Proposal for By Laws changes

Justification:

Since we changed from a 2-year cycle for officers to a 1-year President Elect-president-Past President rotation, we have lost the opportunity to learn from our service in a way that allows us to learn from our time in office. As soon as someone cycles through one year as President, there is no opportunity to learn and make improvements because the President immediately rotates to Past President. A second year as President would allow for learning the first time through and an opportunity to make improvements the second time through the year cycle.

This has created an atmosphere of frenetic activity without allowing a second year to relax into “knowing the ropes”.

While a 2-year cycle results in President Elect-President-Past President being a 6-year rotation, it still allows more time for “learning the ropes” and making improvements based on experience.

Secondly, this change would bring us back into synch with AER International which has elections every evenly-numbered year.

Possible methods for creating a 2-year cycle for President:

Option 1:

Return to the model using President Elect, President, Past President rotation which involves a 6-year term of service.

Option 2:

Establish President Position with 2-year term

Establish First Vice President and Second Vice President. These two officers could be assigned duties previously managed by President Elect and Past President.

Recommend President be held by someone who has already completed at least one term in any other Board position.

Process:

Option 1:

Return to previous by-laws arrangement—Elections every 2 years which would include President Elect (2-years rotates to President and then to Past President), Secretary (2-year term), Treasurer (2-year term), and 3 Directors (4-year term). President Elect rotates after two years to President then to Past President after another 2 years.

Probably could be copied from previous Bylaws

Option 2 Process:

Elections occur every 2 years.

All officer positions are 2-year terms. (President, First Vice President, Second Vice President, Secretary, and Treasurer)

Directors serve 4-year term.

Pros and Cons for Option 1:

1--There has been benefit to MAER when we repeat the year’s sequence of preparing a conference and other duties. It gives members of the Board an opportunity to learn what’s expected and go through the sequence a second time.

2--By electing members of the Board every two instead of every one year, we are not constantly training new members of the Board. This would provide much more continuity.

3--This cycle would bring us back into alignment with AER International elections.

4--It can be difficult to convince people to commit to a 4-year term as Director.

5--It can be difficult to convince someone to volunteer to serve for 6 years—it just seems like a really long time even though everyone in the past has said it went by really quickly.

Pros and Cons for Option 2

See items above.

In addition, this choice would eliminate the issue of a 6-year commitment.

It is possible to elect someone as President who has no prior with MAER Board activities. It is important to have a President who knows how the Board works prior to serving in this position.

While unlikely, there is the potential to have an election result in a completely new set of officers at the same time leaving 3 Directors as the only members of the Board with any Board experience.

Steps necessary to accomplish the change for Option 1

Bylaws will need to be updated.

We can take the section from our previous bylaws that had this method for Officers and Directors for the Board.

Framework for transition needs to be created.

Steps necessary to accomplish Option 2

We need to determine which positions will be responsible for what duties e.g. Currently Past President serves as chair of nominations committee. Do we want this to be assigned through bylaws or as President Assignment?

Framework for transition will need to be created.

We can eliminate concern about President being elected with no Board experience by requiring some period of time such as minimum two years of previous experience on the Board in the qualifications portion of the bylaws.