Members of the Corporation and three non-Member trustees shall constitute a quorum for the transaction of business at any meeting of the
Trustee Overseers. Meetings of the Trustee Overseers may be held at the call of the Chair of the Board of Trustees, the Chair of the Corporation Members, or two thirds (2/3rds) of the Trustees who are Trustee Overseers.

a. The Trustee Overseers shall only be created and convened for a specific purpose as specifically authorized hereunder and the composition of the Trustee Overseers may change as determined by agreement of the Chair of the Board of Trustees and the Chair of the Corporation Members. The Trustee Overseers are to consider and assess and make recommendations to the Board of Trustees as set forth herein. The Trustees appointed as Trustee Overseers shall serve for that purpose and as long as needed to fulfill the request of the Chair of the Corporation Members or the Chair of the Board of Trustees. The Trustee Overseers are authorized to assess and make recommendations in the following areas:

i) In the event of a vacancy for the President of the College, the Trustee Overseers shall consider any member of Saint Anselm Abbey presented by the Chair of the Corporation Members to the Chair of the Board of Trustees. If the Trustee Overseers determine by a majority vote that a Member of Saint Anselm Abbey is qualified to be President of the College, the Trustee Overseers shall receive comments from the faculty and administration in a manner determined appropriate by the Trustee Overseers and thereafter make a recommendation to the Board of Trustees for consideration.

ii) The Trustee Overseers by a vote of at least five (5) Trustee Overseers shall make a recommendation on the selection of an interim President, to the Board of Trustees.

iii) The Trustee Overseers shall meet and determine whether any reason to remove the President, with or without cause, exists. Upon a determination by a vote of at least five (5) Trustee Overseers that the President’s employment should be terminated, the Trustee Overseers shall make a recommendation to the Board of Trustees.

ARTICLE XII
Officers of the College

1. The Officers of the College shall be the Chair, Vice-Chair, Secretary, and Treasurer of the Board of Trustees, and the President of the College.

2. From those Trustees mentioned in Article XI.3 the Board shall elect biennially a Chair, Vice-Chair, a Secretary, and a Treasurer for a term of two (2) years. These officers may be re-elected without limitation during their terms on the Board. If an officer is elected with only one year remaining on a term, that officer’s term on the Board shall be extended for an additional year. The Trustee will only be eligible for one one-year extension. The Board may create such other officers or committees as it shall determine necessary in the conduct of its affairs, appoint such committees and designate officers to fill such offices, fill vacancies in any office or committee, delegate to one or more officers any of the duties of another officer
or officers, and prescribe the duties of any officer or committee. If neither the Chair nor the
Vice Chair have been appointed or are available to exercise their duties as set forth in
subsections (3) and (4) below or as otherwise conferred by these Bylaws, the President of the
College shall exercise such duties until such time as either the Chair and Vice-Chair are
appointed or available.

3. Authority and Responsibilities of the Chair of the Board. The Chair shall preside at all
meetings of the Board and Executive Committee. The Chair shall also appoint such
committees and perform such other duties as may be directed by the Board. The Chair will
serve as an ex officio voting member of all other committees of the Board and have other
duties as the Board may prescribe from time to time. The Chair of the Board may appoint
faculty or students or other persons to serve on any Committees of the Board; provided,
however, that any person appointed by the Chair of the Board who is not a Trustee shall be a
non-voting member of the Committee. The Chair of the Board shall make the determination
whether a matter falling within the scope of Article XI, Section 6 shall be reviewed by the
Trustee Overseers prior to submission to the Board of Trustees for final action. If the Chair
of the Board elects to refer a matter to the Trustee Overseers, the Chair of the Board shall
notify the Board of Trustees of such election. Alternatively, the Chair of the Board may
request the Trustees to consider the matter or make the referral to the Trustee
Overseers. Any matter so concluded by the Board of Trustees shall be reported by the Chair
of the Board to the Chair of the Corporation Members together with any and all resolutions
or recommendations passed by the Board of Trustees. The Chair of the Board shall also
review with the Chair of the Corporation Members every two (2) years the process regarding
consideration and exercise of Reserve Powers and shall provide a report to the Board of
Trustees.

4. Authority and Responsibilities of the Vice-Chair. The Vice-Chair shall perform such duties
as shall be assigned by the Board of Trustees. The Vice-Chair shall, in the case of the death,
disability or absence of the Chair, perform all the duties of the latter and be vested with
his/her powers.

