

EECERA Board of Trustees Recruitment Process Revision (June 2025)

Why a revision of the EECERA Board of Trustees (BoT) procedures is needed

- The work and responsibilities of the BoT have increased and are changing e.g. AI and digital world, threats to democratic ideals, shifts in knowledge creation and dissemination processes, importance of SDGs, the need to promote and secure EDI.
- The current Board of Trustees is smaller than suggested in the original EECERA Constitution which suggested 9 members. We currently have 7 Trustees.
- The current BoT is stable and has clearly defined roles and responsibilities which are executed effectively but there are areas where additional expertise is needed.
- The current renewal/election process for Trustees is clear and democratic but has not resulted in any new Trustee coming forward for election since 2019.
- The current BoT needs some renewal and a reconsideration of the skills and expertise of its membership given the shifting context BUT also needs to retain its current stability, clarity of values and mission focus.
- We want to ensure the revised process is more transparent, inclusive, less onerous on candidates, less open to democratic manipulation and secures greater participation by members of the Electoral College who cannot be present at conference.

Given these considerations, at the Board of Trustees meeting in May 2025 it was agreed to amend the EECERA Constitution to move to an *application and selection* process, rather than an *election* process, with an expanded Board size of 9, and the creation of an Emeritus Trustee position.

Protocols for Trustee Recruitment

The BoT has the power to review and revise current protocols for appointing/electing BoT members but must present this to the EECERA members. They have a responsibility for ensuring continuity and renewal of BoT. Following review of the protocols of Trustee selection the BoT have agreed the following model for appointing EECERA Trustees from September 2025:

Revised Recruitment Model: An Appointment Model

The BoT have voted to increase the size of the Board to 9 members and move to an *Appointment Model*. Whenever there are vacancies on the BoT, these will be advertised to the Electoral College with a role description setting out the skills mix that the BoT believes it would benefit from. A clear and transparent timeframe and process will be published and, following a shortlisting process, representatives from the BoT will interview potential candidates. Successful applicants will be appointed for 5 years. At the end of a Trustee's term of office they will be required to formally submit to the reapplication process, should they wish to continue as a full Trustee of the BoT.

Creation of a new category of Trustee: The Active Emeritus Trustee

The BoT have also voted to create a new category of Trustee: the Active Emeritus Trustee. This category has been created to provide transitional stability and allow for expertise and knowledge to be shared with incoming members of the Board. At the end of a five year term of office any full Trustee may request to become an Active Emeritus Trustee for a maximum of 3 years. The BoT will decide whether to confirm this request, the duration of the term of office and the specific role that they will support during that transitional period of office. Once this term of office is complete, in line with the constitution, the BoT may confer them with Honorary Emeritus Trustee status.

The rationale for these decisions.

In making these changes, the BoT believes that:

- It provides a more inclusive, open and transparent route through from membership to leadership role in the Association.
- A new route to appointment is created which allows a more targeted recruitment process to ensure the BoT has the correct mix of skills to meet current challenges.
- Dedicated mentorship can be provided to new Trustees.
- It allows for the retention of existing expertise and experience of the current Trustees.
- The BoT is opened up to new Trustees as existing Trustees move to Active or Honorary Emeritus status.
- It demonstrates a commitment to the democratically appointed leadership of the Association through the active Members of the Association.
- Electoral College members retain the opportunity to join the BoT and so shape the strategic direction of the Association whilst also allowing the BoT to shape the Board more strategically.
- It provides a route through from membership to leadership in the Association and will hopefully encourage more applicants to apply to the Board by removing the barrier of needing to participate in a public hustling event at conference for those who put themselves forward.
- It will make the route to Trusteeship more open to a wider group.

N.B. These proposals were presented to, and agreed by the EECERA members at their AGM on Thursday 25th September 2025.