

## **Report: LHRT Policy for Officer Resignations/Unable-to-Performs**

Bernadette A. Lear, LHRT Chair, December 2013

### **Introduction**

In Fall 2013, LHRT faced an unusual challenge in the resignation of its Secretary/Treasurer-Elect, as well as the resignation of an awards committee chair. When the current LHRT Chair, Bernadette Lear, consulted the round table's governing documents, she found little guidance regarding whether/how replacements should be determined. Currently, LHRT's Bylaws include the following provisions:

- When the Chair resigns or is unable to perform, the Vice-Chair/Chair-Elect assumes the role (see LHRT Bylaws, Article 2, Section 2)
- When the Secretary/Treasurer resigns or is unable to perform, the Secretary-Treasurer-Elect assumes the role (see LHRT Bylaws, Article 4).
- Because the LHRT Newsletter Editor, Social Media Manager, and Webmaster, as well as other committee members, are appointed by the LHRT Chair, one may presume that the Chair can appoint replacements to those positions when needed (for the Chair's authority to appoint, see LHRT bylaws, see article 2, section 1, part b, and the beginning of article 3).
- Awards committee chairs and members are appointed by the LHRT Vice-Chair/Chair-Elect. Thus one may presume that the Vice-Chair can appoint replacements for those positions if needed (for the Vice-Chair's authority to appoint, see LHRT Bylaws, article 3, section 2).

This said, our documents are silent regarding how the round table should proceed if a Vice-Chair, Past-Chair, Secretary-Treasurer-Elect, or Member-at-Large resigns or is unable to perform. They are also silent on any procedures the Chair and Vice-Chair should follow when considering the resignation, removal, or replacement of an appointee.

At the current time, ALA does not allow additional elections besides the electronic ballot which takes place every Spring. Thus, if LHRT wishes to address this issue, it will probably need to adapt its bylaws and/or officer's manual.

### **Key Questions for Discussion at Midwinter**

- Do we believe that the lack of an officer succession plan is a significant problem?
  - If so:
    - Should the current LHRT chair develop a proposal for consideration at LHRT's annual meeting, or should an ad-hoc committee be appointed?
    - Should LHRT consult with other ALA units to see how they resolve this issue?
    - Should LHRT address it through the bylaws, through the officer's manual, both, or neither?
- When an elected officer (Vice-Chair, Secretary-Treasurer-Elect, or Member-at-Large) resigns or is unable to perform his or her duties, should the position be offered to the runner-up from the most recent election for that position? Or should resigning officer's duties be divided among current officers?
  - If duties are to be divided up, should it be at the Chair's discretion? Should the Chair's plans require the entire Executive Committee's approval?
- Any other comments, concerns, advice on this issue?