

Annex A: On nominations and election to the PAP Board of Directors

Starting this year, we will begin implementing a provision in the amended PAP By-Laws (ratified during the 2018 PAP Convention), Article VII, Section 2, which reads, in part:

SEC. 2. *Board of Directors.*

a) Composition of the Board. The Association shall be governed by nineteen (19) Board of Directors (BODs). Twelve (12) of them shall come from the four geographic regions: NCR, Balance Luzon, Visayas, and Mindanao—equally distributed. They shall be known as Area Directors. The remaining seven (7) seats may come from any of the areas and shall be known as Directors-at-Large.

All BODs shall be voted by all members who are eligible to vote.

There shall be Independent Board of Directors: the immediate past president as *ex-officio* and not more than two other individuals appointed by the Board. They shall enjoy all rights and privileges of a Director except the right to vote. Where the immediate past president continues to be a full Director, the *ex-officio* position is necessarily left vacant.

b) **Qualifications of Board of Directors.** The Members of the Board must have the following qualifications:

- 1) registered psychologists or psychometricians with at least 10 years of experience;
- 2) at least 3 years relevant supervisory experience;
- 3) whose personal and professional conduct is beyond reproach; and
- 4) who are updated in their membership dues.

c) Term of Office and Election. Directors shall serve for a term of three (3) years or until their successors shall have been duly elected and qualified. They shall be classified such that the term of about one third ($\frac{1}{3}$) of their number shall expire every year.

Any Director may serve for a maximum of two consecutive terms whether as Area Director or Director-at-Large. A mandatory hiatus of two (2) years shall be required before such member may qualify for Board membership again.

To fill in the seats provided above, the election process shall follow a cycle of three (3) election years. In the first two years, **PAP members shall elect six (6) Directors.** In the third election year, they shall elect seven (7) Directors. The same cycle shall be followed thereafter.

To ensure geographic representation, each region shall have nominees for Board Directorship. During the first two election years, the top two (2) winning candidates shall serve as Directors-at-Large, while in the third election year, the top three (3) winning candidates shall serve as Directors-at-Large. After ascertaining the presumptive Directors-at-Large, the candidate with the highest number of votes from each geographic region shall serve as its Area Director.

Independent Directors, except the *ex-officio*, shall serve for a term of one year unless reappointed.