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### **Policy on Multiple Roles of Council Leaders**

NCTE is composed of many talented individuals from every educational level and every phase of English language arts. NCTE recognizes the value to members of engaging in the organization. Doing so provides opportunities to grow leadership skills, expand literacy educator voices to new contexts, and influence the trajectory of our organization and field. However, when members serve more than one role, NCTE and the members often find challenging situations. Recent examples of members having the best intentions to serve multiple roles have shown that things can play out differently. Committees have been left without a full complement of members participating in the work as well as seats vacated mid-term due to the demands of holding two or more simultaneous roles.

For these reasons, NCTE places emphasis on sharing opportunities for the involvement of many members through a one-role guideline. It is in NCTE's as well as members' best interests to involve as many members in the organization as possible.

The Executive Committee, wishing to encourage wide participation by members in NCTE activities, has established the following guidelines. Nominating committees and those responsible for recommending roles for Council members (e.g., committee chairs and members) should consult these guidelines in their deliberations.

#### **Elected Positions:**

Persons *elected* to leadership within NCTE are to only serve that role. This applies to any elected position within NCTE, including elected leadership for conferences, the one association, Research Foundation, and any other position that requires an election. It is the ongoing responsibility of nominating committees to inform potential candidates, prior to determining the final ballot slate for elected office, that filling the elected position would require resignation from responsibilities of other roles in the Council (e.g., committee roles) should they be elected. The candidate should be fully aware of this and have the opportunity to choose the leadership role that they value most. Similarly, it is the responsibility of NCTE constituent groups such as sections, conferences, etc. to inform candidates, through their nominating committees prior to the election time period, that election would involve resignation from other positions prior to starting their elected term.

#### **Appointments:**

Appointments for ongoing and longer-term roles (generally defined as one year or more) should be limited

to one role at a time. This means, for example, a member may only serve on only one NCTE committee at a time.

#### Temporary Roles:

There are temporary roles in NCTE, such as short-term task forces and position statement groups, which depend on specialized knowledge and experiences to be successful. It is understood that the principles of a range of members being involved should be upheld and that it is sometimes necessary to ask a member with particular expertise to also serve on a short term appointed role. Such decisions are left to the judgment of the NCTE Presidential Team and Executive Committee, when necessary, to make a final determination.

#### Project, Grant, Contract, and Publishing Roles:

NCTE engages with an increasing number of partners, grants, and contracts, and also operates a publishing division. It is understood that certain roles within these contexts call for ongoing involvement. While we generally discourage more than one role at a time, it is also understood that the continuity of expertise on projects and publishing endeavors can be essential. In the rare instances where a person may fill an elected or appointed role plus a role in this category, the Executive Director is advised to have a conversation with the member to ensure they are aware of the load. Should additional conversation be warranted, such as in the case of potential conflicts of interest, the matter should be referred to the Presidential Team for consideration and resolution.

### **I. Executive Committee**

Some Executive Committee members (Vice President, Representatives-at-Large) are initially nominated for their posts by nominating committees. Potential candidates for these offices should be informed at the time of nomination that they would be expected to resign from conflicting positions if they are elected.

Other Executive Committee members represent NCTE constituent groups (sections and conferences). It will be the responsibility of those groups, through their nominating committees, to inform candidates for top leadership positions that election would involve resignation from responsibilities that conflict with their Executive Committee roles.

### **II. Other Council Positions**

#### **A. Situations involving conflicts**

No individual or group within the Council should appoint or nominate a member for a Council position without notifying the potential candidates of existing conflicts and of the necessity of resigning from the conflicting Council posts upon being elected or accepting appointment to the new position.

#### **B. Non-conflict situations**

Even when conflicts do not exist, individuals and groups with responsibility for nominations or appointments should make a special attempt to use the talents of capable NCTE members not currently involved in Council activities. New talent should be sought out and nurtured, especially in roles that provide an opportunity for initial involvement in Council work (e.g., membership on committees). Long-standing Council members whose terms in strong leadership positions have ended should also be considered so the benefit of their experience is not lost to the Council. In

short, wide participation means that present Council leaders are responsible for developing new leadership and making continuing use of the talents of those who have served the Council well in the past.

### **III. Dual Candidacy for Elected Offices**

No one may stand for election to more than one major Council post in the same year (e.g., the College Section Committee and the CCCC Executive Committee; the Secondary Section Committee and the ELATE Executive Committee). We cannot rank level of service; even if we could, potential candidates might rank positions differently. Since nominating committees work on different calendars (with the NCTE Nominating Committee first), and since elections and assumptions of office work on different calendars, the principle is that anyone who accepts candidacy for one major role will be barred from consideration by subsequent nominating committees.

### **IV. Reservation and Refinements**

It is clear that certain Council positions do not call for “new faces.” Executive Committee posts, committee chairs, and similar roles require proven leaders who might or might not currently hold Council positions. In such cases, service in multiple non-conflicting roles might be warranted.

Furthermore, nominating and appointing bodies should not exclude an individual from consideration for a position of greater responsibility when the individual is presently in a conflicting post of lesser responsibility. For example, a committee chair or member should not automatically be excluded from consideration as a nominee for representative-at-large or for the directorship of a newly created task force. In such cases, the guidelines for “situations involving conflicts” (above) should be followed, thus permitting the individual to accept or decline the new nomination or appointment, with full knowledge of the implications for resigning from his or her present role.

None of the reservations above apply to multiple roles that are based on liaison responsibilities. For example, a task force member might be chair of a committee whose work is within the purview of the task force.

Liaison responsibilities inherently involve multiple roles, their purpose being to coordinate the flow of information among groups whose goals are related.

Finally, none of the guidelines should be interpreted as a negation of existing NCTE policies and practices regarding adequate representation of people of color, women, classroom teachers, etc., in Council activities.