

Executive Committee Structure and Terms

Background

The ITE Canada Executive Committee is comprised of the following positions:

- Secretary-Treasurer;
- Vice President;
- President;
- Past President; and
- District Director.

Each position is elected for a two-year term, with the exception of the District Director who serves for three years. The term of the District Director is determined by ITE International and cannot be altered by ITE Canada. In contrast, executive terms in most other districts are generally one year with the exception of the District Director who serves for three years in all Districts. Typically, executive members at ITE Canada commit to serving for 8 years (up to 11 if they serve as a District Director).

Challenges

Historically, ITE Canada has attracted high-caliber candidates for these positions. However, the lengthy commitment required has been a deterrent for some potential candidates considering a role on the executive committee. Additionally, the two-year terms restrict the number of leadership opportunities available within the organization. This limitation hinders ITE Canada's ability to leverage the talents of individuals who might have otherwise joined its leadership, particularly those who have previously served in section-level positions or committees (such as the Technical Liaison Committee, Training Committee, or the National Technical Program Committee) and are keen to contribute further.

Another concern is the potential for burnout among executive committee members. Balancing the demands of ITE Canada with their professional and personal

responsibilities can be challenging, particularly during the Vice President and President terms of their tenure.

Recommendation

To address these challenges, the following changes are proposed for the ITE Canada Executive Committee:

- Introduce an additional executive role to the Committee, separating the current Secretary-Treasurer position into two distinct roles. Each new executive member would either serve as Treasurer or Secretary for a period of two years.
- Starting from 2026, the Past President, President, and Vice President will transition to one-year terms.

The proposed structure for the Executive Committee over the next few years, subject to election outcomes, is presented below for illustrative purposes, to better explain the recommendation. The District Director role is not included because it is not proposed to change.

January 1, 2024 - Dec 31, 2024

- Ryan Vanderputten (Past President)
- Pedram Izadpanah (President)
- Irimi Akhnoukh (Vice President)
- Destiny Piper (Secretary-Treasurer)
- Run elections in 2024 to elect a Secretary for 2025
- New 1 is elected

January 1, 2025 - Dec 31, 2025

- Ryan Vanderputten (Past President)
- Pedram Izadpanah (President)
- Irimi Akhnoukh (Vice President)
- Destiny Piper (Treasurer)
- New 1 (Secretary)
- Run elections in 2025 to elect a treasurer for 2026
- New 2 is elected

January 1, 2026 - Dec 31, 2026

- Pedram Izadpanah (Past President)
- Irimi Akhnoukh (President)
- Destiny Piper (Vice President)
- New 1 (Secretary)
- New 2 (Treasurer)
- Run elections in 2026 to elect a secretary for 2027
- New 3 is elected

January 1, 2027 - Dec 31, 2027

- Irini Akhnoukh (Past President)
- Destiny Piper (President)
- New 1 (Vice President)
- New 2 (Treasurer)
- New 3 (Secretary)
- Run elections in 2027 to elect a treasurer for 2028
- New 4 elected

This recommendation will increase the leadership capacity of the organization and will reduce the executive committee commitment from 8 years to 5 years. A District Director will still be elected every three years to represent Canada on the ITE International Board of Direction.

Financial Implications

The primary financial impact of adding an additional executive member to the ITE Canada Executive Committee involves increased travel and conference expenses. These are estimated to be around \$5,500 annually. Additionally, a one-time expense of approximately \$4,000 is anticipated for updating the by-laws of the ITE Canada Corporation.

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