

Recommendation 3: Creation of Grand President Elect Officer role

Proposal Details:

- **Article II. Organization and Government. Section 10. Board of Directors** --- The Board of Directors shall be the supreme executive, legislative, and judiciary body of this Fraternity in the interim when the Grand Chapter is not meeting in session and shall consist of the Grand President, GRAND PRESIDENT ELECT, the immediate Past Grand President, the Vice President Finance, the five (5) Provincial Vice Presidents, the two (2) most recently named Collegians of the Year, and the Executive Director. The Executive Director shall serve without a vote. The members of the Board of Directors and the Regional Vice Presidents shall constitute the Grand Officers of this Fraternity.
- **Article IV. Board of Directors. Section 5. Election and Tenure of Office** --- EXCEPT FOR AS DESCRIBED IN THE NEXT SECTION, All Board members, except the Collegians of the Year and the Executive Director, shall be elected at the Grand Chapter Congress. The Grand President ELECT and the Vice President-Finance shall be elected by the Grand Chapter. The Provincial Vice Presidents shall be elected by the chapters in their respective Provinces. All Board members, except the Collegian of the Year and the Executive Director, shall take office immediately upon the final adjournment of the Grand Chapter Congress at which they are elected and shall serve for a period of two (2) years and until their successors are elected and duly qualified. No Board member shall serve in the same office for more than two (2) consecutive full terms with the exception of Provincial Vice Presidents who may serve four (4) consecutive full terms. Any election to fill a vacancy covering a partial term will not be considered in ascertaining the number of consecutive terms. The Collegians of the Year shall be selected as prescribed by the Board of Directors and the Laws of the Fraternity and shall serve a two (2) year term as designated by the Board of Directors.
- **Article IV. Board of Directors) SECTION 6. TENURE OF OFFICE FOR GRAND PRESIDENT ELECT, GRAND PRESIDENT, AND IMMEDIATE PAST GRAND PRESIDENT** --- THE GRAND PRESIDENT ELECT SHALL TAKE OFFICE IMMEDIATELY UPON THE FINAL ADJOURNMENT OF THE GRAND CHAPTER CONGRESS AT WHICH THEY ARE ELECTED AND SHALL SERVE FOR A PERIOD OF TWO (2) YEARS AND UNTIL THEIR SUCCESSOR IS ELECTED AND DULY QUALIFIED. THE GRAND PRESIDENT SHALL TAKE OFFICE IMMEDIATELY UPON THE FINAL ADJOURNMENT OF THE GRAND CHAPTER CONGRESS AT WHICH THEIR TERM AS GRAND PRESIDENT ELECT ENDED AND SHALL SERVE FOR A PERIOD OF TWO (2) YEARS OR UNTIL THEIR SUCCESSOR IS INSTALLED. THE IMMEDIATE PAST GRAND PRESIDENT SHALL TAKE OFFICE IMMEDIATELY UPON THE FINAL ADJOURNMENT OF THE GRAND CHAPTER CONGRESS AT WHICH THEIR TERM AS GRAND PRESIDENT ENDED AND SHALL SERVE FOR A PERIOD OF TWO (2) YEARS OR UNTIL THEIR SUCCESSOR IS INSTALLED.
- **Following Sections would be re-numbered.**
- **Article IV. Board of Directors. Section 9. Vacancies** --- Should a vacancy occur in the position of Grand President, the immediate Past Grand President shall assume the position of Grand President. Should a vacancy occur in the position of immediate Past Grand President or the Vice President-Finance, the position shall be filled by the Board of Directors. The member appointed to fill the position of immediate Past Grand President shall be a Past Grand President. Should a vacancy occur in the position of Provincial Vice President, the Grand President shall have the duty of appointing an interim Provincial Vice President to serve, pending a special election by the chapters in the Province, to be called by the Grand President, within sixty (60) days. Should a vacancy occur in either of the Collegian of the Year positions, the Board of Directors shall ask the runner-up in the selection of the Collegian of the Year in the year involved to serve the

