

New Board of Directors Model Fact Sheet

Based on approval by the Board of Directors on March 7, 2018, the following recommendations regarding the eligibility, selection process, size and composition of the board are being implemented. For more information, read the article from the March 15, 2018 article in [Special Education Today](#).

Board Member Eligibility

Board members will be drawn from the pool of candidates that have been recruited, vetted and recommended by the Leadership Development Committee (LDC) based on the established Knowledge, Skills and Abilities (KSAs). The LDC will use a rigorous, transparent and objective assessment process to evaluate volunteer applicants for a variety of positions (committees, workgroups and the board).

Board Selection Process

Board members (not officers) will continue to be elected by the membership from the slate of candidates provided by the LDC. Current sitting board members will complete their terms and are eligible for consideration by the LDC for a second term.

Officer Selection Process

The President Elect and Treasurer will be appointed by the board from a slate of at least two candidates per open position presented by the LDC. Terms for the presidential line and Treasurer have not changed. Details on terms and eligibility follow.

President-Elect/President/Past-President: The President-Elect will be either an existing board member and have served as a member of the board for a minimum of two years or will have been on the board within the past five years. The President Elect will be elected by simple majority of the board from two applicants that have been recommended by LDC. The terms for each of these officers will be one year. The President Elect will serve for one year before assuming the role of President. The President will also serve one year before moving to the position of Immediate Past President.

Treasurer: The Treasurer will be either an existing board member and have served as a member of the board for a minimum of two years or will have been on the board within the past five years. The Treasurer will be elected by simple majority of the board from two applicants that have been recommended by LDC. The Treasurer will serve a three-year term with two consecutive terms maximum. The position of Treasurer has always been board-appointed.

Board Size and Composition

The size of the board will be reduced over a period of three years and will, ultimately, consist of no fewer than 12 members and no more than 15. The board has the authority to determine annually the number of members necessary to fulfill the mission of the organization based on the gap analysis performed by the LDC.

The board may also select and appoint at least one but not more than three voting Thought Leaders to serve on the board each year, as needed, and are included in the total number above. A Thought Leader is an individual who is not a member of CEC and may be outside of the field of special education, education, or disabilities. These individuals will bring in-depth knowledge and expertise in one or more areas that represent a pressing need of the board. Thought leaders are not eligible to become officers.

Terms for Board Members

There was no change made to Board terms, which are for three years (staggered), with two consecutive terms maximum.

Expanded Definition of Diversity

CEC and the board recognize that competent, diverse and inclusive leadership reduces the number of organizational blind spots that may negatively impact its ability to make the best decisions and plans for the organization and that board diversity is very important when it comes to:

- understanding the changing environment from a broader perspective
- developing creative solutions to new problems
- understanding the client populations served by the organization
- monitoring and strengthening programs and services
- attracting top board talent

The revised definition of diversity, developed with input from CEC's Diversity Committee, incorporates CEC's current efforts to be inclusive beyond the traditional geographic or racial/ethnic definitions. In addition, member feedback reflected that specific racial and ethnic groups found that, while the designated positions provided some representation, in an unintended consequence they also limited participation by giving the impression that once a designated slot was filled that a potential candidate could not run for office.

Diversity includes: race, ethnicity, culture, language, age, (dis)abilities, family status/composition, gender identity and expression, sexual orientation, socioeconomic status, religious and spiritual values, geographic location, and country of origin.