

PSNES TELECON MEETING MINUTES
September 12, 2007

Welcome, Member Roll Call, and Meeting Agenda Review – Pat Loftus at 12:00 Noon
(Meeting Agenda provided as Attachment 1)

Participants:

Pat Loftus, President
Dick Gill, Acting VP
Rick Etling, Secretary/Treasurer

Directors:
Steve Routh
Rich Martin
Ed Klevans
Mark Lloyd
Bill Naughton
Jim Tusar

Jack Brenizer – Chair of Nuclear Engineering
Ron Brown
Chris Clemens
Traci Shimmel

Old Business

The July 14, 2007 meeting minutes were approved (see Attachment 2) – ongoing action items were reviewed and updated.

- PSNES members are invited to contact Tamara Jurgens regarding speakers for ANS Student Chapter meetings.
- PSNES members are invited to contact Jack Brenizer regarding student sponsorship for Conferences.
- Operations and Membership Teams to draft proposals for consideration and voting at the next PSNES Meeting.

PSNES TELECON MEETING MINUTES
September 12, 2007 (continued)

New Business

1. PSNES Website Upgrade – Doug Wood is working with PSMES and the University to update the Website to be consistent with the PSMES site, including options for joining the Society on- line. (Loftus update via e-mail update from D. Wood)

2. The 2007-2008 Meetings, Membership & Operations Activities Summary was reviewed and amended. (See Attachment 3)

3. Award & Recognition Activities – The Board approved the text of the recognition plaque for Terry Flinchbaugh (See Attachment 4). Pat Loftus, Ron Brown, and Jack Brenizer reviewed the results of the September 11th discussions with the Department regarding Award and Recognition activities. The current proposal is to establish a PSNES Excellence Fund to support Annual Awards for 2 Program Undergraduates as well as other future PSNES initiatives. An initiative to implement Annual PSNES Awards for Scholarship and Service/Leadership was approved by the Board. To ensure sustainability of the Awards, Rich Martin pledged a multi-year funding commitment at the level consistent with the cost of two plaques/year.

Action: Pat Loftus to have the Flinchbaugh plaque produced. When available, the Board requested that PSNES Members present the plaque to Terry Flinchbaugh. Ed Klevans and Jack Brenizer agreed to coordinate with Fred Sears on logistics of the presentation.

Action: Rich Martin, Ron Brown and Ed Klevans to develop a recommendation on the Awards criteria for the two PSNES awards.

Action: Jack Brenizer to make a recommendation on how to capture donations for the PSNES Excellence Fund through the Department or the University.

Action: At a future meeting, discuss Society recognition of Past Department “Nuclear Titans”

PSNES TELECON MEETING MINUTES
September 12, 2007 (continued)

4. PSNES Elections Every 2 Years & Constitution Changes – The Board reviewed and approved the proposed changes for timing of elections and duration of Board positions. The changes include adopting bi-annual elections beginning in 2009 with 4 year terms for Directors. In addition, approximately half of the Board would be subject to election/re-election every two years. In order to transition into this structure, the Terms of certain Director positions would need to be extended to ensure Board stability and continuity. (See Attachment 5)

Action: Rich Martin will update the constitution to reflect the feedback from the September 12th PSNES Meeting discussions and distribute a confirmatory copy to Board Members.

Action: In accordance with the current Constitution, the proposed Constitution reflecting the above changes will be distributed on or before October 12 with the goal of being voted upon at the next PSNES Meeting on November 12, 2007.

5. PSNES Board Orientation, Expectations & Responsibilities – Jim Tusar presented the proposed orientation document.

Action: Board to review and provide comments to Jim Tusar. Jim to revise the document to reflect the proposed changes in Board operations discussed during the September 12th PSNES Meeting. This revised document will be distributed to enable discussion and approval at the November 12th PSNES Meeting.