5. Authority and Responsibilities of the Secretary. The Secretary shall ensure that the Board of
Trustees is acting in accordance with these Bylaws, that Bylaw amendments are promptly
published as necessary, that minutes of Board and Executive Committee meetings are
accurate and promptly distributed to all trustees, that meetings are properly scheduled and
trustees notified, and that Board policy statements and other official records are properly
maintained. The Secretary shall perform other duties as prescribed from time to time by the
Board and may be assisted in all duties by a staff member designated by the President. The
Secretary shall occupy the role of Parliamentarian of the Board.

6. Authority and Responsibilities of the Treasurer. The Treasurer shall ordinarily serve as Chair
of the Finance Committee of the Board of Trustees and otherwise serve as the key leader of
the Board on all financial management policy matters. He or she shall ensure that all
Trustees regularly receive appropriate and comprehensible financial reports from the
administration of the College that include comparisons of revenues and expenditures with
both the approved annual budget and the preceding fiscal year for the same time periods.
The Treasurer shall ensure that other financial reports, including those for special or major board-approved expenditures, college investments, and annual or special audits, are provided to all Trustees in a timely manner for review and discussion as appropriate. He or she shall work closely with the chief financial officer of the College, the Board-approved auditor, and the investment and audit committees of the Board as appropriate or necessary.

7. The President.

a. The Chair of the Corporation Members may present to the Chair of the Board of Trustees a Benedictine of Saint Anselm Abbey to serve as President. The Chair of the Board of Trustees shall either present the candidate to the Board of Trustees or convene the Trustee Overseers for review of the candidate. If the Trustee Overseers agree by a majority, the candidate shall be presented to the Board of Trustees for consideration. A qualified Benedictine of Saint Anselm Abbey, upon nomination by the Chair of the Corporation Members and presentation by the Trustee Overseers shall be given due and substantial consideration in respect of the significance of the mission. If no such candidate is presented by the Chair of the Corporation Members, recommended by the Trustee Overseers, or if the Board of Trustees does not approve the Benedictine of Saint Anselm Abbey, the President shall be selected as set forth in 7.b.

b. A committee, selected by the Chair of the Board and the Chair of the Corporation Members, shall work together to establish the process and qualifications under which a President shall be selected, and thereafter presented to and approved by the Board of Trustees and appointed by the Chair of the Corporation Members in accordance with Article VII.1.f. The Committee shall include at least two members of the faculty recommended by the faculty of the Chair of the Board and the Chair of the Corporation Members. Once the final candidate or candidates for President are determined, the Board of Trustees shall solicit and consider input provided by the faculty and the Faculty Senate representatives about those candidates in a manner appropriate to the search.

c. In the event of a Presidential vacancy and an Interim President is needed to serve, the Chair of the Board of Trustees and Chair of the Corporation Members shall meet and confer as to whether there is an internal candidate who can serve on an interim basis, which candidate shall thereafter be presented to the Board of Trustees. If the Chair of the Board of Trustees and Chair of the Corporation Members are not in agreement, the Trustee Overseers shall make a recommendation to the Board of Trustees as to whether an internal or external candidate should serve on an interim basis.

d. The President of the College shall be the Chief Executive Officer of the College and shall have the general powers and duties usually vested in the office of president of a college and a chief executive officer, including but not limited to, the signing authority for all contracts and third-party obligations of the College, upon the exercise of which, if necessary, the seal of the College may be affixed. In the exercise of his office the President reports directly to and is exclusively responsible to the Board of Trustees. The President shall have the general and active management, control and direction of the business operations, educational activities and all other affairs of the College and shall
exercise such powers and duties consistent with the mission of the College. The
President's authority includes responsibilities for all College educational and managerial
affairs, including the appointment and continuing employment of the faculty. The
President is responsible for leading the College, overseeing, and with the faculty,
developing, and implementing the academic vision. The President is responsible for
leading the College's future initiatives consistent with its mission and identity. The
President shall hire all Vice-Presidents and Institutional Officers, subject to the approval
of the Board of Trustees set forth in Article X.3.

