

Proposal to Amend Society of Women Engineers Bylaws

Proposal #	Description	Article	Section	Proposed by
S-2111	<p>Amend Article IX – Committees to update Nominating Committee membership eligibility</p> <p><i>Remove some eligibility requirements from Article IX Section 4, E.</i></p>	IX	4	<i>Kristine Barnes, Stephanie Loete, Alison Bergmann, Lisa Rimpf, Heather Wiest</i>

<u>Current Language:</u>	<u>Proposed Changes:</u>	<u>If Adopted:</u>
<p><u>ARTICLE IX – Committees</u> <u>Section 4. Nominating Committee.</u></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> <u>Section 4. Nominating Committee.</u></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> <u>Section 4. Nominating Committee.</u></p> <p>E. 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>

Conforming Amendment:
None

Rationale:
The Society has moved to a competency-based skills model to determine eligibility for Society level leadership positions.

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Pros:

Benefits of adoption of the proposed amendment include:

- Transitions to a competency basis instead of a SWE experience basis for the selection of Nominating Committee members, which is consistent with other Society level leadership positions.
- Allows for flexibility in changing membership eligibility requirements with a charter review/update and only Board of Directors approval.
- Expands the leadership pipeline and allows for different perspectives on the Nominating Committee, including folks from other organizations that have the needed competencies but may not have Society level experience in SWE.

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 deep understanding the Society's needs or leadership roles/responsibilities to vet and slate SWE's 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 only.
- Could divert energy and effort of the Nominating Committee away from an already intense and accelerated process in order to inform, train, and education 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.

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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.