****

**LAI Membership GAP Committee Report**

**March 8, 2016**

**10:30 AM Pacific Time - Teleconference**

**Purpose of the Membership GAP Committee:** The purpose of the Membership GAP Committee is to provide a study and make recommendations addressing the gap in membership categories between LAISA student members and LAI full members. Study and recommend approaches to address the LAI Strategic Plan recommendation to attract younger members to LAI and to build awareness of LAI so qualified professionals are nominated for membership to the Society.

|  |  |  |  |
| --- | --- | --- | --- |
| Committee Members | | | |
| Chapter | **Name** | **Position** | **P/A** |
| Orange County | Steven R. Gragg | LAI President, Committee Chair | P |
| Sacramento | Tim Youmans | LAI Past President | A |
| Phoenix | Sheila Harris | Past Chapter President, LAI Treasurer | P |
| Golden Gate | Jim Musbach | LAI Western Region VP | A |
| George Washington | Erwin Andres | President | A |
| Ely – Chicago | Todd Cabanban | Immediate Past President | P |
| Los Angeles | Millard Lee | President | A |
| Philadelphia | Anthony Forte | President | A |
| Phoenix | Cindy Hammond | President | A |
| Golden Gate | Paul Woolford | President | A |
| Memphis | Dr. Mark Sunderman | Member | A |
| Orange County | Ma’Ayn Johnson | Member | P |
| Ely - Chicago | Celeste Hammond | Member | P |
| Phoenix | Ian Turner | PathFinders | A |
| Phoenix | Jonathan Bennett | PathFinders | A |
| Phoenix | Andrew Bolton | PathFinders | A |
|  | Sheila Hamilton | LAI Executive Director | P |

Steven Gragg called the meeting to order at 11:38 a.m.

Steven Gragg reported the subcommittee (Todd Cabanban, Steven Gragg, and Sheila Hamilton) met and prepared two potential paths of recommendation for the strategic planning committee to consider.

See chart below on page 2:

Potential recommendations:

|  |  |
| --- | --- |
| Path A – Status Quo | Path B – Membership Revisions |
| 1.  Dissolve the Student Membership category in the bylaws.  Article VI.  (A) LOCAL CHAPTERS Section 6. **College, University Student Chapters.** The International Board of Governors may adopt policies, rules or regulations for the creation and governance of student chapters of LAMBDA ALPHA at colleges and universities. Such policies, rules or regulations may provide for qualifications for membership, initiations, chapter name, fees and dues, faculty advisors, officers, meetings, dissolution and such other matters as the International Board of Governors deems appropriate. | 1.  LAI adds membership category in the bylaws for non-experienced future members, such as PathFinders. Allowing flexibility by chapter with a direct relationship with LAI as it relates to dues, website access, and administrative support. |
| 2.  Do nothing and leave it up to each chapter to determine how to recruit new members.  A. Members bring a guest to programs  B. Partnered meetings with other organizations  C. Chapters may create programs such as PathFinders as an ad-hoc organization of their chapter only. With no changes or conflict to the LAI By Laws  *Public Relations is paramount with membership sustainability.* | 2.  Change bylaws relaxing the 10 years of experience. |
| 3.  Article V.  Section 3. **Exception**. Despite the foregoing, in rare cases where a candidate has made outstanding and noteworthy contributions in less than the required ten (10) years duration of professional practice, a chapter may submit his/her dossier to the International Secretary for consideration by the Executive Committee of Lambda Alpha International and the decision of the Executive Committee regarding membership shall be final. | 3.  Change bylaws allowing each chapter board to determine if a prospect is qualified. |

Todd Cabanban thanked Steven Gragg and Sheila Hamilton for summarizing.

Ma’Ayn Johnson supports dissolving the student membership category. Focus more on PathFinders. Torn on 10 years of experience.

Sheila Harris likes Path A, Box 2 and 3. She stated is describes who we are and we can continue what is working. She likes the public relations statement. Path B, Box 1 provides flexibility for PathFinders. She would keep student membership for those chapters that are utilizing that category. She is concerned about removing the 10 years of experience.

Celeste Hammond noted the Ely Chapter has had a student chapter since 1995. The diversity of the membership is what makes LAI different. The interdisciplinary in LAI is wonderful. She asked if there a good reason for the 10 years of experience. She would continue to focus on the interdisciplinary advantages of LAI.

Steven Gragg noted through our branding exercises it is obvious that the interdisciplinary aspects of LAI is paramount.

Todd Cabanban thinks we would get resistance from the leadership if the 10 years of experience is relaxed.

Celeste Hammond doesn’t feel the Ely Chapter has a problem with attracting new members, but she feels there is value for having the student association for both the students and the chapter. Therefore she would not want to lose the student association membership category. The Ely Chapter has never considered the student association as being a source for future new members.

Steven Gragg asked how do we protect the organization and the chapters that have no issue attracting members, while giving other chapters flexibility to bring in members that do not have the 10 years of experience.

Ma’Ayn Johnson suggested we may end up losing more members in the long term if we relax the 10 years of experience.

Todd Cabanban stated this discussion is excellent and should continue to be discussed at board meetings and roundtables so that the larger chapters can assist chapters struggling with membership recruitment.

Sheila Harris noted her recommendation with Path A, with future consideration of a new membership category of PathFinders. She suggested we rely on the Phoenix Chapter to sort through future issues. If there are other chapters interested in creating a PathFinders ad-hoc group, we can provide information and resources to them from the Phoenix Chapter.

Next Step:

Share notes with committee. Do we as a committee make a specific recommendation or provide all the options to the strategic planning committee?

After discussion the following recommendation to the Strategic Planning Committee is suggested:

Recommendation of Path A – Status Quo with no changes to the current membership categories. Include a footnote that after we have more definition of what the PathFinder membership criteria/bylaws change should consist of we may consider Path B #1.

LAI adds membership category in the bylaws for non-experienced future members, such as PathFinders. Allowing flexibility by chapter with a direct relationship with LAI as it relates to dues, website access, and administrative support.

There are a lot of questions to be answered for that membership category. The Pathfinder membership category should be further researched. There is potential for a new membership category however it is under developed at this point.

Comments and recommendations to be presented to the strategic planning committee in Memphis.

Meeting adjourned at 12:36 p.m.