

## ASSE Governance Update We've Heard You & We Thank You

“It all starts with us, with members.” Those words, spoken by ASSE’s 2012-13 President Rick Pollock, CSP, during a governance webinar, reflect a principle that has guided ASSE’s efforts to reengineer its governance structure. The proposed model that will be put to a vote at the House of Delegates (HOD) meeting this June is the direct outcome of member input, feedback and insight that have been shared, discussed and considered since the process began in 2010.

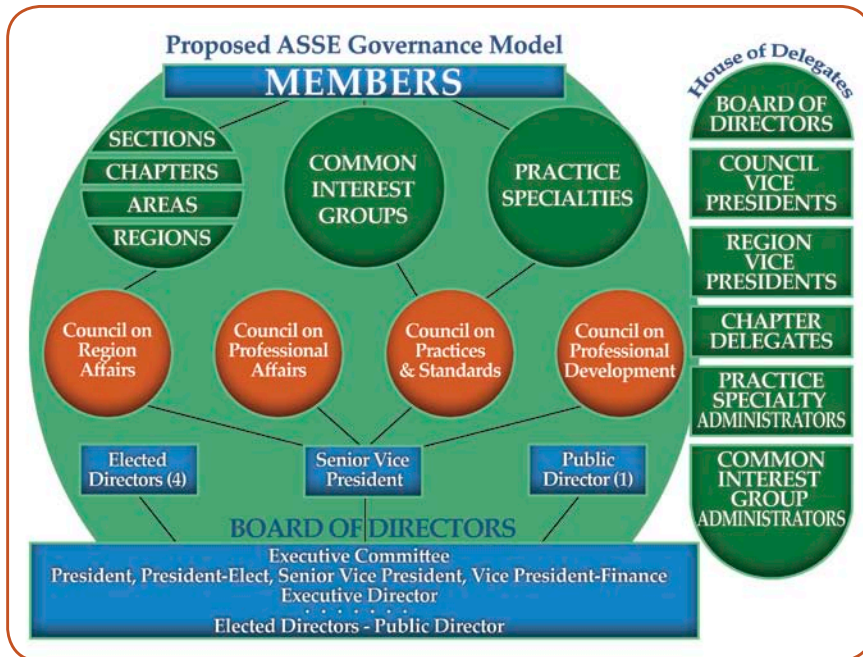
### An Inclusive Journey to Change

Let’s review how the restructure process has unfolded. The initiative formally began in March 2010 when ASSE’s Board of Directors (BOD) formed an advisory task force that would, over the next 2 years, include 12 member leaders. The group debated the Society’s current model and examined known concerns such as volunteer overload, organizational agility and silo effects. It also reviewed information on association governance best practices.

Based on its findings and discussions, the task force suggested it was time for ASSE to restructure. Following on that guidance, the BOD convened a large group of stakeholders in January 2012. Keen attention was paid to including members young and old, from all ASSE regions, and with gender, ethnic and practice diversity.

A well-respected association governance expert facilitated this meeting, during which all stakeholders engaged in lively dialogue and robust debate. The group considered a wide range of issues—from member demographics, business factors and political/social values to the global climate in which ASSE now operates. As ideas were exchanged and perspectives were shared, one thing was clear: It was, indeed, time for change.

During the study group discussions, nine separate governance models emerged. From there began the collaborative work of critically analyzing the nine different models, culling the most popular features from each and developing a consensus draft model. In May 2012, a smaller work group met to further update the draft model based on additional research and member input. This revised draft model was then presented to the BOD in June 2012. Over the next 8 months, the BOD considered additional member feedback, answered questions and addressed concerns, and made more revisions. It then approved in principle a draft governance model for distribution to all members.



At this point, the review and debate began anew. The Society fielded questions from members such as, How will this affect me as a member? What does this mean for our chapter? What is a public director and why should ASSE have one? Will this affect the HOD? How will this change improve ASSE?

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To answer these questions, describe the transparent process and address the key governance concerns addressed by the proposed changes, articles were published in *Professional Safety*, webinars were hosted and all of this information and more were posted online at [www.asse.org/restructure](http://www.asse.org/restructure) for all to review. In addition, presentations were made to chapters and regional operating committees. Throughout this continued cycle of dialogue and debate, the members’ voice was heard, and the feedback generated more changes and clarifications.

Then, in June 2013, the BOD unanimously approved the proposed model and the revised bylaws, which were then reviewed by ASSE’s legal counsel. In October 2013, the BOD reviewed the legal feedback and again approved the model and bylaws. Then, in February 2014, the BOD reaffirmed its decision and decided to bring the motion to a vote at the 2014 HOD meeting in Orlando, FL, in June.

Throughout this process, members have played an active, visible role in ASSE’s efforts to restructure its governance model. ASSE has a long, proud history as a member-centered organization. This restructure effort continues that heritage as it seeks to create a stronger, more vibrant ASSE.