

Dear CSAPer,

New Mexico would like to know how your association is addressing the lack of volunteers for board positions? Have you or have you considered changing the term of office for President to encourage members to serve?

Michael Kaplan  
New Mexico | CSAP President-Elect

In Ohio we are looking at restructuring to ensure roles are balanced with similar levels of volunteer effort and time. We have not discussed altering term limits as yet.

Donna Edwards  
Ohio

*Donna*

Donna Edwards, MA CCC-SLP, BCS-S

Michigan has not considered changing any term. We generally personally invite people to fill the positions

Virginia - Board members serve only one year with the exception of President Elect, which becomes President and then serves as Past President. In order to recruit we target universities and school districts. We also send an email to past board members asking them for the recommendations to the board. Hope this helps.

Cornelia

Melodee from AR  
We have a 3-yr cycle for president  
1 yr pres elect  
2 yr president  
3 yr immediate past president

We have problems with people not having been Arksha members for 2 yrs prior to wanting to run.

Melodee

Hello from Oregon,

We currently have a few vacant spots on two newly-created board committees, and we have at least one person who would like to turn her position over to someone new. We are working on the position descriptions for these committee chairs so that it will be easier to recruit someone. We recruit at our annual conference and our monthly Night Out events (see: [healthcarenightout.org](http://healthcarenightout.org) -or- Slp-Aud Night Out on facebook)

We have been able to recruit someone to assume the office of President Elect each year, so far. The President serves a one-year term, but President Elect is a three-year commitment, moving from President-Elect to President to Immediate Past President. However, the total for as President is actually a six-year commitment, because President Elect needs to have served on the board for a total of three years prior to being elected to this position. This last requirement was added to the by-laws some time back, and I believe the reason was so that someone could not be nominated from the floor with no prior board experience and suddenly be elected President.

If we can't fill the office of President-Elect, we probably would consider changing the by-laws or seeing if a previous President would want to take on another term. Right now, as President, I am finding a year is about all I am willing to do because of the volume of work it entails.

Karen A. Aguilera, President  
Oregon Speech-Language and Hearing Association

### **Kentucky**

Presently we have not had any difficulty finding volunteers. Actually, this past year, we had to have an election with some positions having more than two people running. However, in the past, we have had difficulty and it seemed as though the same people were having to "step up to the plate" over and over. Also, we had difficulty with people wanting to have the name recognition of being an officer but not doing the job! I cannot pinpoint the change! I will check with some of our previous presidents to see if they know of what caused the change. Linda Gregory, KY

I like what we do here in KY. We have a three year term where the first year you serve as Pres-Elect and are mentored by the President. Second year is your presidency and third year your title is Past Pres but your job is advising and mentoring the other leaders. It helps us maintain continuity of our associations vision and consistency of leadership.

Janice  
Pres-Elect, Kentucky Speech-Language Hearing Association

Montana is struggling with the same situation. We struggle to get board members. We have not changed the terms but we are looking at ways to train members in the area of leadership so they feel qualified to be president or take on other roles on the board. This is a discussion we are having right now and we are still working out what that program may look like.

Dear Michael,

West Virginia was having the same troubles several years ago when I joined the board. We addressed our problem by approaching potential volunteers/executive board members at opportunities such as convention. The face-to-face conversation in recruitment to the board made all the difference. We now have a full slate of officers and growing committees.

Hope that helped!

Rhea Dyer

Nebraska

1) trying to sign people up to do smaller tasks, instead of serving on the board or on a committee. For example, we are having students do a telethon to call members that haven't renewed to try and get them to renew. We have asked people to do temporary tasks, such as help with the budget.

2) At our last convention, during the luncheon, we had each table chat with each other to come with ideas on how to increase volunteerism. Not sure what came of that.

3) We have not considered changing the term but would be interested in hearing if others have and how that worked.

Marc

Texas has not changed the term of office. President is 1 year Elect-Elect, 1 year Elect, 2 years President and 1 more year Past Pres. (5 years)

The VPs are 1 year elect and 2 years as VP.

We don't have trouble getting people to run for President, but do have difficulty getting people to run for VP.

We have developed a leadership program, which Judy R (TSHA President) presented at the last CSAP meeting. Basically, we have developed a program that leaders apply for and then, when accepted, they get a year of training, and hopefully, we will see that develop into more people running for leadership positions in TSHA. We will know by the CSAP in the Spring, so stayed tuned!

Melanie McDonald

Past President TSHA

Dear Michael,

The Louisiana Speech-Language-Hearing Association so far has not had a problem in getting volunteers to serve on the board. We do; however, have participants of our annual convention complete a survey and one of the questions is regarding their availability to serve on the board. This gives us a pool to choose from.

Ramona Bonnette  
LSHA President

At every event we host and in our newsletter we talk about volunteering. We also do a lot of one-on-one conversations with friends and co-workers. Our Facebook presence has recently grown, which I think has been a huge help. This past year was the largest EC we've had in a few years.

Lisa Moran  
MSHA President