Upcoming Events and Meetings

- PSES Meeting @ PSU (w/telecon access) – 9/28/07
- PSES Golf Classic – 9/29/07 (State College)
- PSNES Meeting (5:00 PM) & NE/PSNES Reception (6:00 PM) – 11/12/07 (ANS Winter Meeting @ Omni Shoreham Hotel, Washington DC)

Adjourn – 1:48PM

ATTACHMENT 1

**PSNES MEETING (TELECON) AGENDA
September 12, 2007
12:00 Noon – 1:30 AM (US Eastern Time)**

- 5 Min. Welcome and Member Roll Call – Pat Loftus
- 5 Min. Old Business – Pat Loftus
- Approval of July 14, 2007 Meeting Minutes
 - Action Item Review
- 60 Min. New Business
- Program & NE 590 Seminar News – Jack Brenizer/Larry Hochreiter
 - RSEC News – Fred Sears
 - ANS Student Chapter News – Tamara Jurgens
 - PSNES Website Upgrade – Doug Wood
 - 2007-2008 Meetings, Membership & Operations Activities – All
 - Award & Recognition Activities – Pat Loftus/Ron Brown
 - PSNES Elections Every 2 Years & Constitution Changes – Dick Gill/Rich Martin (Leads)
 - PSNES Board Orientation, Expectations & Responsibilities – Jim Tusar
- 10 Min. Member/PSU News & Events Roundtable – All
- 5 Min. Upcoming Events and Meetings – Pat Loftus
- PSES Meeting @ PSU (w/telecon access) – 9/28/07
 - PSES Golf Classic – 9/29/07 (State College)
 - PSNES Meeting & NE/PSNES Reception – 11/12/07
(ANS Winter Meeting @ Omni Shoreham Hotel, Washington DC)
- Adjourn

ATTACHMENT 2

Minutes - Penn State Nuclear Engineering Society (PSNES) July 14, 2007 Telecon Meeting

A Telecon Meeting of the PSNES was held on July 14, 2007.

Attendees:

Pat Loftus, President	Prasad Kadambi – Director (2005-2007)
Dick Gill, Acting Vice-President	Melissa Hunter – VP (2005-2007)
Rick Etling, Secretary/Treasurer	Steve Routh – Director (2005-2007)
Jeff Jeffries, Director	Ron Brown
Mark Lloyd, Director	Richard Martin
Doug Wood, Director	Jerry Robinson – PSMES President
Jim Tusar – Director	
Len Pasquini, Past PSNES President	
Tamara Jurgens, ANS Student Chapter President-Elect	
Jack Brenizer, Program Chair, Nuclear Engineering	

Member Providing E-mail Inputs and Reports:

Jennifer Butler, Director
Larry Hochreiter – Faculty Member
Fred Sears – RSEC Director, Member
Bill Naughton – Director
Dan Skilone – ANS Student Chapter President
Kerry Basehore – Director (2005-2008)
Ken Hunt – Director (2005-2007)

The Meeting was initiated by Pat Loftus at 10:00 AM and introductions were made. Meeting materials were previously distributed via email and were reviewed by Pat Loftus.

Old Business

1. Introductory remarks were provided by Pat Loftus.
2. The April 21, 2007 Annual Meeting Minutes were amended and approved. Final Minutes and the Constitution (as amended during the April 21, 2007 Annual Meeting) will be posted on the PSNES website.

New Business

3. Nuclear Engineering Program Update

Jack Brenizer provided a summary of the Program status:

- A new associate professor joined the Department in June.
- In the 2005-2006 academic year, Penn State and Texas A&M tied for the largest undergraduate graduating classes at 31 students per the Oak Ridge Institute for Science and Engineering. (~1/3 of PSU graduates where enrolled in the joint ME/NucE Program).
- The University is continuing the search for a new Director of the Penn State Institute for Energy and Environment.

4. Radiation Science and Engineering Center (RSEC)

The RSEC report was submitted by Fred Sears via e-mail. In his absence, Pat discussed the key points. Attachment 2 provides this report. The Board approved a recognition initiative to create and present a plaque to Terry Flinchbaugh who recently retired after 40 years at PSU/ RSEC.

Action: Len Pasquini to prepare text for Board review

5. ANS Student Chapter Update

Tamara Jurgens provided a PSU ANS Student Chapter update:

- Penn State received honorable mention for the Samuel Glasstone award.
- The Boy Scout merit badge outreach program continues very successfully.
- The Chapter/Faculty annual picnic will be held in September.
- 15 members attended the Conference at Oregon State. Society members are welcome to provide sponsorship where possible for travel to future Conferences.
- Penn State has submitted a request to sponsor a future Conference during 2009 which is the 50th Anniversary of the Penn State Nuclear Engineering Program.
- Industry speakers are needed for upcoming Chapter Meetings. The focus is on sharing career options and experiences.