e. In all events of hiring of Vice-Presidents or other Institutional Officers, the President
shall follow the procedures set forth in this subsection prior to conducting a search
process or proposing an internal candidate. The President shall inform the Chair of the
Corporation Members of a vacancy or any new position at this level and if the Chair of
the Corporation Members has a qualified Benedictine of Saint Anselm Abbey for such a
position, he shall propose that Benedictine to the President. If such candidate is found
satisfactory by the President for the position, which determination is within the sole
discretion of the President, he shall be proposed to the Board of Trustees for
consideration and, if approved, appointed by the President and Chair of the Corporation
Members.

f. All Vice-Presidents, Institutional Officers, members of the administration, faculty and
staff serve at the pleasure of the President; however, any Benedictine of Saint Anselm
Abbey may be removed from his position by either the Chair of the Corporation
Members or the President.

g. Subject to these Bylaws the President shall appoint qualified Benedictines of Saint
Anselm Abbey as members of the faculty, staff, and administration at all levels below
Vice President or Institutional Officers of Saint Anselm College who shall serve at the
pleasure of both the Chair of the Corporation Members and the President. Such
appointments may be made without the approval of the Board of Trustees provided the
appointment is made after approval by the President in consideration of the needs of the
College and within any budget approved by the Board of Trustees pursuant to Article
X.7. Prior to approving the appointment, the President shall find the Benedictine duly
qualified and he shall approve the position, job title, job description and compensation.
To the extent that the Chair of the Corporation Members and the President agree as to the
qualifications of Benedictine, no appointment shall be made to a faculty position without
the President consulting with and receiving input from the relevant faculty department.
The Chair of the Corporation Members and the President shall meet twice annually
regarding planning for the appointments of the Benedictines to the College faculty or
staff. The Chair of the Corporation Members acknowledges that any Benedictine duly
appointed will be an employee of the College, subject to performance reviews and the
standard employment policies, handbooks, and legal requirements of the College.

h. The President is responsible for implementing Board policies, keeping the Board and the
Members of the Corporation informed on appropriate matters, consulting with the Board
in a timely fashion on matters appropriate to its governance, policy-making and fiduciary
functions, and serving as the key spokesperson for the College. The President shall have
authority on behalf of the Trustees to perform all acts consistent with his powers and
duties. The President shall be authorized to execute all documents of the College and the
Board consistent with Board policies and the best interests of the College not otherwise
reserved to the Chair of the Corporation Members under Article VII.1.i. The President,
or the Chief Financial Officer and Vice President for Finance of the College, shall
prepare and present, upon advice of the Finance Committee of the Board of Trustees, the
annual budget for the operation of the college and present a formal report on the
condition of said college at each annual and regular meeting of the Board of Trustees.

i. Prior to recommending to the Board of Trustees any long-term (one (1) year or longer)
lease of any campus real property to an unrelated third property, the President shall
consult with the Chair of the Corporation Members. The Chair of the Corporation
Members thereafter shall notify the Corporation Members of the lease, its terms and
duration, consistent with Article IX.2.

The President serves at the pleasure of the Board of Trustees to lead the College in all
facets including as the messenger of its Catholic and Benedictine identity and nothing
herein prevents the Board of Trustees from removing the President, with or without
cause, by a two-thirds (2/3rds) vote of the Trustees on its own initiative.

j. The President serves as an ex officio non-voting member of all Board committees except
the Audit Committee.

ARTICLE XIII
Meetings of the Board

1. The Board of Trustees shall hold an annual meeting and other regular and special meetings as
determined by the Chair of the Board, the Board as set forth in XIII.4, or the President. At
annual meeting and at least two other regular meetings shall be held every year.

2. Written notice stating the place, date and hour of the annual and regular meetings of the
Board shall be delivered to each member either personally, by mail, email, or by any other
method of communication at least five (5) calendar days in advance of the meeting. In the
case of meetings held without prior notice satisfying this provision, a written waiver of
notice, executed by two-thirds majority of the Board of Trustees, before or after the meeting,
shall be deemed equivalent to notice of the meeting.

3. A majority of members of the Board of Trustees shall constitute a quorum for the transaction
of business at any meeting of the Board of Trustees. Except as otherwise provided by law or
these Bylaws, a vote of the majority of those members of the Board of Trustees present shall
be valid and sufficient to transact any business coming before the Board of Trustees.

