



Virginia State Bar
Special Committee on Rules and Procedures
Proposed changes to
VSB Bylaws and Bylaws of the Council of the VSB



- **Part I (Virginia State Bar Bylaws), Art. V., Sec 1.**

Unless otherwise provided in the Supreme Court Rules, by action of Council, or elsewhere in these by-laws or the by-laws of Council, all committees shall be appointed by the president, who shall have power to determine the size and composition of the committee and to designate the chair thereof and to fill any vacancy therein. However, the President shall have no authority to establish a subcommittee of the Executive Committee or designate such subcommittee members without the prior consent of the Executive Committee.

- **Part II (Bylaws of the Council of the Virginia State Bar), Art. VI (Executive Committee), Sec. 3.**

The Executive Committee shall have authority to:

...

- ~~○ (b) Employ such staff as it deems necessary and fix the duties and compensation of such staff;~~

...

- ~~○ (d) Review annually the performance of the Executive Director, Deputy Executive Director and Bar Counsel and set the compensation of each;~~

- **Part II (Bylaws of the Council of the Virginia State Bar), Art. VI (Executive Committee), Sec. 4.**

Every two years, the Executive Committee must supervise a performance review of the executive director ensuring that the review is completed within one VSB fiscal year and in the following manner:

- (i) A performance review subcommittee composed of only the president-elect, immediate past president, and a presidential designee who is a non-Officer member of the Executive Committee, will conduct the performance review.
- (ii) The performance review subcommittee will produce a comprehensive performance assessment of the executive director that must be based on:



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- an anonymous electronic survey of senior VSB staff and all Executive Committee members regarding the performance of the executive director, and
- an executive director self-evaluation.

The performance assessment will be presented to the Executive Committee by the performance review subcommittee for the Executive Committee's consideration and any action it deems appropriate. The performance assessment will be presented to the executive director no more than 30 days after presentation to the Executive Committee for the purpose of communicating the results of the performance assessment.