



Resolution 4: Removal of Operational Titles of International Council Vice Presidents

WHEREAS, the *Alpha Gamma Delta Constitution and Standing Rules* does not specify a required governance structure under which International Council must function; and

WHEREAS, Article III, International Officers, Section 1. assigns operational titles to the International Vice Presidents, thus essentially mandating an operational governance structure; therefore,

BE IT RESOLVED that Article III, Section 1. be amended to read:

INTERNATIONAL OFFICERS. The International Officers of the Fraternity shall be the International President, ~~and six the International Vice Presidents -Alumnae, the International Vice President-Collegians, the International Vice President-Membership, the International Vice President-Extension, the International Vice President-Finance and the International Vice President-Panhellenic Affairs. Beginning with the 2018-2020 biennium, the position of International Vice President-Panhellenic Affairs will no longer exist and the International Vice President-Education will be added to International Council.~~

RATIONALE:

1. In response to membership concerns voiced at the 2018 Convention, IC appointed the Board Governance Work Group (BGWG) to study the Fraternity governance structure and make recommendations to be presented at the 2020 Convention. The Board Governance Work Group consisted of 14 members with broad Fraternity and professional experience with a span of generations, geographic locations and chapters.
2. The BGGW recommends the current fraternity governance structure be changed from an operational structured IC to a policy governance structure for the following reasons:
 - Supports a governance structure that is not constrained by job titles
 - Allows IC the ability to realize the organization's strategy as a leadership body solely focused on strategic planning. In a policy governance model, IC establishes the strategy for the Fraternity.
 - Allows IC and staff more opportunities to be nimble and flexible, and to adapt to trends and the changing collegiate environment
 - Provides staff with the responsibility for developing and implementing the means needed to accomplish the ends
 - Allows for streamlined, transparent communications to all stakeholders

- Has been successfully implemented in numerous Fraternity settings as a strong enabler of performance
 - Allows for maximization of IC, staff, and volunteer potential
 - Allows IC to focus on strategy without being bogged down by operations.
3. Removing operational titles from the IVPs in this Article is the next step in moving to a policy governance board
 4. Six is the current number of IVPs and keeps an odd number of members on IC in the event of a voting tie.

SUBMITTED BY:

Board Governance Work Group

Jessica Hicks Baker, EZ 2003

Barbara Meador Callard, ΔA 1965

Nicole Denner, ΘΩ 2016

Holly Horan, EΔ 1992

Pamela Sue Baltz Hrubey, BA 1984

Lindsay Jarman, ΓZ 1995, staff liaison

Lelia Van Norden Kelley, EΔ 1971

Michelle Myhre Murphy, ΔP 2003

Marijayne Wallace Stegman, ΔA 1982

Bobette Sandifer Thompson, ΓZ 1973, chairman

Monica Murray Thompson, ΓΔ 2002

Patricia O'Connor Vreeland, EI 1966

Leslie Russell Westbury, ΑΠ 1967

Kendra Oldham Whobrey, ΘI 2009

Linda Mabry Wilkinson, ΘZ 1991

International Council Response:

International Council unanimously supports this resolution. The Fraternity is shifting to a modified policy governance structure based on recommendations of the BGWG established by the previous IC. Titles imply operational duties and weaken the ability for our governing body to focus strategically and nimbly. We removed operational responsibilities from IC during the 2019-2020 academic year, indicating that we can govern without titles. IC job descriptions effective with the 2020 elections include language ensuring that alumnae, collegians, membership, extension, finance, and education are collectively considered by the whole instead of being the primary or sole responsibility of one individual at the table.

The Elections Work Group also recognized that removal of titles would permit all eligible and qualified nominees for IVP to be placed on the ballot, rather than two per position. This shift will ensure both a robust ballot and that potential strong leaders for the Fraternity will not be eliminated for consideration by virtue of positional elections.

Additional information related to the Fraternity's Governance work can be viewed [here](#).