

Nominating Committee Bi-Law Changes
Cover Letter
2021 Convention

Background:

- OD (Organizational Design) Committee was commissioned in 2015 by the three Organization President's at the time - Grand Council, Foundation and Properties
- The mission was to analyze disconnects within Phi Sigma Kappa and look for ways to bring the three groups closer together
- Over the last 5-6 years, the OD committee has accomplished a number of things including, but not limited to:
 - A refocus that all organizations are designed to provide support to the Grand Chapter of Phi Sigma Kappa
 - All job descriptions for all staff roles changed from task-based to competency-based descriptions
 - Formalized communication plan that breaks key messaging of any issue down by stakeholder group, timing, frequency and the level of detail for that messaging
 - The development of key "skills, competencies and expectations" of PSK Board members - that also includes annual Board Member training
 - Website redesign
 - An annual checklist that the committee reviews each fiscal year to ensure the "OD Metrics for Success" have been achieved
- Specific to the development of key "skills, competencies and expectations":
 - During each convention, the Nominating Committee is responsible for developing the slate of candidates for open Grand Council roles
 - The concept of the OD work is to identify the competency needs of the Council to fill any open roles - for example, does the council need someone with a financial background, a legal background, an academic background, strategic planning skills, etc. - all to compliment the competencies of the Council members already serving
 - Note - these skills extend to the Foundation and Properties Boards as well, and they are using this process to fill their open needs today
 - In an attempt to codify the process outlined above, the OD Committee asked a sub-committee comprised of two members of the Court of Honor and two 4th degree members to develop a set of recommended changes to the bi-laws that would ultimately be presented to the membership at this convention for approval; members included:
 - Jim Schmitz, Chair
 - Chick Loring
 - Mark Viel, and
 - Nick Raubenolt

What is Changing - Key Components:

- Nominating Committee becomes a standing committee recruiting potential candidates for Board roles year-round rather than a committee which only operates during the Convention;
- Competency needs and candidate skillsets will be assessed, and candidate selection will include a match for the needs of the Council at that point in time;
- The number of committee members will increase to ensure a diverse representation;
- Terms of Committee members will be limited;
- Interviews will take place throughout the year and will be concluded no less than 30-days prior to the start of the convention;
- The circumstances under which a floor nomination can be presented is being modified;

What is *Not* Changing - Key Components:

- Chancellor of the Court of Honor will remain as Chair;
- The Nominating Committee will be obligated to interview all candidates presented for nomination;
- Nominations from the floor will still be accepted under certain circumstances;

Summary Comments:

- The process outlined above is the process that was used during the last Convention and the purpose of this by-law change is to codify that process;
- Market data strongly suggests the process outlined in these by-law changes are considered to be best-practice, and are currently being used across the Greek system, as well as other non-profit organizations;
- The OD Committee and the OD Nominating Process and By-Laws Sub-Committee truly believe adoption of these changes will continue to ensure Phi Sigma Kappa continues to operate in the most efficient and effective manner possible

Respectfully Submitted by:

The OD Committee and the OD Nominating Process and By-Laws Sub-Committee