

Policy and Process for WACTE Elections

Background & Rationale

As an Executive Board, we have identified a need for clear systems and policies regarding WACTE elections. We know that when clear, equitable systems are not in place, people of Color and members of other marginalized groups are disproportionately affected. We also believe that WACTE leadership should better reflect the diversity of our larger community. Therefore, we are outlining a proposed plan to put systems in place that will facilitate equitable elections and will help us achieve the goal of a more diverse Executive Board.

Proposed Executive Board Elections Process

1. Elections for positions on the Executive Board will take place during the spring WACTE meeting each year. The Executive Board will communicate to the membership regarding upcoming elections at the winter WACTE meeting, as well as via email.
2. The nomination process will begin via electronic survey (e.g., google forms). All members will be invited to nominate themselves or others via the survey. All WACTE members are eligible to apply for open positions, and members of Color or those from other marginalized communities will be especially encouraged to apply. If possible, the electronic survey will remain open for at least three weeks and a reminder will be sent out via email before the survey closes, in order to encourage broad participation.
3. Once the survey closes, a list of nominees will be generated. If there are multiple nominees for a given position, all nominees will be invited to submit 1-2 paragraphs outlining why they believe they are qualified for the position and why they would like to serve. Those nominated for Executive Board positions may also be invited to make a verbal statement regarding their candidacy at the spring WACTE meeting before voting occurs.
4. Once responses have been collected, a subsequent electronic survey will be sent to institutional representatives with the names and statements of all nominees. A reminder will be sent before the survey closes, encouraging all institutional representatives to vote.
5. Results will be announced to the WACTE membership in a timely manner after the survey has closed.

Proposed Ad-hoc committee elections process:

1. When other positions arise (such as subcommittees or ad-hoc committees), the Executive Board will communicate to the membership as soon as possible, in order to give ample time for nominations.
2. These committees often need to be formed quickly. In the most urgent circumstances, the WACTE President will nominate a member with specific expertise. In somewhat less urgent circumstances, the Executive Board will request nominations from Lead Administrators. Ideally, the entire WACTE membership will have the opportunity to submit nominations and vote on committee members.

3. Notes from Joyce regarding ad-hoc committees: *Timing for nominations for these groups is often a paramount issue. We are sometimes given 1-2 days to "find" someone to fill a position. In those cases, in the past, Sometimes we have time (3-7 days) to discuss with the Exec Board, sometimes we have a couple weeks and request nominations from Deans; sometimes we have even more time (3+ weeks) and can send out requests for nominations to the full listserv. It can be difficult when we try to find an individual with necessary expertise who is also a person of Color or a member of other marginalized groups - AND who is willing and available to serve. We also try to fill positions with consideration for public/private institutions; East side/West side geographic location; large/small programs; 2-yr/4-yr institutions; etc. We try to find individuals with experience on some committees (if it is deemed important) and/or individuals with little to no experience (to build leadership skills for WACTE). In the past some individuals were asked directly from PESB/OSPI/etc to represent WACTE. For the past several years we have tried very hard to have the process go through the Executive Board. PESB/OSPI can certainly ask anyone they want to be on their workgroups, but if an individual is representing WACTE - then they need to be nominated by WACTE. Another note - PESB and OSPI has, at rare times, not accepted our nomination(s) and has asked that we nominate someone else (after having gone through the whole process to find someone to fill the position). It gets very complicated.*