4. Special meetings may be held at the call of the Chair of the Board, the President, or one third
of the trustees. The Chair or Secretary of the Board of Trustees or such person as designated
by the Chair or Secretary, shall send written notice via email of such special meetings to all 
analysts, along with a clear statement of purpose, at least three (3) calendar days in advance 
less two-thirds of the Trustees indicate that an earlier date is preferable. Business at such 
special meetings shall be confined to the purpose stated in the notice. In the case of special 
meetings held without prior notice satisfying this provision, a written waiver of notice, 
executed by two-thirds majority of the Board of Trustees, before or after the meeting, shall 
be deemed equivalent to notice of the meeting.

5. On matters pertaining to the areas of the College in which he works, a Corporation Member 
who is also a member of the Board of Trustees will recuse and absent himself from that 
portion of the [Board] meeting either voluntarily or by order of the Chair of the Board of 
Trustees and he will not attend or participate in the deliberations of, or vote on, those matters; 
provided any such Corporation Member Trustee may remain at the request of the Chair of the 
Board to respond to any questions from other Trustees. However, Corporation Member 
Trustees may vote on the annual budget. Any Corporation Member Trustee who is also an 
employee of the College shall recuse and absent himself from the deliberations regarding, 
and any vote pertaining to, the performance, any review, and possible termination of the 
President or any appointment or review of any Vice President or other Institutional Officer to 
whom the Member may directly or indirectly report. At all times Corporation Member 
Trustees shall be permitted to vote on matters reserved to the Corporation Members pursuant 
to Article IX that also may be before the Board of Trustees.

6. Any action required or permitted to be taken at a meeting of the Board of Trustees may be 
taken without a meeting if a consent is obtained in writing, setting forth the action so taken, 
and is signed by all trustees then in office. Such written consent may be obtained by 
faxsimile signature, or a transmittal via email of a scanned or photographed signature page. 
When such action is taken in writing, execution is permitted in counterparts. Such consent 
shall have the same force and effect as an affirmative vote at a meeting duly called. The 
signed consents, or signed copies, shall be placed in the minute book.

7. Trustees may participate in, hold and vote at a meeting by means of a live video meeting 
(e.g., Zoom, MS Teams) or a telephonic conference call or similar communications 
equipment by means of which all persons participating in the meeting can simultaneously 
hear each other during the meeting. Participation in such a meeting at the commencement 
thereof or during shall constitute presence in person at the meeting.

ARTICLE XIV
Executive Committee

1. The Executive Committee shall include the Chair of the Board, Vice Chair, Secretary, 
Treasurer, the President of the College, and the Standing and Special Committee Chairs 
established pursuant to Articles XV and XVI, all of whom shall be voting trustees, appointed 
by the Chair of the Board. The Chair of the Corporation Members shall serve as an ex officio 
voting member of the Executive Committee. If no other Corporation Member is serving on 
the Executive Committee, a Corporation Member Trustee will be appointed by the Chair of
the Board as an *ex officio* voting member. The purpose of the Executive Committee is threefold:

a. It shall have the authority to take action on matters that cannot or should not be deferred to the Board's next scheduled meeting. The Executive Committee shall oversee the work of Board committees, the College's planning process and progress on planning goals, the Board's responsibility to advise and support the President and annually assess his/her performance.

b. It shall serve as the Board's agent in helping the President to address business between regular Board meetings.

c. It shall assist the Chair of the Board and the President with their joint responsibility to help the Board function effectively and efficiently by suggesting Board meeting agenda items and by periodically assessing the quality of committee work.

2. The committee shall meet as often as necessary to conduct its business as the Chair and President determine, provided that the Executive Committee shall meet no fewer than four (4) times a year. As to any action taken on matters that cannot or should not be deferred to the Board's next scheduled meeting, the Chair shall ensure that minutes are taken and promptly distributed to all trustees. At the next scheduled meeting of the Board of Trustees the action shall be reported on and deemed ratified. A majority of voting trustee committee members shall constitute a quorum.

**ARTICLE XV**

**Board Committees**

1. The Board shall establish such standing and ad hoc committees as it deems appropriate to the discharge of its responsibilities. Each standing committee shall have a written statement of purpose and primary responsibilities as approved by the Board, and such rules of procedure or policy guidelines as it or the Board, as appropriate, approves. Each standing committee shall annually review such statements for their appropriateness and adequacy.

