

ASSE Governance

Frequently Asked Questions

Q ASSE is growing, and it is fiscally sound. Why change?

A ASSE last reviewed its governance structure 20 years ago, and the House of Delegates (HOD) approved that plan in 1995. We all recognize that the world has changed greatly since then and that it evolves almost daily. Operating under a 20-year-old structure hinders ASSE's ability to align its activities with its mission, vision and strategic plan.

As SH&E professionals know, systematic review helps to identify concerns and drives continuous improvement. ASSE must regularly examine and adjust its management system (i.e., governance) as needed to confirm that it aligns with an ever-evolving strategic plan and priorities, as well as with member needs.

Under the proposed model, ASSE will be able to provide more meaningful responsibilities to leaders who have limited time to volunteer. By maximizing volunteer resources and engaging more members, ASSE will tap into broader skills and experience levels, thereby creating a larger pool of involved members to lead the Society and advance the profession.

Progressive membership organizations are adopting governance structures that are more responsive, strategic and sustainable. The Society must at least keep up and, ideally, get ahead of this curve.

Q Why this model?

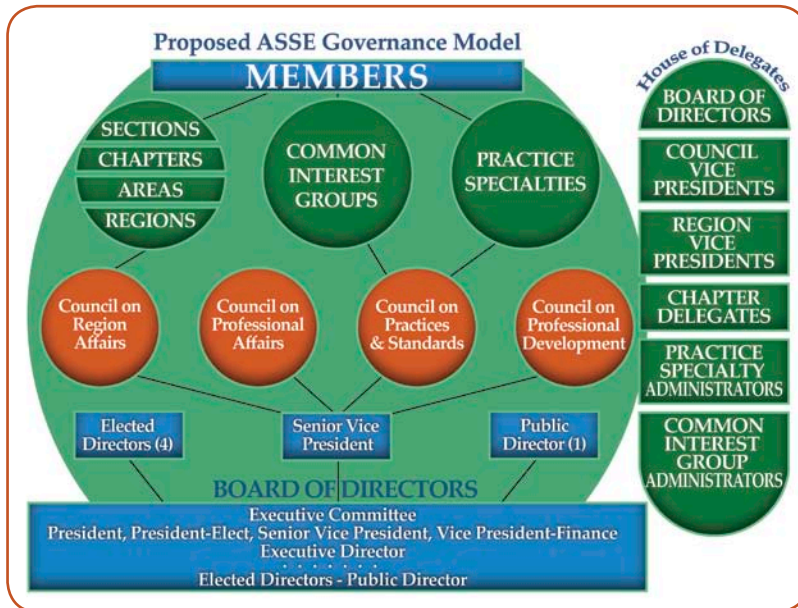
A The current structure creates overly broad functions and burdensome expectations for regional vice presidents (RVPs). The proposed model will redistribute the operational workload. As a result, region and council vice presidents will be able to respond more quickly and effectively to the needs of each of their constituent groups. In addition, ASSE leadership will be able to focus on strategy rather than operations. Ultimately, this will prevent silos and harness energy for key initiatives.

The proposed model also reflects best business practices. The four at-large directors (all members) will bring members' voices directly to the Board of Directors (BOD). Practice specialties and common interest groups will have greater input into governance as well, which will better reflect the channels through which most members now engage with ASSE.

Q Will this governance change help chapters?

A This model brings chapter and regional decisions closer to those groups because it gives the authority for those decisions to the Council on Region Affairs and essentially removes the BOD from the process. This effectively reduces bureaucracy.

As noted, the proposed model will also help region and council vice presidents perform their roles more effectively. These volunteers are critical to chapter success, but the current structure pulls them in too many directions. The proposed model will empower RVPs to give each of their chapters more attention, greater input and comprehensive guidance.



Q As an ASSE member, what's in it for me?

A Under the proposed structure, ASSE and its leaders will be better able to anticipate and capitalize on emerging opportunities that will advance the profession and benefit all members. In addition, the structure creates greater accountability and better representation of the membership. Furthermore, this structure aims to engage each of you beyond where you live. It considers who you are, what you do and where you work. It is a balanced approach that will promote two-way communication and strengthen the trust between staff, volunteer leaders and all members.

Q Will this new governance structure affect the House of Delegates?

A The HOD's composition will remain the same with one change: the four common interest group administrators will become delegates. Beyond that, ASSE is working to expand the HOD's role by engaging delegates in discussions of key professional issues, industry trends and emerging professional needs.

Q In its more than 100-year history, ASSE has never had a public director. Why add one?

A Having a public director is now a common practice among for-profit and not-for-profit organizations, including similar groups such as BCSP and Institution of Occupational Safety and Health. A public director will bring an outside perspective to deliberations. This will help the BOD focus on strategy and will temper groupthink. A public director also may provide expertise that is not commonly found in the SH&E profession.

Continue to share your feedback and questions at www.asse.org/restructure.