

# ASTD Plan For The Future

In last month's *Journal*, President Ralph Hartmann gave an interesting report on ASTD—past, present and future. Let us concern ourselves here with the last phase—the future—with specific reference to the proposed constitution and by-laws. Much time and effort have gone into these proposed changes, and I hope that you have found time to study them. However, may I review with you what, to me, seem to be the more important changes.

1. Liberalize eligibility for membership. The purpose is to expand Society influence by including operating managers, staff people, and others to whom training is of vital interest. There are many people involved directly in personnel training and development who need the aid and associations of ASTD.
2. Create a General Council as a legislative body consisting of the Board of Directors and the Presidents of the several Chapters. Because the latter are democratically elected, this will permit more direct Chapter influence in Society affairs.
3. The General Council shall have the authority to elect the President and Executive Vice-President; to consider and vote upon proposed additions, replacements or amendments to the Constitution and Bylaws, and to advise on Society policies and programs. The President of each Chapter to have one additional vote for each 25 members in excess of the minimum Chapter requirement.
4. Give the Board of Directors responsibility for establishing and carrying out policies, objectives and standards.
5. Increase the number of Regions from four to nine, following the standard regional breakdown of the Bureau of the Census. Better service to Chapters can be rendered by reducing the geographical area for each Vice-President; members outside the United States will be represented by the Executive Vice-President. (See paragraph 8.)
6. Concurrently with establishing nine Regions, eliminate the office of District Representative. The purpose is to permit more effective communication and coordination of chapters in Society affairs and to reduce the size of the Board of Directors for more manageable operations.
7. Reduce the term of President from two years to one year. This will minimize the contribution of time and effort required by one man in relation to his responsibilities to his own employer.
8. Create the position of Executive Vice-President; this will provide direct assistance to the chief executive officer and, at the same time, will serve as an apprenticeship for possible promotion.
9. Create the position of Executive Director; he shall be the chief administrator and shall serve as Secretary and Treasurer of the Society. Further promotion and development of our organization demands professional management.

The Board of Directors met in Chicago on October 2 and 3 and developed the proposed Constitution and set of Bylaws which will implement the proposed revisions and changes. The Board was enthusiastic as to the benefits that will accrue to the Society with the adoption of the proposed changes. We believe them to be in the best interests of the growing, dynamic society. It is our hope that they will receive your hearty accord and your valuable support.

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