2. The Chair of the Board shall have the responsibility to appoint the Chairs, Vice-Chairs, and members of all Board committees including those members of the Executive Committee who do not serve *ex officio*. All committee Chairs, Vice-Chairs, and committee members shall be trustees unless otherwise set forth in these Bylaws. The Chair of the Board shall appoint at least one Corporation Member-Elected Trustee to each standing or special committee so long as there is no conflict of interest as determined by the Chair of the Board in consultation with the Chair of the Corporation Members. Only trustees may vote on any matter before any committee.

3. Each standing and Special Purpose committee shall have at least one administrative staff advisor, as designated by the President, to assist it with its work. Each committee may also consult with one or more members of the Faculty as designated by the Chair of the Board.
upon recommendation by the President. Unless the member of the Faculty is a member of
the Board of Trustees, the Faculty member shall, at the Chair of the Board’s invitation, serve
in a consulting capacity and shall not vote on any matters requiring a vote of the committee.
Each committee shall meet annually and as needed and report regularly on its work and
recommendations to the Board of Trustees. All committees shall keep minutes of their
meetings.

ARTICLE XVI
Composition, Purposes, and Responsibilities of Special Purpose Committees

1. Committee on Trusteeship

a. The Committee on Trusteeship shall have at least five members, including two
Corporation Member-Elected Trustees, one of whom shall be the Chair of the
Corporation Members and one third if there are seven or more Committee members. The
committee’s Chair, Vice-Chair, and members shall be appointed for renewable one-year
terms by the Chair of the Board. The Committee on Trusteeship shall establish its own
rules of procedure in consultation with the Chair of the Board, President of the College,
and the Board of Trustees.

b. The purpose of the committee on trusteeship is as follows:

i) Ensure that the Board’s membership and leadership consists of highly qualified
and committed individuals.

ii) Ensure that new trustees are provided with an orientation program within the first
year of their term regarding the Catholic and Benedictine mission and identity of
the College and the relationship between the Corporation Members and the Board
of Trustees, which shall be conducted by the Chair of the Members or his
designee.

iii) Periodically recommend initiatives by which the Board shall assess its
performance.

iv) Review the performance of incumbent trustees and Board officers who are
eligible for reelection.

v) Maintain a list of qualified candidates for possible nomination and consider
cultivation strategies for promising trustee candidates.

vi) Following approval by a majority of the Committee, recommend qualified
candidates for approval by the Executive Committee and then to the Board of
Trustees.
vii) Consider and recommend to the Chair of the Board whether any person should serve in an ex officio non-voting capacity on the Board of Trustees or on any Committees of the Board.

c. The committee shall meet as often as necessary to conduct its business. It shall seek the assistance of all trustees in the course of meeting its responsibilities in accordance with these Bylaws and its own rules of procedure, as adopted by the Board of Trustees. A majority of the committee's members shall constitute a quorum.

2. Academic Affairs Committee.

a. The Academic Affairs Committee shall have at least five (5) trustee members and may include other members, appointed by the Chair of the Board after consultation with the President. The Academic Affairs Committee shall establish its own rules of procedure in consultation with the Chair of the Board, President of the College, and the Board of Trustees.

b. The academic affairs committee shall:

i) Upon consultation with the President, recommend to the Board of Trustees any new academic majors and degrees.

ii) Review and recommend to the Board of Trustees promotion and tenure recommendations from the President.

iii) Perform all functions as may be set forth in the Faculty Handbook or the Rank & Tenure Bylaws.

iv) Recommend changes to the Faculty Handbook to be considered by the Faculty Senate.

v) Perform such other functions as may be recommended by the Faculty Senate or the President; provided, however, that the authority of the Academic Affairs committee shall not be expanded beyond the authority conferred herein or as may otherwise be approved by the Board of Trustees.

3. Committee on Catholic and Benedictine Mission and Identity.

a. The Catholic and Benedictine Mission and Identity Committee shall consist of at least five Trustees, of which at least one-third shall be Corporation Members who are also Trustees. The Committee may consult with other individuals from the campus community who are not Trustees, who all shall be designated by the Chair of the Board after consultation with the President and Chair of the Corporation Members. The Catholic and Benedictine Mission and Identity Committee shall establish its own rules of procedure in consultation with the Chair of the Board, President of the College, the Chair of the Corporation Members, and the Board of Trustees.
b. The Catholic and Benedictine Mission Committee shall be concerned with the preservation and enhancement of the distinctive Catholic and Benedictine educational mission of the College in all its facets. The Committee shall provide an annual report to the Board of Trustees and shall be a resource for the Board.

