

Proposed By-laws Amendment on Committee Membership Terms

Article V, Committees, Section 7: Term of Service and Duties of Officers and Members

COMMENTARY:

The purpose of this revision is to extend the period committee members may serve. On some committees, it can take several years to become knowledgeable enough about the committee's work to comfortably take on leadership positions. Under the current term limits, potential committee Chair and/or members in project leadership roles are term limited off before they are able to serve in such roles.

These term limits were initially established to ensure a constant infusion of fresh ideas and leadership, which can be accomplished better through adding an additional limit on service as a committee chair. Chairs are appointed to one year terms by the AEU Board President (subsection b), and the proposed amendment limits the number of consecutive terms as chair to three (sub-section d).

This document contains three (3) versions of the proposal based on substantive revisions that were suggested during the Delegate discussion sessions, which will be voted on using ranked choice voting. The differences in each version are explained below. (Non-substantive revisions from the original published version are also included.)

CURRENTLY:

a.) All chairs of all standing committees shall be vacated upon the election of an AEU President.

b.) The President shall appoint all standing committee and task force chairs. Committee and task force chairs, with the advice of the President, shall appoint members to their respective groups.

c.) No person shall continue as a member of a standing committee for more than six (6) consecutive years. However, under exigent circumstances, the Board of Directors may waive this term limit.

d.) The President shall have the authority to remove any committee chair or member for or without cause. Except as required by these Bylaws or the Board of Directors, the chairs, vice-chairs, immediate past chairs, and members of all standing committees, special committees, and task forces serve at the pleasure of the President.

e.) It shall be the duty of the chair to call and preside at meetings, fix and publish the agenda, and see that minutes are taken and distributed. The chair shall mentor the

vice-chair to insure an orderly transition of leadership. If the chair is absent or the position is vacant, the vice-chair shall assume the role of the chair. The immediate past chair shall be available to consult with and support the chair and supply the institutional memory necessary for successful functioning. All officers and members shall be responsible for accomplishing the committee charge and the recruiting of new members for appointment by the President.

ORIGINAL PROPOSED REVISION (*changes are indicated in RED*):

a.) All chairs of all standing committees shall be vacated upon the election of an AEU President.

b.) The President shall appoint all standing committee and task force chairs. Committee and task force chairs, with the advice of the President, shall appoint members to their respective groups.

c.) No person shall continue as a member of a standing committee for more than ~~six (6)~~ **ten (10)** consecutive years. **(Staff members and NLC appointed representatives who serve as committee members are exempt from these term limits).**

d.) A person may serve no more than three (3) consecutive one-year terms as chair of a standing committee (staff members who serve as committee chairs are exempt from these term limits). After a period of no less than three (3) years, such person is again eligible to serve as chair of that committee. In addition, such person may continue to serve on the committee as a member unless they have exhausted their ten (10) year term limit. Under exigent circumstances, the Board of Directors may waive this term limit.

e.) The President shall have the authority, **with the approval of the Board**, to remove any committee chair or ~~member~~ for or without cause.

f.) It shall be the duty of the chair to call and preside at meetings, fix and publish the agenda, see that minutes are taken and distributed, and mentor leadership within the Committee. ~~The chair shall mentor the vice chair to insure an orderly transition of leadership. If the chair is absent or the position is vacant, the vice chair shall assume the role of the chair.~~ The immediate past chair shall be available to consult with and support the chair and supply the institutional memory necessary for successful functioning. All officers and members shall be responsible for accomplishing the committee charge. ~~and the recruiting of new members for appointment by the President.~~

VERSION 2 (*original changes indicated in RED; additional revisions indicated in PURPLE*):

Summary: Subsection a. is revised to clarify that, while Chairs are appointed by the President, the timing of their appointment may not coincide directly with the President's election at the Assembly. In this case, current Chairs continue their service until a replacement is appointed. This is consistent with current practice.

a.) ~~All chairs of all standing committees shall be vacated upon the election of an AEU President. Following the annual Assembly, Committee Chairs shall serve until a new Chair is appointed by the newly elected President.~~ **In principle, committee chairs are vacated upon the election of an AEU President. However, in practice, current chairs continue in their positions until the President is able to review them and either reappoint them or appoint new individuals to those positions.**

b.) The President shall appoint all standing committee and task force chairs. Committee and task force chairs, with the advice of the President, shall appoint members to their respective groups.

c.) No person shall continue as a member of a standing committee for more than ~~six (6)~~ **ten (10)** consecutive years. **(Staff members and NLC appointed representatives who serve as committee members are exempt from these term limits).**

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VERSION 3 (previous changes indicated in RED and PURPLE; further changes in GREEN):

Summary: Language “without cause” is removed from Subsection e. This change requires that the cause for the removal of a member must be disclosed but, in practice, may restrict the ability to remove problematic members. N.B. the disclosure of a reason for removal to the member being removed is also included in a non-Bylaws policy currently under development by the Policy Committee.

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