Actions:

- PSNES members are invited to contact Tamara Jurgens regarding speakers for ANS Student Chapter meetings.
- PSNES members are invited to contact Jack Brenizer regarding student sponsorship for Conferences.

6. Vacant President-Elect Positions

It was moved and approved that the Board appoint, per the bylaws, Dick Gill as Vice President until the position of Vice President/President Elect can be filled by a regularly scheduled election.

7. 2 Vacant Director Positions

The vacant Director positions of Richard Gill (2007-2009) and Kerry Basehore (2005-2008) were discussed and self-nominations from the Membership were considered. Per the PSNES Constitution, two Board appointments were moved and approved. The Board appointed Richard Martin to fill the remainder of Gill's term. The Board appointed Steve Routh to fill the remainder of Basehore's term. Future positions will be filled per the recommendations from Item #8 below.

8. PSNES Board of Directors Orientation, Responsibilities and Expectations

The draft "PSNES Board of Directors Orientation, Responsibilities and Expectations" document was discussed.

Two of the areas for improvement identified by the June 2007 PSNES Self-Assessment were the need for a new Board Member orientation document and the need for reconsideration of the length of the Board Members' term and the sequencing of elections. After discussion, the Board concluded that revisions to Constitution and the draft New Member Orientation document were needed.

The Board agreed to consider a proposal to simplify and streamline Board operations at the next PSNES meeting. The Board requested that the proposal enable focus on the value-added mission of the society and minimize time spent on elections and administrative procedures, while ensuring consistent introduction of new ideas and energy into the Board.

A working team was chartered to draft a proposal and proposed Constitution amendments for consideration and voting at the next PSNES meeting. A second team was chartered to review the consistency of the Constitution, the Board Structure, and the draft New Member Orientation document.

Actions:

- An adhoc team was chartered (Dick Gill, Leader – Rich Martin, Pat Loftus, Rick Etling and Jack Brenizer) to draft a Board Operations proposal for changing the election of officers/board members from annual to every two years for consideration at the next PSNES Meeting. Include in the proposal what actions would be necessary to 1) extend or revise the current terms of existing Directors and officers to accomplish such an action and 2) what revisions would be necessary to the PSNES Constitution to reflect such a change in election frequency.
- A second adhoc team was chartered (Rich Martin, Leader – Steve Routh and Jim Tusar) to review the consistency of the Constitution, the Board Operations proposal, and the draft New Board Member Orientation document. Jim Tusar will focus on the New Board Member Orientation document.

9. PSNES Self-Assessment Results, Objectives, Organization and Potential Initiatives

Proposed PSNES objectives focused on PSNES Membership, Operations and Support to the Program/RSEC/Students were discussed as well as several potential initiatives.

Actions:

- Loftus to solicit Board Member interests in Membership and Operations working teams by 7/30/07.
- Operations and Membership Teams to draft proposals for consideration and voting at the next PSNES Meeting.

10. Member News and Events

PSNES Members continue to be encouraged to contact Dr Larry Hochreiter regarding suggestions and offers for presenters at future seminars of the NE 590 Speaker Series.

Logistics for the September 2007 PSNES Telecon Meeting will be finalized and communicated by Pat Loftus. The meeting was adjourned at 11:50 AM.

ATTACHMENT 1

PSNES MEETING (TELECON) AGENDA July 14, 2007

- 5 Min. Welcome and Member Roll Call – Pat Loftus
- 5 Min. Old Business – Pat Loftus
- Approval of April 21, 2007 Annual Meeting Minutes
 - Constitution (as amended April 21, 2007)
- 35 Min. New Business
- Program News – Jack Brenizer
 - RSEC News – Fred Sears (report submitted)
 - ANS Student Chapter News – Tamara Jurgens
 - Acting VP (Gill) Term Clarification– Board
(2007-2008 until VP/President Elect is filled)
 - Board Appointment of Directors to fill vacancies – Board
Kerry Basehore (Term ends 2008)
Dick Gill (Term Ends 2009)
 - PSNES Board Orientation, Expectations & Responsibilities – Board
 - PSNES Self-Assessment Results, Objectives, Organization and Potential
Initiatives – Board
 - Board Membership Roster Update – Pat Loftus
- 10 Min. Member/PSU News & Events Roundtable – All
- 5 Min. Upcoming Events and Meetings – Pat Loftus
- PSES Golf Classic – 9/29/07 (State College)
 - PSNES Meeting (w/telecon access) – September
 - PSNES Meeting & NE/PSNES Reception – 11/12/07
(ANS Winter Meeting @ Omni Shoreham Hotel, Washington DC)

Adjourn

ATTACHMENT 2
RADIATION SCIENCE AND ENGINEERING CENTER REPORT
FOR
JULY 14, 2007 PSNES MEETING

Submitted by Fred Sears via E-mail

A.

