

Proposal to Amend Society of Women Engineers Bylaws

Proposal #	Description	Article	Section	Proposed by
S-2202	<p>Amend Article IX – Committees to update Nominating Committee membership eligibility</p> <p><i>Modifies eligibility requirements in Article IX Section 4, E.</i></p>	IX	4	Stephanie Foege, Vickie Glancy-Cannon, Kerrie Greenfelder, Gina Janke, Bianca McCartt, Linda Thomas

<u>Current Language:</u>	<u>Proposed Changes:</u>	<u>If Adopted:</u>
<p><u>ARTICLE IX – Committees</u> Section 4. Nominating Committee.</p> <p>E. In order to be eligible to serve on the nominating committee, a member must have had recent experience on a Society level, such as service on the board of directors, as a member of the senate, or as a Society committee chair. Members of the nominating committee may not become candidates for elected positions other than nominating committee chair-elect during their tenure of service on the nominating committee.</p>	<p><u>ARTICLE IX – Committees</u> Section 4. Nominating Committee.</p> <p>E. In order to be eligible to serve on the nominating committee, a member must have at least three years of experience in the aggregate in any position at any level of the Society. had recent experience on a Society level, such as service on the board of directors, as a member of the senate, or as a Society committee chair. Members of the nominating committee may not become candidates for elected positions other than nominating committee chair-elect during their tenure of service on the nominating committee.</p>	<p><u>ARTICLE IX – Committees</u> Section 4. Nominating Committee.</p> <p>E. In order to be eligible to serve on the nominating committee, a member must have at least three years of experience in the aggregate in any position at any level of the Society. Members of the nominating committee may not become candidates for elected positions other than nominating committee chair-elect during their tenure of service on the nominating committee.</p>

<p><u>Conforming Amendment:</u> None</p>

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Rationale:

The Society has moved to a competency-based skills model to determine eligibility for Society level leadership positions, but Nominating Committee members should have a minimum level of Society experience.

Pros:

Benefits of adoption of the proposed amendment include:

- Transitions to a competency basis while still including SWE leadership experience as a selection criteria for Nominating Committee members.
- Allows for flexibility in changing other membership eligibility requirements with a charter review/update and only Board of Directors approval, while maintaining a higher standard for knowledge of SWE.
- Expands the leadership pipeline and allows for different perspectives on the Nominating Committee, including people from other leadership pipelines such as: affinity groups, Society non-standing committees, trustees, local section leadership, and region leadership. The experience can include years spent in collegiate leadership.
- Maintains a level of knowledge of the Nominating Committee members by expecting them to already have held positions of leadership in SWE so they have a basic understanding of what leadership of SWE encompasses.
- The Nominating Committee is vital to the function of the Society and influences the direction and strategy on behalf of all the members. As such, the requirements to be a committee member should be as transparent as possible to Society membership, should not be easy to change, and should be subject to debate by a larger representation of the Society membership.

Cons:

The following items have been identified as potential risks and/or topics that will require education or action in the implementation plan:

- Allows for individuals without Society level experience and who may not have a deeper understanding the Society's needs or leadership roles/responsibilities but who still have experience with SWE processes and procedures to vet and slate SWE's

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highest level leaders.

- Shifts the authority to approve restriction or expansion of membership eligibility requirements to serve on the Nominating Committee to the Board of Directors, while maintaining a higher standard for knowledge of SWE.
- Could divert energy and effort of the Nominating Committee away from an already intense and accelerated process in order to inform, train, and educate members, who are unfamiliar with Society operations.
- Members will need to review additional SWE governing documents, beyond the bylaws, to understand the eligibility and other election requirements.

Action Items:

Society Secretary to communicate to Board of Directors regarding the implications and follow-up actions, specifically the review and update of committee charter and other governing documents, as applicable. Additional criteria or guidelines for member selection may be beneficial to be included in the election manual.