



# BOARD RECOMMENDATION

## Northeast Region Board Meeting – April 14, 2014

**DATE:** April 1, 2014 - Revised April 11, 2014  
**TO:** Northeast Region Board of Directors  
**FROM:** Nominating Committee, Cliff Marvin, Chair  
**SUBJECT:** Recommendation to modify by-laws qualification requirements for election of Region Officers

### Part I Recommendation:

The By-Laws shall be modified to remove the restrictive requirements for qualifications of Region Officers to enable a larger pool of qualified candidates to be considered for nomination.

#### CURRENT TEXT

##### Section 3 Qualification for Office

- a. All members nominated to serve as an Officer must have had prior experience at the Region Level as a member of the Region Board or as a Region Committee Chair during the previous 5-year period.
- b. All members nominated to serve as an Institute Director must have been a CSI Member for at least 4 years and served in a leadership position at a Chapter or at the Region.

#### PROPOSED TEXT

##### Section 3 Qualification for Office

- a. All members nominated to serve as an Officer must have been a CSI Member for at least 2 years and served in a leadership position at a Chapter or at the Region.
- b. All members nominated to serve as an Institute Director must have been a CSI Member for at least 4 years and served in a leadership position at a Chapter or at the Region.

### Part II Documentation of the Recommendation

#### A. Problem

1. The Region has had a problem in identifying sufficient candidates to serve in the officer positions.
2. Otherwise qualified candidates, such as our incoming Institute Director, are ineligible for consideration for Region Office due to the restrictions.
3. The Nominating Committee, having experienced the difficulty created by the restrictions first hand, moved and approved making this recommendation to the board at its meeting on March 10, 2014.

## **B. Factors bearing on the problem**

### **1. Facts:**

- a. In 2011, there was only one candidate for Region President and one candidate for Region Secretary.
- b. In 2012, there was only one candidate for Region Treasurer and two candidates for Vice President.
- c. In 2013, there were two candidates for Region President and one candidate for Region Secretary.
- d. In 2014, the committee has nominated one candidate for Region Vice President and one candidate for Region Treasurer.
- e. Region Officer candidacy is restricted to those who have recently served on the region board or as committee chairs. There were 51 members meeting this criteria. Of these, 4 are current officers, 8 are former officers, and 6 are no longer members of the Region. Thus only 3 percent of the region may be considered eligible.
- f. Members who have served the region more than five years ago or who have served their chapters for years but not previously taken a region title are ineligible. Our incoming Institute Director fits this description.

### **2. Assumptions**

- a. Having a larger pool of members eligible to serve increases the potential for more candidates. If it does not, it will not reduce the number so there is no downside.

### **3. Related Goal**

- a. The out of date strategic plan approved in 1999 had two goals. Of those, the following best applies: *Will provide, to the chapters, value exceeding member expectations and demands*

### **4. Costs**

- a. Committee correspondence and discussion should be able to be handled via electronic means at minimal cost.

## **C. Discussion**

1. When the current by-laws were written, there was an assumption that the pool of candidates would include directors who served single two year terms only and did not regularly succeed themselves. In a five year period there would be 3 different directors having served from each chapter thereby 45 different potential candidates.
2. There was an assumption that committee chairman positions were staffed, with 2 co-chairs per committee serving staggered two year appointments and approximately 15 or more active standing committees and task teams. In a five year period this would add another 40 to 50 potential candidates.
3. Continual rotation of directors from Chapters has not occurred as board members often succeed themselves, reducing the number of potential candidates.
4. Many committees chairs have not been staffed and those that are have not been rotated and have been filled by board members thereby no potential candidates evolve from those positions.
5. The restrictions are in place to reduce the possibility of an unqualified person being elected to office. The Region should trust its nominating committee to properly vet potential candidates and trust its board to elect the best candidate.
6. The recommended by-laws changes bring the requirements in line with those of Institute office.

**D. Alternatives**

1. Do nothing, hope somehow the situation improves itself.
2. Revise the by-laws to remove restrictions to candidacy.

**E. Conclusion**

1. The region would benefit by increasing the number of qualified candidates for its offices. Changing the by-laws to remove restrictions that are greater than those for Institute Office is a reasonable means to proceed.

**END OF RECOMMENDATION**

Cc: Region Secretary