June 21, 2007 marked Terry Flinchbaugh's true last day working at the RSEC. Terry officially retired in December 2006 but agreed to a six month "emergency hire" to support and assist in the turnover to the new Associate Director for Operations, Mark Trump. Terry's career at the RSEC spanned a period just one month shy of 40 years. He was an extraordinary contributor to the RSEC and will be much missed.

B.

The first week of June saw three NRC inspectors/examiners visiting the RSEC. Four SRO license exams were given which included the new Associate Director for Operations and three undergraduate reactor interns. The inspection was very broad in coverage and addressed security as well as the normal regulatory matters. One minor issue was found by the inspectors, an experimental authorization which lacked a signature, all other information was present including the notes by staff during the experiment. In today's high visibility regulatory environment the RSEC continues to be recognized by the NRC as one of the "best run university reactors" in the country.

C.

Efforts are continuing to gather sufficient external funding to build an expanded neutron beam laboratory which would provide improved facilities for neutron related research. The expanded facilities would include a cold neutron beam as well as an increase in the number of beam tubes available for use. This is an activity that would greatly benefit from alumni support.

ATTACHMENT 3

DRAFT – FOR DISCUSSION

PSNES 2007-2009 PROPOSED OBJECTIVES (From June 2007 Self-Assessment Results)

- Grow Active Membership by _____ by providing value-added services and an enjoyable professional and social environment to enable “give-back” to Penn State
- Streamline Organization and Operations and make effective use of technology to enable and encourage involvement (e.g., as low as 3-5 hours/year/member)
- Identify support and resources for the Program/RSEC
(e.g., Awards/Recognition/Celebrations, NE 590 and ANS Student Chapter Speakers, Financial support, Sharing career experiences and professional opportunities)

ATTACHMENT 3

PSNES ORGANIZATION & INITIATIVES SUMMARY (9/07)

Officers (Term)		President – Pat Loftus (2007-2011) VP/President Elect – Vacant (2007-2009) Acting VP: Dick Gill (2007-2008 until VP/President Elect position filled) Secretary/Treasurer – Rick Etling (2007-2009)
Board(Term)		2005-2008: Butler, Routh 2006-2008: Klevans, Naughton, Wood 2007-2009: Martin, Jeffries, Tusar, Lloyd Brenizer (Program), Hochreiter (Faculty), Sears (RSEC), Jurgens (ANS Student Chapter)*, Pasquinin (PSNES Immediate Past President), Arieta (PSES President)* * without Vote
	2007-2008 Membership Meetings	- 2007 4 th Qtr Meeting (11/12/07 -Wash DC) - 2008 1 st Qtr Meeting/telecon - 2008 Annual Meeting (PSU -2 nd Qtr) - 2008 3 rd Qtr. Meeting/telecon - 2008 4 th Qtr Meeting (11/08 – Winter ANS)
On-Going Support Activities		
	On-Campus Speakers & Learning Opportunities	- NucE 590 Seminars: Hochreiter - ANS Student Chapter Speakers: Jurgens
	Recognition, Awards & Celebrations	- Warren Witzig: Complete 4/07 - Terry Flinchbaugh: Loftus/Klevans/Brenizer - PSNES Undergraduate Awards (2): Martin, Klevans, Brown, and Supko
	NucE/PSNES Reception @ ANS Winter Meeting	- November 12, 2007 – Washington DC
	Financial support opportunities	- Individual/Team of Alumni (outside PSNES)
	Communications	- PSNES Minutes: Etling - PSNES News & Events: Loftus
Membership Standing Committee Jennifer Butler – Lead		
	Membership Registration, Survey & Follow- up (from Website)	
	Regional Social Networking Events & Young Professionals Networking	
	Career Experiences & Professional Opportunities Networking	
Organization Standing Committee Steve Routh – Lead		
	Strategic Plan	- PSNES Mission Statement: Complete - PSNES Objectives: Loftus (Draft)
	Operations	- PSNES Constitution Proposal for review and approval in 11/07 Meeting: Martin (Lead) - New Member Orientation, Expectations & Responsibilities Proposal for review and approval at 11/07 Meeting: Tusar - Website Update: Wood (on-going)
Resources	PSNES –Penn State Nuclear Engineering Society	http://www.mne.psu.edu/Alumni&Friends/PSNES.htm
	PSU ANS Student Chapter	http://www.clubs.psu.edu/up/ans/
	PSES -Penn State Engineering Society	http://www.engr.psu.edu/AlumniFriends/pses.htm
	PSMES - Penn State ME Society	http://www.mne.psu.edu/Alumni&Friends/PSMES.htm

