



AMERICAN SOCIETY OF
SAFETY PROFESSIONALS



Board Ready:

What it takes to Serve and Succeed

The Board of Directors engages in strategic thinking and planning to set the organization's direction, mobilize resources and provide oversight to ensure ASSP's progress in achieving its mission. The Board is responsible for cultivating a professional society committed to providing a vibrant member community; serving as a trusted advisor to members, businesses and policymakers; and creating and sustaining a pipeline of qualified EHS professionals. Working together the board will achieve the vision that safety, health and well-being are inherent rights of every worker

Role and Responsibilities of the Board of Directors

- Sets strategic direction
- Ensures financial and legal responsibility
- Provides oversight and stewardship
- Upholds the organization's values and governance principles
- Supports and evaluates the CEO
- Acts as an ambassador for the Society
- Engages with members and stakeholders

Fiduciary Responsibilities

Duty of Care – Board members must make informed and well-reasoned decisions in the best interest of ASSP. To meet this expectation, board members must actively participate in meetings, review relevant materials, seek expert advice when necessary, and exercise due diligence in overseeing the organization's operations and financial health.

Duty of Loyalty – Board members must prioritize the interests of the organization above any personal or financial interests. Board members should avoid conflicts of interest, disclose any potential conflicts and refrain from using their position for personal gain. All decisions should be made in good faith to benefit the organization and its stakeholders.

Duty of Obedience – Board members must ensure that the organization complies with its mission, bylaws, policies and applicable laws and regulations. Board members should act within their authority, uphold the organization's purpose and ensure that its resources are used appropriately to advance its goals.



ASSP values the benefits of unique perspectives at all levels, including the board of directors. Having leaders who have different life and work experiences contributes to more balanced board deliberations and better decision making."

**Stephanie L Johnson, CSP, CHMM,
2023-26 Director-at-Large, ASSP
Board of Directors**



Demonstrated Competencies

Candidates for the ASSP Board of Directors should show strong leadership skills and meet both general and board-specific competencies. Candidates must exhibit and will be evaluated against both leader and board-specific competencies.

Here is what is expected:

Board - Specific Competencies

Strategic Impact

Positioning ASSP to lead the future of the profession

- **Strategic Foresight & Market Shaping**
Board members anticipate emerging trends and translate market signals into strategic direction that positions ASSP as a leader. They think beyond the current state to guide long-term growth, relevance and influence in the evolving EHS landscape.
- **Business, Financial & Enterprise Acumen**
Board members understand how ASSP creates value and sustains growth, using financial and market insight to guide decisions. They connect EHS priorities to broader business performance and ensure strategies are both impactful and economically sound.
- **Systems Thinking & Integration**
Board members take a holistic view, recognizing how standards, workforce development, data and community must work together to drive impact. They prioritize integration over siloed efforts to enable scalable, organization-wide capability.

Execution Through Insight

Ensuring strategy translates into meaningful outcomes

- **Data & Decision Enablement Mindset**
Board members promote a shift from delivering information to enabling informed action. They value data, analytics and emerging technologies as tools to support consistent, high-quality decision-making at scale.
- **Governance & Fiduciary Leadership**
Board members uphold accountability, transparency, and sound oversight while maintaining a clear boundary between governance and operations. They act in the best interest of the organization and ensure long-term sustainability and trust.

Leadership Effectiveness

Strengthening Board dynamics and organizational influence

- **Enterprise Perspective & Stakeholder Influence**
Board members bring a broad, enterprise-level perspective and understand how to influence across leadership levels. They consider the full organizational and stakeholder impact of decisions, not just individual or functional interests.
- **Constructive Engagement & Decision Effectiveness**
Board members engage in thoughtful, respectful dialogue and navigate complexity with professionalism. They contribute to a high-functioning board culture and make timely, well-informed decisions aligned with strategic priorities.



Leader Competencies

Member Value Focus

Prioritizes the needs and interests of ASSP members to deliver meaningful value and impact.

Organizational Agility

Adapts quickly to change and navigates complex organizational dynamics with ease.

Emotional Intelligence

Demonstrates self-awareness, empathy, and emotional control in interactions and decisions.

Collaboration

Works effectively with others, building strong relationships and fostering teamwork to achieve shared goals.

Demonstrated Professionalism

Upholds high ethical standards, integrity, and accountability in all actions.

Commitment to ASSP

Shows dedication to ASSP's mission, actively contributing time, energy, and support to its success.

See full details of Leader Competencies at [SOG 6.8](#) - Criteria for Candidates for ASSP Office



Serving on a nonprofit board is both an honor and an incredible responsibility. Serving in an elected position includes, safeguarding the mission, ensuring sound governance, and leading with integrity in pursuit of a lasting collaborative impact."

**Tim Page-Bottorff, M.S., CSP, CIT, President-Elect,
ASSP Board of Directors**



Time Commitment

Being a member of the ASSP Board of Directors requires a commitment of time, talent and expertise. It is critical that those interested in serving on the Board have support from their employer, family and colleagues regarding the time commitment required. Excluding travel for meetings, Directors-at-Large typically devote approximately 10 hours per month to ASSP Board responsibilities, while the Senior Vice President typically devotes 12 -15 hours per month.

Board meetings

- Four board meetings per year: Two in-person for 2 days each and two virtual for 2.5 hours each. ASSP Foundation trustee meetings are held in conjunction with board meetings.
- Executive Committee meetings: Virtual meetings four times per year.

Member Engagement Activities

- Safety 2027, June 7-9, 2027 in New Orleans, LA. Board members are expected to attend. ASSP covers travel costs for current board members and provides detailed information and board schedule for the event.
- Leadership Conference. Virtual meetings throughout the year and one full-day in-person meeting in conjunction with Safety 2027.
- Regional Operating Committee (ROC) meetings. ROC meetings are held in the fall and spring. Professional staff will distribute a schedule asking for your availability to represent the board and provide a board update. Staff confirms board representation based on various factors, including availability and regional needs. Each board member can expect to support one to two ROC meetings per year. ASSP covers travel costs.
- Advisory Group meetings. Virtual meetings held two times a per year.
- Board Connection Series. Virtual meetings held three times a year.
- Leadership development calls. The Leadership Development Committee will provide each board member with a list of volunteer leaders to call for connection and engagement. Talking points and information are provided. A short report is required after each call.
- Practice specialty and common interest group meetings. Board members are welcome and encouraged to attend virtual community meetings/webinars as their schedules permit.
- Council meetings (only senior vice president is required to attend). Generally, each of the three councils holds a virtual meeting once per month.
- Standing committees. Ex-officios (president, president-elect and senior vice president) are invited to all virtual meetings of board standing committees and councils.

*The public director is invited to and encouraged, but not required, to attend member engagement activities