

Policy on Nominations for Leadership Council Positions

Purpose:

This policy establishes the criteria and process for nominating individuals to the PennABA Leadership Council to ensure nominees meet the association's standards for membership, professionalism, and impartiality while aligning with the mission and needs of the organization.

Eligibility Criteria:

1. Membership in Good Standing:

- To be nominated, individuals must be current members of PennABA and maintain their membership in good standing, which includes adhering to all organizational bylaws, policies, and ethical guidelines.

2. Conflict of Interest Restrictions:

- Individuals with a conflict of interest are ineligible for nomination. A conflict of interest includes, but is not limited to, financial, professional, or personal interests that may interfere with the individual's ability to serve impartially on the Leadership Council.
- Individuals serving in leadership roles at regional or state-level professional associations related to behavior analysis or closely allied fields are ineligible for nomination. Leadership roles include executive or board-level positions, or any role with decision-making authority that could create competing obligations or interests.

Nomination Process:

1. Submission of Nominations:

Nominations may be submitted by Professional Behavior Analyst members in good standing. Self-nominations are permitted.

2. Initial Eligibility Review:

All nominations will be reviewed by the PennABA Nominations Committee to confirm eligibility. The committee will verify the nominee's membership status, evaluate potential conflicts of interest, and ensure alignment with PennABA's mission and goals.

3. Board of Directors Selection:

Once the eligibility review is completed, the PennABA Board of Directors will evaluate the pool of eligible nominees. The Board will select candidates who best meet the organization's mission, values, and current needs. Consideration will be given to factors such as the nominee's professional background, leadership experience, and potential to contribute effectively to PennABA's initiatives.

4. Nominee Agreement:

Selected nominees must acknowledge and agree to the responsibilities of Leadership Council service and affirm that they meet all eligibility criteria, including the absence of conflicts of interest.

Exceptions and Clarifications:

Nominees currently serving on workgroups or committees without leadership or decision-making authority within regional or state professional associations are eligible for nomination.

Approval and Implementation:

This policy is effective as of 7/1/2025 and applies to all future nominations and elections for the PennABA Leadership Council.

Policy on the Composition of the PennABA Leadership Council

Purpose:

This policy establishes limits on the composition of the PennABA Leadership Council to ensure diverse representation, prevent conflicts of interest, and maintain the integrity and impartiality of the council in guiding the association's mission and goals.

Limitations on Composition:

1. **Representation from For-Profit ABA Service Providers:**
 - No more than one Leadership Council member may simultaneously serve in an executive or leadership role within a for-profit ABA service provider.
2. **Representation from Non-Profit ABA Service Providers:**
 - No more than one Leadership Council member may simultaneously serve in an executive or leadership role within a non-profit ABA service provider.
3. **Employer Representation:**
 - No more than one Leadership Council member may hold a full-time position with the same employer, regardless of the organization's size, type, or for-profit/non-profit status.

Definitions:

- **Executive or Leadership Role:** Any position with decision-making authority or substantial influence over organizational operations, including titles such as CEO, COO, Executive Director, Program Director, Regional Director, Program Director, or equivalent.
- **Employer:** Refers to any agency, company, or organization providing behavior analytic services, whether for-profit or non-profit.

Enforcement and Review:

1. **Nomination Review Process:**

The Nominations Committee will review all nominees to ensure compliance with these composition limits before the election process begins.
2. **Conflict Resolution:**

If a conflict arises during a Leadership Council member's term (e.g., a member changes roles or employers, resulting in non-compliance with these limits), the Board of Directors will determine an appropriate resolution, which may include reassignment to a non-voting advisory role or resignation from the Leadership Council.
3. **Annual Review:**

The Board of Directors will conduct an annual review of the Leadership Council's composition to ensure ongoing compliance with these policies.

Rationale:

This policy promotes balanced representation within the PennABA Leadership Council by preventing overrepresentation from any single organization or sector. This ensures that the Council can effectively address the diverse needs of PennABA's membership while upholding ethical and professional standards.

Approval and Implementation:

This policy is effective as of 7/1/2025 and applies to all current and future members of the PennABA Leadership Council.