ATTACHMENT 4

RECOGNITION PLAQUE FOR TERRY FLINCHBAUGH

The Penn State
Nuclear Engineering Society
Honors and Recognizes

Terry L. Flinchbaugh

Associate Director for Operations
Radiation Science and Engineering Center
Breazeale Nuclear Reactor

For Your Four Decades of Service
To the Many Students You Have Supported and Educated
About the Principles and Practices of
Health Physics and Safe Facility Operations

That, Through your Efforts and Example, Are Now Better
Engineers, Scientists, and Managers in the
Nuclear Profession

For Your Dedication and Care of Our Future Careers
It is With Grateful Appreciation

We Thank You

September 12, 2007

ATTACHMENT 5

PSNES BOARD ELECTIONS EVERY 2 YEARS

BOARD ELECTIONS EVERY 2 YEARS -----ACTION FROM 7-14-07 PSNES BOARD MEETING:

Text of 8-24-07 E-mail from Dick Gill:

PSNES Board of Directors.

As you may recall from our discussions at the July 14, 2007 meeting via telecon, we agreed that a working group would be established to investigate options of changing the frequency of our PSNES elections from annual to every two years. The team included Jack Brenizer, Pat Loftus, Rick Etling, Richard Martin and myself. This group was also tasked to see what constitution changes would be needed to implement such a change.

We investigated several scenarios including starting a two year election process in 2008 or 2009, exchanged our ideas via e mails including pro's and con's and held a telecon on August 21, 2007 where we agreed that one scenario we had considered was the best one on our opinions. I am attaching the scenario along with proposed PSNES constitution changes that would be necessary to allow it to be implemented for your reviews.

While the scenario the team believes includes some explanations at the top and bottom, I thought it might be useful to provide a summary below:

1. The two year elections would start in 2009. There would be no elections in 2008.
2. The officer positions and terms would remain as they are now in terms of durations.
3. The terms of the five at-large member positions (Directors) that will expire in 2008 would be extended to 2009. The other four at-large director position terms would be extended to 2011 to ensure an overlap continues to exist. Should any member who currently holds those positions not wish to have their terms extended, the PSNES board would have the authority to appoint replacements for the duration of the corresponding extended term.
4. Future elections of at-large director positions would change from two year to four year terms.

It is our intent to "consider" this proposal during the Sept 12th meeting via telecon and then to set up an e mail voting process for the PSNES Board to officially decide with the goal of having a final decision by early November. We will not be able to vote on it at this September meeting since we are not providing you one months written notice.

Please review these attachments and be prepared to discuss at the meeting. If you have questions or comments before the meeting however, feel free to send them to me. I will try to address these weekly. Thanks. Dick

Y 2 YEARS -----ACTION FROM 7-14-07 PSNES BOARD MEETING:

Current Constitution – Bold Indicates Election Year
(VP/President Elect Term 4 Years; S/T Term: 2 years, Director: 2 years)