ARTICLE XVII
Indemnification

1. The Corporation shall indemnify and assume the defense of, to the fullest extent authorize under New Hampshire law, its trustees, officers and committee members and its former trustees, officers and committee members and their respective heirs, executors, and administrators (individually referred to as "Indemnitee" and collectively referred to as "Indemnitees"), for any and all claims, judgments and assessments and reasonable costs and expenses, including attorney's fees, incurred by or imposed upon them in connection with any legal action, lawsuit or regulatory proceedings ("Proceedings") to which they may be a party or with which they shall be threatened by reason of their being or having been trustees, officers or committee members, except in relation to matters to which it is finally adjudged in such proceeding or, in the case of a settled matter an independent evaluation determines, such individual either: (a) intentionally and knowingly breached his or her fiduciary responsibility to the College; (b) intentionally and knowingly acted in a manner which was not in good faith, or failed to act in a manner which was in good faith, or which involved intentional misconduct or a knowing violation of law or the College's bylaws; or (c) derived an improper personal benefit from the conduct in question as described in N.H. RSA 7:19.

2. To receive indemnification, the Indemnitee shall submit to the President of the College a written request, including therein or therewith such documentation and information as is reasonably available to such Indemnitee and reasonably necessary to determine such Indemnitee's entitlement to indemnification. Upon receipt by the President of a written request for indemnification, a determination with respect to an Indemnitee's request shall be made: (1) by the College's Board of Trustees by a majority vote of a quorum consisting of trustees who are not parties to such action, suit or proceeding, even though less than a quorum of the full Board; or (2) by a committee of such trustees designated by majority vote of such trustees, even though less than a quorum; or (3) if there are no such trustees, or if such trustees so direct, by independent legal counsel (selected by a majority of trustees) in a written opinion. The determination of a Indemnitee's entitlement to indemnification shall be made within a reasonable time, and in any event within no more than 60 days, after receipt by the College of a written request for indemnification, together with the supporting documentation required hereby, and such determination shall specify whether the College elects to assume the direct defense of the Indemnitee or to reimburse the Indemnitee for the Indemnitee's reasonable expenses incurred in defending the Proceeding. The burden of establishing that an Indemnitee is not entitled to be indemnified shall be on the College.

3. In assuming the defense of the Indemnitee, reasonable expenses incurred in defending a Proceeding shall be paid by the College in such Proceeding within 30 days after receipt by the College of a statement requesting payment of such expenses as submitted by the
Indemnitee from time to time. Each such statement shall evidence the expenses incurred by
the Indemnitee through the submission date and shall include an undertaking by or on behalf
of the Indemnitee to repay such expenses if it shall ultimately be determined, by final judicial
decision from which there is no further right to appeal, that the Indemnitee is not entitled to
be indemnified by the College as authorized by the College’s bylaws and these resolutions.
The burden of establishing that an Indemnitee is not entitled to payment of expenses shall be
on the College. Any such payment shall not be deemed to be a loan or extension or
arrangement of credit by or on behalf of the College;

4. The College shall purchase and continue in full force and effect an insurance policy
providing Trustees and Officers liability insurance to which the Indemnitees shall be named
insureds. The Board shall adopt such policies and procedures to implement this Article
XVII, including, but not limited to, establishing Trustees and Officers liability insurance
policy limits.

5. The College’s obligation, if any, to indemnify or pay expenses to any Indemnitee under the
Bylaws or any resolution adopted by the Board of Trustees shall be reduced to the extent
such Indemnitee has otherwise received payment (under any insurance policy, indemnity
clause, bylaw, agreement, vote or otherwise).

6. The foregoing right of indemnification shall not be deemed exclusive of any other rights to
which any trustee, officer or committee member may otherwise be entitled as a matter of law
or contract.

7. The right to be indemnified and defended by the College hereunder shall be defined as
broadly as possible.

ARTICLE XVIII
Conflict of Interest

No trustee of the Board shall receive, directly or indirectly, any salary, compensation, or
emolument from the College in any capacity, except for Member trustees who are employees of
the College, or unless authorized by the concurring vote of a majority (unless a greater
percentage vote is required by New Hampshire law) of all trustees then in office. All contracts
with the College or compensation paid to any trustee shall be done in accordance with Board’s
Conflict of Interest Policy and in compliance with New Hampshire law.

