

## GOVERNANCE

### **Motion 1: Adopt Governance in 2021 & Beyond: A Road to Change as follows:**

- A. Adopt a leadership profile for ICSA Board of Directors, Executive Committee and ICSA Standing Committees to include gender diversity, Club Team coaches, Varsity coaches, Club/IM Athletics Administrators, Varsity Athletics Administrators, Undergraduates and Outside Directors. (by-law change required, Spring 2020)
- B. Create four new at-large positions on BOD with no more than one at-large member from each Conference. The four at-large members shall represent gender diversity if not already present on Board, Club coaches, Varsity coaches, Club/IM Athletic Administrators, Varsity Athletic Administrators. (by-law change required, Spring 2020)
- C. Create four new at-large positions on Executive Committee with no more than one at-large member from each Conference. The four at-large members shall represent gender diversity if not already present on Executive Committee, Club coaches, Varsity coaches, Club/IM Athletic Administrators, Varsity Athletic Administrators. (by-law change required, Spring 2020)
- D. Create at-large positions on Standing Committees, as necessary (after Conference appointments to Committees), to satisfy complete leadership profile. No more than one at-large positions on any one committee shall come from a single Conference
- E. Adopt a 6 consecutive-term limit on the ICSA President position, retroactive to 2016. (by-law change required, Spring 2020)

## **REALIGNMENT**

### **Motion 2: Adopt Realignment in 2021 & Beyond: A Road to Change as follows:**

- A. Form an oversight committee comprised of the Graduate Rep from each Conference & Standing Committee Chairs to coordinate committee work and facilitate a feedback and input loop to/from Conferences & committees. The oversight committee has additional responsibility by June 2021 to assist SEISA and NWSCA conferences to develop a plan for post 2021 operations and engagement with ICSA.
- B. Replace the “berth formula” in each of the Conditions to Nationals in June 2021 with a new berth allotment system that is based on competitive strength and, minimally, includes representation from MAISA, MCSA, NEISA, PCCSC, and SAISA. Implementation (sailing) at the 2022 Spring National Championships
  - i. Competition Committee to draft new berth allotment system with input/feedback from all Conferences (coordinated/facilitated by oversight committee)
  - ii. Draft proposals to be presented to BOD at Spring '20, Winter '21 and Spring '21 ICSA Meetings – final BOD vote, Spring '21
  - iii. Change to Section 2.1 of the General Conditions to Nationals, effective June 2021, to allocate berths in accordance with the new berth allotment system.
- C. Change ICSA Membership categories to Cross Regional, Regional, and Conference – effective Jan 2021 (by-law change required at Spring 2020 Annual Meeting).
  - i. Preliminary approval for membership category designation by Conferences, annually in November beginning Nov 2020.
  - ii. Final approval of team membership categories from Competition Committee annually in November, beginning Nov 2020.
  - iii. National membership roster shall include Cross Regional & Regional members from each of five Conferences – MAISA, MCSA, NEISA, PCCSC, and SAISA.
  - iv. Cross regional and regional membership is open to all teams.
- D. Reorganize 2021-2022 Interconference Schedule into Cross Regional & Regional events.
  - i. Each Cross Regional & Regional event to have representation in the berth allotment from each of MAISA, MCSA, NEISA, PCCSC, and SAISA.
    - 7 conference representation if necessary in Fall '21
  - ii. # of Regional events equal to or greater than # Cross Regional events.
  - iii. Administration of CR events through current Interconference scheduling process; Regional events coordinated by Conference Commissioners & Schedulers with oversight from Interconference Scheduling Coordinator.

## ELIGIBILITY & RULES COMPLIANCE

### **Motion 3: Adopt Eligibility & Rules Compliance in 2021 & Beyond: A Road to Change as follows:**

Change ICSA Procedural Rules to require a Declaration of Adherence signed by a University President or their designee to ICSA Procedural Rules & By-Laws be completed annually in the Fall Season by each Regular, Provisional, Cross Regional and Regional ICSA team.  
Implementation, Oct 2020

## PROFESSIONAL MANAGEMENT

### **Motion 4: Adopt Professional Management in 2021 & Beyond: A Road to Change as follows:**

- A. Create a part-time Executive Director, to be hired in January 2021.
  - i. Appoint a committee to develop job description, conduct salary research and develop salary package inclusive of all benefits and expenses within an overall budget of \$70k. Present to BOD for approval at Spring 2020 Meeting.
  - ii. Committee to conduct National search, targeting a January 2021 hire date.
- B. Develop a cash reserve of \$45k to fund increase to ICSA budget by charging a one-time assessment of no more than \$300 to 2020 Regular Members and no more than \$125 for 2020 Provisional Members. Assessment billed and due in the Fall of 2020.
- C. Reallocate “consultant fee” and “intersectional scheduling coordinator” budget line items to Executive Director in 2021 budget.
- D. Allocate \$70k to Executive Director salary/benefits/expenses in 2021 budget.
- E. Increase ICSA Dues in 2021 to total \$70k in revenue. ICSA Finance Committee to develop new dues structure within new membership category structure, with Cross Regional dues being the highest dues rate.