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
President			PL	PL	PL	PL	VP/ PE1		VP/ PE2		VP/ PE3		VP/ PE4
VP/President Elect (VP/PE)			Vac	Vac	VP/ PE1		VP/ PE2		VP/ PE3		VP/ PE4		VP/ PE5
VP Interim			DG	DG									
Secretary/Treasurer (ST)			RE	RE	ST1	ST1	ST2		ST3		ST4		ST5
Board 1	KB	KB	KB/ SR	B1A		B1B		B1C		B1D		B1E	
Board 2	JB	JB	JB	B2A		B2B		B2C		B2D		B2E	
Board 3		EK	EK	B3A		B3B		B3C		B3D		B3E	
Board 4		BN	BN	B4A		B4B		B4C		B4D		B4E	
Board 5		DW	DW	B5A		B5B		B5C		B5D		B5E	
Board 6			DG/ RM	RM	B6A		B6B		B6C		B6D		B6E
Board 7			JJ	JJ	B7A		B7B		B7C		B7D		B7E
Board 8			ML	ML	B8A		B8B		B8C		B8D		B8E
Board 9			JT	JT	B9A		B9B		B9C		B9D		B9E
Past President			LP	LP	LP	LP	PL	PL	VP/ PE1	VP/ PE1	VP/ PE2	VP/ PE2	VP/ PE3

Loftus: PL

Etling: RE

Butler: JB

Jeffries: JJ

Lloyd: ML

Tusar: JT

Pasquini: LP

Gill: DG

Routh: SR

Martin: RN

Klevans: EK

Naughton: BN

Wood: DW

Basehore: KB

Proposed Scenario – Start Rotation w/ 2009 Election
(VP/President Elect Term: 4 Years; S/T Term: 2 Years; Director Term: 4 Years)
Bold indicates Election Year

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
President (PR)			PL	PL	PL	PL	VP/ PE1		VP/ PE2		VP/ PE3		VP/ PE4
VP/President Elect (VP/PE)			Vac	Vac	VP/ PE1		VP/ PE2		VP/ PE3		VP/ PE4		VP/ PE5
VP Interim			DG	DG									
Secretary/Treasurer (ST)			RE	RE	ST1		ST2		ST3		ST4		ST5
Board 1	KB	KB	KB/ SR	KB/ SR *	B1A				B1B				B1C
Board 2	JB	JB	JB	JB *	B2A				B2B				B2C
Board 3		EK	EK	EK *	B3A				B3B				B3C
Board 4		BN	BN	BN *	B4A				B4B				B4C
Board 5		DW	DW	DW *	B5A				B5B				B5C
Board 6			DG/ RM	RM	RM *	RM *	B6A				B6B		
Board 7			JJ	JJ	JJ *	JJ*	B7A				B7B		
Board 8			ML	ML	ML*	ML*	B8A				B8B		
Board 9			JT	JT	JT*	JT*	B9A				B9B		
Past President			LP	LP	LP*	LP*	PL	PL	VP/ PE1		VP/ PE2		VP/ PE3

Loftus: PL Etling: RE Butler: JB Jeffries: JJ Lloyd: ML Tusar: JT Pasquini: LP
Gill: DG Routh: SR Martin: RN Klevans: EK Naughton: BN Wood: DW Basehore: KB

* Term Extension: If Unable/Unwilling to Serve, Constitution must allow Board Appointment to fill remaining term

PROPOSED CHANGES TO THE PSNES CONSTITUTION TO HAVE ELECTIONS EVERY TWO YEARS VERSUS ANNUAL.

REVISION 1, AUGUST 23, 2007

GILL

The following changes to the PSNES Constitution are proposed to permit elections of officers and directors every two years versus annually:

Article V. Elections

Section 3.

Current wording:

At-large members' terms shall be staggered such that half (or approximately half) are subject to rotation annually. At-large members may be appointed between annual meetings by the Board of Directors to fill vacancies. At-large members so appointed will serve the balance of the unexpired term.

Proposed wording:

At-large members' terms shall be staggered such that half (or approximately half) are subject to rotation every two years. At-large members may be appointed between every two year elections by the Board of Directors to fill vacancies. At-large members so appointed will serve the balance of the unexpired term.

Section 4.

Current wording:

Officers and Board Members shall be elected for two year terms, with the exception of the Vice President/President-Elect, who upon election will have a four year obligation. Vacancies may be filled by appointment by the Board of Directors between meetings. Officers so appointed will serve the balance of the unexpired term.

Proposed wording:

Officers shall be elected for two year terms, with the exception of the Vice President/President-Elect, who upon election will have a four year obligation. Commencing in 2009, At-Large Board members shall be elected for four year terms. Vacancies may be filled by appointment by the Board of Directors between every two-year elections. Board members and Officers so appointed will serve the balance of the unexpired term. The Board may extend the terms of At-Large members' to allow for the transition from annual to every two year elections and to maintain staggered terms such that half (or approximately half) are subject to rotation every two years.