Strategic Plan:

- Why has the UCSD Staff Association engaged in a strategic planning process?
  - The Staff Association engaged in a strategic planning process to ensure that it remained agile and continued to meet the evolving needs of staff.

- What was the process to develop the strategic plan and did it involve feedback?
  - In August of 2019, the Staff Association Executive Board engaged with the office of Operational Strategic Initiatives to draft both a vision and mission statement and determine strategic priority areas that the Staff Association would focus on in the next five years. Afterward, the Staff Association engaged in an IdeaWave campaign which asked staff to provide examples of projects they wanted the Staff Association to engage in that aligned with the strategic priorities identified by the Staff Association.

- What are the major elements of the strategic plan and is there a timeframe?
  - The strategic plan consists of a revised mission statement, a new vision statement, and the strategic priorities identified during our work with OSI. It also consists of the staff driven ideas gathered during the IdeaWave campaign.

- Where can I find the Strategic Plan?
  - Slides explaining the mission statement, vision statement, and strategic priorities can be found here. https://drive.google.com/open?id=1c2ifA0EyCc-wcUS1p4sIMIESp6ntbxcV.

Function-Based Board Structure:

- What is a function-based board structure and how is it different from the current board structure?
  - A Function-Based Board Structure is composed of elected board member positions with specific responsibilities like marketing and communication. All of these positions replace current “Elected Board Member Positions” and will be known as “chairs” (example: Marketing and Communications Chair).

- How is this structure different from the current board structure?
  - Aside from officer roles (Chair, Chair-Elect, Treasurer, and Secretary), the elected Staff Association Executive Board Members currently have general responsibilities, but no specific task or constituent responsibilities.

- Why is the UCSD Staff Association making this change in structure?
  - Greater engagement and expanded impact of the UCSD Staff Association. After much conversation and evaluation, the UCSD Staff Association realized this would be the best way to better utilize the talented and dedicated volunteers in elected roles, as well as attract additional membership involvement.

- Where can I find the Function-Based Board Structure?
  - Shared with you via email

- Some of the Chair position descriptions sound similar?
  - Some position descriptions may sound similar, or at least some specific responsibilities may sound similar. Some positions may have areas of responsibility that require coordination with other Chair positions, this is part of trying to better distribute and prioritize complex Staff Association initiatives or focus areas.

- Some Chair position descriptions are more detailed than others?
  - This is intentional as some roles have more defined, traditional, or task requirements that come with them and some are more flexible to be adapted to the unique needs or opportunities presented during a particular term. This avoids having to make a Bylaw change if there are minor changes or updates to Chair position initiatives.
How would this transition take place?
- The UCSD Staff Association will transition to a Functional-Based Board Structure when the new term begins in June of 2020.

Does this change elections?
- Yes and no. Chair positions would replace all elected, non-Executive positions (Executive positions are the Chair, Chair-Elect, Secretary, and Treasurer) starting for this next cycle - using the same election timeline. Therefore, in order to accommodate those general Staff Association Board Members with one more year in their two-year term, they would go through a selection process internally to take on one of the new Chair roles. Whatever roles are not filled by this internal selection process would then be what are included/made available for the general Staff Association election (people would go through the nomination and election process for these specific Chair positions).

What is the term length for the new Chair positions?
- Elected board members serve two year terms. This remains unchanged under the new proposed Bylaws.

Bylaw Updates:
- What is the timeline and process to update the Bylaws?
  - The bylaws updates and subsequent board member elections will occur in phases:
    - Phase 1: **May 26 to June 16** - Email to staff explaining the updates to the bylaws and asking for them to approve. This email will contain a FAQ highlighting the bylaw changes and the bylaws for review and approval.
      - Executive board members who have one year left in their term will identify what role they want to fill in the new board structure (i.e. chair elect, secretary, treasurer, or functional board chair positions). The Staff Association Executive Board will hold an internal election if more than one person indicates they want to fill the same spot.
    - Phase 2: **June 17 to July 10** - Email to staff calling for nominations for the remaining board positions and voting. Voting completed for those positions.
    - Phase 3: **July 2020** - Executive Board convenes its first meeting with new and returning board members.

- What parts of the Bylaws are changing (referencing current Bylaws)?
  - Adding Vision and Mission Statements.
  - The major change is to Article VII Section 8(A)(1) discussing the duties of the elected board members. Here is where the functional board descriptions will be inserted.
  - Minor changes to other sections are also envisioned to promote consistency with the change to Article VII Section 8(A)(1). Changes are on the redlined version that accompanies this FAQ.

- Does this impact the Affiliate Groups?
  - No, the Affiliate Group section of the Bylaws have no proposed changes. Though, the proposed changes with the creation of Chair positions were made with the Affiliate Groups in mind to better support their endeavors throughout the Staff Association.