Article XIX
Miscellaneous

1. Books and Records

Saint Anselm College shall maintain books and records of account and minutes of the
proceedings of its Board of Trustees and committees having any of the authority of the Board of
Trustees, executed consents evidencing all actions taken by the Board of Trustees without a
meeting, and waivers of notice of all meetings of the Board of Trustees and its committees. In
addition, Saint Anselm College shall keep copies of all records required to be kept under New
Hampshire law.

2. Fiscal Year

The Board of Trustees is authorized to fix the fiscal year of Saint Anselm College and to change
the year from time to time as it deems appropriate.

3. Tax Exempt Status

The affairs of Saint Anselm College shall at all times be conducted in such a manner as to assure
the College's status as an organization qualifying for exemption from tax pursuant to Section
501(c)(3).

4. Dissolution

Upon the dissolution or other termination of existence of Saint Anselm College, the assets of the
College shall be distributed to Saint Anselm Abbey, a New Hampshire 501(c)(3) corporation or,
if it is not in existence, or if it declines acceptance, to one or more other organizations qualified
as a tax exempt organization pursuant to Section 501(c)(3), as determined by the Board of
Trustees at the time. Nothing herein, however, shall permit the distribution of assets that is
otherwise not authorized by or in accordance with the laws of the State of New Hampshire.

5. Internal Revenue Code

All references in these Bylaws to sections of the Internal Revenue Code shall be considered
references to the Internal Revenue Code of 1986, as from time to time amended, and to the
corresponding provisions of any applicable future United States Internal Revenue Law.

6. Definitions

For purposes of these Bylaws, these definitions shall apply:

“Institutional Officers” shall mean Vice Presidents (including but not limited to any vice
president, senior vice president or executive vice president), Provosts and Deans.

“Major renovation” as used in Article X.10, shall mean any improvement to a building, structure
or facility that changes the existing use of such building, structure or facility or constitutes a
repair, modification or upgrade that has not otherwise been approved by the Board in the annual
budget.

“Major equipment” as used in Article X.10, shall mean the purchase, lease or installation of any
equipment or technology that has not been approved by the Board in the annual budget.
“Review and approve” shall mean to assess the recommended action, analyze, and deliberate as to the outcome and arrive at a conclusion, which may or may not be consistent with the recommendation offered. The deliberation process may also entail seeking further consultation or information from the individual(s) making the recommendation and/or feedback from other affected stakeholders, as may be determined in the sole discretion of the decision maker.

“Significant new campus buildings” as used in Article IX.3 and Article X.10 shall mean any new, permanent building, structure or facility that has not been previously approved as part of the campus master plan.

7. These Bylaws shall take precedence over all other institutional documents and policy statements. To the extent any document and policy statement approved by the Board of Trustees (including but not limited to the Faculty Handbook) or any action taken by any Committee established by the Board of Trustees hereunder conflicts with or is inconsistent with these Bylaws or an ambiguity is otherwise created, these Bylaws shall take precedence and shall control the governance of Saint Anselm College.

Article XX
Review and Amendment of Bylaws

1. These Bylaws shall be reviewed periodically by the Chair of the Board of Trustees with the Executive Committee. The Chair of the Board of Trustees and Executive Committee shall recommend proposed changes and amendments to the Board of Trustees for their consideration.

2. The Board of Trustees may alter, amend or repeal the bylaws or adopt new bylaws subject to the power of the Corporation Members to repeal or change by a two-thirds (2/3rds) vote of those Corporation Members in residence at Saint Anselm Abbey, consistent with RSA 292:6 (2020).

3. These Bylaws will be reviewed by the Corporation Members and the Board of Trustees every five years from the adoption of any restated and amended Bylaws.

Article XXI
Non-Discrimination

Consistent with the Benedictine, Catholic principles that sustain the mission and heritage of Saint Anselm College, no one acting on behalf of the College or in administering the affairs of the College, shall discriminate against any student, faculty, staff, vendor, or contractor on the basis of the individual's race, color, gender, religion, national origin, marital status, age, disability, sexual orientation, or veteran status.

<End>