

have and exercise all power and authority conferred and vested in the entire Board and discharge such other duties as may from time to time be imposed upon it by the Executive Committee. The term of office of members of the Executive Committee shall be for five years or until their successor or successors shall be appointed and qualified. The Executive Committee shall be vested with the exclusive power of nominating members of the Board of Trustees, Co-operating Board, and the Executive Committee, and list of the members so nominated shall be prepared and filed with the secretary not less than ten (10) days before the annual meeting at which the same are to be elected and be subject to inspection by any member of the Board.

SEC. 3. The Executive Committee shall meet as often as shall in their sound discretion be necessary for the proper discharge of their duties and transaction of the business of the corporation and the University, and a meeting of said Committee may be convened at any time on notice by the Chairman of the Board or by notice signed by three members thereof, designating the time and place of such meeting.

ARTICLE IV.—*Dissolution of Corporation and Liquidation of University*

SECTION 1. In the event the time should ever come when the Board of Trustees cannot find a President with sufficient courage to put in force the positions outlined in the Preamble or the by-laws or the rules and regulations herein set forth or cannot find an adequate number of employees with enough divine grace in their hearts to work under such a system, the Executive Committee shall be authorized to close the school and dispose of the property and take some money, either out of the reserves that have been accumulated or out of the sale of property, and in a reasonable way reward any members of the University faculty or staff who have been faithful and co-operative and use the balance of the money for the direct spread of the Gospel with the emphasis which Bob Jones University has up to that time given to the Gospel.

SEC. 2. The Executive Committee is charged with the duty of enforcing the above provision. A majority of the Executive Committee shall have the power to call a meeting of the full Board, when in their judgment it appears that the University can no longer be operated in accordance with the principles set forth herein. Upon the meeting of the Board of Trustees in pursuance of this notice, the Board is mandatorily directed to carry out the above provisions for the dissolution of the corporation and the liquidation of the University.

ARTICLE V.—*Vacancies*

If at any time between annual meetings of the Board of Trustees, a vacancy shall exist upon the Executive Committee by resignation, death, or otherwise, then the Executive Committee is authorized and empowered to elect some suitable person or persons to fill the vacancy or vacancies.

ARTICLE VI.—*Quorums*

A quorum of the Board of Trustees shall be a majority of the members present at any regular meeting or special meeting called in pursuance of the by-laws, provided four of the Executive Committee are also present. A quorum of the Executive Committee for all of its meetings shall be four.

ARTICLE VII.—*Amendments or Repeals*

These by-laws, rules, and regulations may be modified, amended, or repealed by a three-fourths (3/4) vote of the Board of Trustees in attendance and also five-sevenths (5/7) of the Executive Committee at any annual meeting or any special meeting called for the purpose of making revisions, amendments, or repeals. Notice of the special meeting shall designate the revision, amendment, or repeal that shall be discussed.

*Rules and Regulations*

1. It shall be the duty of the Administration to make plain to all applicants for positions the administrative policies of the University and to make plain to said applicants that the University stands for internal harmony, and while friendly to constructive criticism, it will not tolerate destructive criticism. Every employee is to be told that if at any time he or she has any cause for complaint he or she may come to the President or some other proper executive and make his or her complaint, but no complaint is to be made to anyone with whom he or she associates in this institution or anyone away from the institution, and as long as one is employed by the institution, such employee must not criticize the administrative policy of the institution except to the President or the proper executive.

2. If after presenting a complaint and after the matter has been discussed and the administrator or administrators have made a decision, if the decision is not satisfactory, the employee must be loyal to the administrators and to the policies of the administration if he remains as an employee of the institution. If he cannot remain in the institution and be loyal to the administrators and the administrative policy, then his relationship with