unexpired portion of the term. Members filling vacancies shall serve until the next succeeding Grand Chapter Congress, at which time any further unexpired term shall be filled by the Grand Chapter or as otherwise prescribed for in the Laws of this Fraternity. SHOULD A VACANCY OCCUR IN THE POSITION OF GRAND PRESIDENT ELECT, THE POSITION SHALL REMAIN UNFILLED UNTIL THE NEXT REGULAR GRAND CHAPTER CONGRESS WHEN A NEW GRAND PRESIDENT ELECT IS ELECTED. THE GRAND PRESIDENT AND IMMEDIATE PAST GRAND PRESIDENT SHALL REMAIN IN THEIR POSITIONS UNTIL THE NEXT GRAND PRESIDENT ELECT HAS COMPLETED THEIR TWO (2) YEAR TERM IN THE ROLE AND IS TO BE REGULARLY INSTALLED AS THE NEXT GRAND PRESIDENT.

- **Article IV (Board of Directors) Section 10. Recall of the Grand President ELECT, Vice President Finance and Dismissal of a Collegian of the Year, GRAND PRESIDENT, or Immediate Past Grand President** --- Should two-thirds (2/3) of the Fraternity's chapters or two-thirds (2/3) of the members of the Board of Directors, excluding the member being considered, feel that the Grand President, GRAND PRESIDENT ELECT, Vice President-Finance, immediate Past Grand President or Collegian of the Year should be recalled or dismissed for any reason, the charges must be in writing, and shall specify the particular act or acts complained of, the time and place of the commission thereof, or the circumstances surrounding the reasons for requesting a recall and shall be presented to the office of the Executive Director. The Board of Directors shall be empowered to vote on the recall or dismissal. Recall or dismissal shall be effective by a seventy five percent (75%) vote of the Board.
- **Article V (Duties and Powers of the Board of Directors) NEW SECTION GRAND PRESIDENT ELECT** – THE GRAND PRESIDENT ELECT SHALL SERVE AS A MEMBER OF THE ORGANIZATIONAL DEVELOPMENT COMMITTEE. THE GRAND PRESIDENT ELECT SHALL HAVE SUCH FURTHER POWERS AND DUTIES AS MAY BE PRESCRIBED BY THESE BYLAWS AND THE POLICIES OF THIS FRATERNITY.

In favor

- The creation of a Grand President-Elect position will promote a higher level of continuity and stability for the Board of Directors and strengthen the Fraternity's governance model. During an election year, forward progress for the Fraternity is often halted, as volunteers and staff await to see who the next leader will be and if direction will pivot. By having the next leader involved in the decision-making process earlier, there will be less organizational disruption.
- This model will save significant learning time, utilization of staff resources, and program costs. The role of Grand President will become less daunting by adding a training period, which may lead to increased interest in becoming Grand President.
- Creating a Grand President-Elect position will lower the volunteer commitment for two key roles in Fraternity governance (Grand President and Past Grand President). By making these roles more feasible, a wider pool of brothers may be interested in pursuing these roles, which will open the pipeline for increased volunteerism and diversity.
- This model will eliminate uncertainty by solidifying the length of Board term (two years GPE, two years GP, two years PGP) whereas current model of GP election is four to eight years depending on GP and successor. This change may also lead to lower levels of burnout for Grand President and Past Grand President roles.
- Adding a position to the Board of Directors will strengthen each Board member's level of responsibility by spreading the overall responsibilities between more individuals

Against

- There is not an organizational problem this proposal will solve. There are already multiple sufficient paths to Grand President, therefore change is not warranted.
- By creating a Grand President Elect, there will be an increased potential for disagreements on the direction the Fraternity should take based on differing views of governance. This opportunity already exists in the Grand President/Past Grand President dynamic and will be exponentially higher with a third position in the mix.
- Adding a GP-Elect term will increase the amount of time before someone can become Grand President, which may lead to a slower rollout of new ideas.
- This change eliminates the possibility for someone to serve as Grand President for four years (two terms) and may increase or decrease total Board service of Grand President and Past Grand President.
- Adding a Board member will increase the expense of Board meetings.