



August 13, 2018

Dear ITE Member,

I am writing to you today to both share more details about the ONE ITE initiative and to make you aware of the potential changes that are emerging from it.

Over the past three years ITE has undergone significant change. With the hiring of Jeffrey F. Paniati, P.E., our first new CEO in 30 years and new executive leadership, the changes include improving communication to our members; closer coordination with District-Section-Chapter (D-S-C) leadership; and providing members with enhanced products and services. With all of this, we have seen a modernization and transformation of the operation of ITE. This has resulted in membership growth, increased meeting attendance, and an improved financial position.

In parallel with Jeff's efforts, over the last several years the ITE Board of Direction charted a new strategic direction. This work began with the establishment of a Strategic Initiatives Committee charged with examining all aspects of ITE. This strategic analysis produced ITE's four major initiatives – Vision Zero, Smart Communities, Connected and Automated Vehicles, and Transportation and Health. It also resulted in the reformulation of our international efforts around our Global District and the establishment of cooperative agreements with sister organizations in the United Kingdom, South Korea, and Greece. The Strategic Initiatives Committee's work culminated with the development of ITE's 2018-2020 Strategic Plan establishing the focus on three key strategic opportunity areas: membership, technical knowledge and institutional sustainability.

It became apparent that to align with our strategic plan in the areas of both membership and institutional sustainability, it was time for ITE to look at the structure and operations of its Districts, Sections and Chapters (D-S-C). Our current structure has evolved over a long period of time. Jeff and his staff have looked for opportunities to enhance our efficiency and provide better service to members, but it became clear that the wide variation in our D-S-C structure and governance is a significant barrier. The Strategic Initiatives Committee also identified the lack of a consistent member experience across the D-S-C and pointed to the establishment of a clear "brand" as crucial for the long-term viability of ITE.

Earlier this year I established the ONE ITE Task Force under the leadership of Dan Beaty, ITE International Director. The focus of this task force is to examine the membership experience and identify opportunities to enhance this experience, increase consistency, better meet member expectations, attract new members, and effectively support our leaders, volunteers, and members across all levels of ITE.

The ONE ITE Task Force has identified many opportunities for improvement. These range from new definitions for D-S-C, to a new global dues structure, to the development of an Institute Affiliate transition plan, to restructuring some of our D-S-C.

The ONE ITE effort is still very much a work in progress. However, it has progressed to the point where it is clear that this effort will result in some significant changes to the ITE's D-S-C structure. Many of these changes are localized, meaning many members will not be affected at all and for others the changes will be relatively transparent. However, some of you may see your Chapter elevated to a Section or your Section become part of a reformulated District. Those of you in a Section or Chapter with affiliates will hear about an affiliate transition plan. During 2019--2020 all Districts, Sections and Chapters will undergo re-chartering and develop new bylaws to be in compliance with the Constitutional changes passed by members in 2017 and these ONE ITE driven changes.

Our goal throughout this process is to keep our members fully informed at the appropriate level of interest. While we hope these changes will enhance the ITE member experience for all of our members, we recognize that the impacts will vary. Attached is a two-page ONE ITE overview that outlines why we have initiated this effort, why now is the right time to take this on, what is included, and how these actions will make ITE better.

For those interested in more details, I invite you to follow this link to a recording of a webinar that I recently conducted with D-S-C leadership. This 30-minute Powerpoint presentation walks through each aspect of the ONE ITE effort and provides additional details.

Additional information will be forthcoming as the ONE ITE Task Force, the ITE Board of Direction and D-S-C leadership work together to finalize the details of the various components and develop implementation schedules. In the meantime, if you have questions please don't hesitate to reach out to me (<mailto:msanderson@sandersonstewart.com>), Jeff (jpaniati@ite.org) or any of the ITE International Directors.

Thank you.

Michael P. Sanderson, P.E., PTOE, LEED AP
ITE International President