



# Governance Review Task Force

Final Report and Recommendations

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## Timeline

- 2015: DA authorizes review of governance structure
- 2016: DA authorizes continuation of work
- 2017: Governance Review Task Force completes work, makes recommendations



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# Task Force Membership

True cross-section of members from

- Large, medium, and small locals
- All six governance districts
- All age groups
- NSEA-R
- SEAN
- EMAC
- Higher Ed



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# Task Force Goals

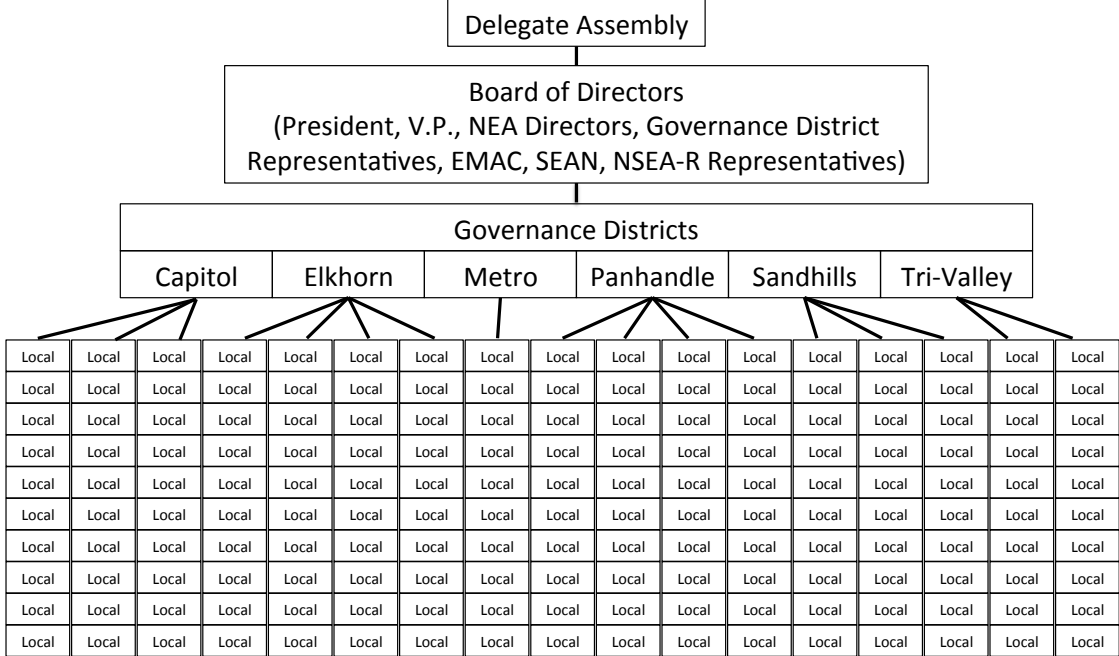
Develop a governance structure that will

- Actively engage more members
- Maximize efficient use of dues dollars
- Create greater organizational flexibility
- Address concerns about BOD voting rights
- Align more closely with NSEA Strategic Plan
- Increase capacity to meet members' needs



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# Current Structure



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# Difficulties with Current Structure

- Districts have become redundant, irrelevant
- Apathy/leadership vacuum in District governance
- Size/expense of Board of Directors (31 members)
- Friction over voting/non-voting Board members



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# Proposals

- Restructuring of Governance Districts
- Restructuring of Board of Directors



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## Restructuring Governance Districts

- Replace 6 Districts with 16 Governance Areas  
(goal: align as much as possible with 16 OS/UniServ areas)
- One BOD member per Governance Area
- No officers
- BOD member & OS collaborate, organize members on as-needed basis



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# Restructuring Board of Directors

- One member per Governance Area 16
- President, VP, NEA Directors 4
- EMAC, SEAN, NSEA-R, Higher Ed, and ESP + 5
- Total BOD Members 

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- All members have full voting rights



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# Benefits of Proposals

- As-needed committees
  - ability to engage more members
  - organizing tailored to needs of locals, members
  - greater flexibility to respond to changing conditions
- Smaller BOD
  - less costly
  - allows reallocation of funds to Association action
  - more efficient use of dues dollars
- Streamlined organization
  - closer collaboration between OS and members
  - more focused on strategic plan, organizing, initiatives



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# Implementation Timeline

- Winter/Spring 2017: Share proposed changes
- April 2017: Delegate Assembly votes on changes

If changes approved by DA . . .

- Spring 2018: BOD elections via new Governance Areas  
(5 = 1-year terms, 5 = 2-year terms, 6 = 3-year terms)
- August 2018: Districts expire, existing BOD seats vacated
- Fall '17-Spring '19 Transition Team/Time
- Fall 2020 Transition complete



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# At Delegate Assembly This Year

Delegates vote on

- Bylaws changes
- NBI authorizing Transition Committee



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## Third Area of Discussion: Delegate Assembly

- Gathered input from previous attendees via survey
- 300 sent, 141 responses
- Four questions
  - What influenced your decision to attend DA?
  - What days do you prefer DA be held?
  - What issues or concerns prohibit attendance?
  - Would you attend breakout sessions? Topics?



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## Delegate Assembly Survey Results

- Attended because they wanted to impact change
- Preference for usual Friday evening/Saturday format
- Concerns/issues limiting attendance
  - Time, Distance, Weather, Upfront expense
- Breakout topics:
  - Engaging students, Time management
  - Social justice, Legislative issues, Political action
  - Member engagement, How to increase membership
  - DA 101, NSEA budget, bylaws, resolutions



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## Suggestions for Delegate Assembly

- Send postcards to all members urging participation
- Create video explaining purpose, importance of DA
- Assign mentors for first-time delegates
- Conduct brief orientation session for first-timers

