

Japanese Field Reorganization: Proposed Plan and Frequently Asked Questions
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1 <u>What will happen?</u>

ATJ and NCJLT will be reorganized into one national professional organization. The Boards of ATJ and NCJLT voted to approve this reorganization in September 2010. In November/December 2010, the membership of ATJ is being asked to approve the new organization's Bylaws; after a one-year transition period, the new organization will begin in January 2012.

Why? Benefits?

- Unified voice
- Stronger support for Japanese educators (e.g., professional development, advocacy)
- Better articulation between K-16+
- Streamline field's infrastructure (eliminate duplication of boards etc.)
- Enable our professional organization to be financially sustainable (become more capable of building financial stability while maintaining and improving current services)
- Strengthen the state and regional organizations that are now NCJLT affiliates

FAQ: What is the background?

ANSWER: Beginning several years ago, leaders in the field began to talk about streamlining the fieldwide organizations in view of shrinking resources and the increasing duplication of efforts at service to the profession, advocacy, and professional development. Funders and other support organizations like the Japan Foundation and the Japan-US Friendship Commission have long urged the field to speak with one voice. Combining the current organizations and their constituencies into a single organization was affirmed by the boards of ATJ and NCJLT at several joint meetings beginning in 2008, and several working groups representing both organizations have been working ever since to plan for this move. The reorganization was approved by the two boards in a final vote at a joint meeting in September 2010.

2 <u>Name of the new organization:</u>

AATI (American Association of Teachers of Japanese,
全米日本語教育学会

FAQ: Why "American Association . . . "? Won't that make us sound too exclusive, and discourage teachers in other countries from joining?

ANSWER: The purpose of the name is to parallel the other national associations of foreign language educators (AATG for German, AATF for French, AATSP for Spanish/Portuguese, AATR for Russian, etc.). While we want to welcome members from other countries, our main purpose is to serve teachers who work in the United States.

3 Membership

There will be four categories of AATJ members:

- **Regular members** (only regular members can vote);
- **Associate (student) members;**
- **Subscription or institutional members** (e.g., a library that subscribes to the journal);
- **Corporate members.**

By becoming regular and associate members of AATJ, individuals will automatically become members of the state or regional affiliate organization in their area, provided that the local organization decides to become an AATJ affiliate. An individual applies online for membership.

FAQ: What is the benefit for individuals who become members of AATJ?

ANSWER: The new organization will combine the activities and resources of ATJ and NCJLT, as well as those of the umbrella organization the Alliance. The resources will be used to run and support the activities that have been conducted heretofore by all three organizations. Those individuals who belong to both organizations (about 200 teachers) will now need to join only one; for those who previously belonged to only one, the benefits (activities, conferences, publications) will multiply. For example, the new AATJ will be affiliated with both AAS and ACTFL, allowing members to participate in both conferences at reduced rates.

FAQ: What is the benefit for state and regional organizations that become affiliates of AATJ? *(Currently there are 28 such organizations, which are affiliates of NCJLT; NCJLT was organized as a "federation" of these affiliates, rather than an organization of individual members.)*

ANSWER: These organizations, if they choose to become affiliates, will gain new members, when the members of AATJ automatically become affiliate members in their state or region. Affiliates will receive a portion of membership dues paid to AATJ by individual members in their state or region.

4 New governance structure after reorganization

****SEE THE ORGANIZATION CHART [link here to PDF or subpage] ****

- (1) The **Executive Board** consists of (a) **Executive Officers** – President, Vice-President (concerned with secretarial matters), and Vice President (concerned with treasury matters) - and (b) **Board of Directors**.

One of the Vice-Presidents will serve as Secretary, the other as Treasurer. The President must previously have served as a Vice-President. The officers must always be representative of both K-12 and college-level teachers – i.e., one of the three officers must always be a college-level teacher, and one a K-12 teacher. The Executive Officers will be elected by a vote of the regular members. They will serve for 2-year terms.

- (2) **Board of Directors**. The members of the Board of Directors will be appointed by the Executive Officers, and will be in charge of activities that are determined by the officers, such as the following:

1. Publications (*Japanese Language and Literature* journal, one newsletter, Occasional Papers, reports, email bulletins)
2. Conferences (ATJ Annual Conference, ACTFL conference)
3. Professional Development (JOINT online courses, workshops, etc.) and Advocacy
4. National Japanese Exam (NJE)
5. Japanese National Honor Society (JNHS) and student activities

The Directors will have the authority to recruit and appoint committees to assist with the above activities.

- (3) **Executive Director** (staff position). The Executive Director will be appointed by the Executive Officers, and will have the authority to hire other staff as needed.

- (4) **Council of Affiliates**. How the Council of Affiliates will be selected is yet to be determined, but this is one of the mechanisms to ensure two-way communication between the national organization and the state and regional affiliates. In addition, two-way communication between the Executive Officers + Board of Directors and Affiliates is ensured in the proposed bylaws.

FAQ: Why is the number of officers (P + 2VPs) so small?

ANSWER: This form of governance is based on other organizations in the field, particularly 日本語教育学会 in Japan and AATG (American Association of Teachers of German) and others in the United States. It is more efficient and economical than a 10- or 12-member Board of Directors. Decision-making can be streamlined as the officers can make short-term decisions about administrative matters, but the Board of Directors and general membership will be involved in policy decisions that affect the entire organization.

FAQ: Will all of the current activities of ATJ and NCJLT be continued?

ANSWER: Yes. Two conferences a year will be held, one (in conjunction with AAS) the continuation of the current ATJ Annual Conference, and

the other the ACTFL Conference through affiliation with ACTFL. Publications will continue (with the journal, *Japanese Language and Literature*, and one newsletter instead of two). The Japanese National Honor Society (JNHS) will continue, combining the current high-school and college levels. In addition, professional development activities such as the JOINT online course program, which are currently managed by the Alliance, will become AATJ activities. SIGs (currently under ATJ) will continue, and will be expanded to new areas of interest reflecting the NCJLT membership. There will be just one website.

FAQ: What benefits are there to encourage teachers to become Directors and take on responsibility for AATJ activities?

ANSWER: Personal professional development through fieldwide activities is one motivation. Service to the profession is another. If the financial situation allows, Directors will be assisted financially to attend conferences and other meetings.

5 Membership dues and fees

Current practice	New AATJ:
<ul style="list-style-type: none"> - ATJ \$45 / 35 / 20 / 60 (regular, part-time, student, institution); members join as individuals; 5-year, 10-year, and Lifetime memberships possible - NCJLT \$15 (org) \$20 (indiv) [Afflt collects dues & sends money to NCJLT] 	<ul style="list-style-type: none"> - Regular members pay minimum of [proposed price] \$40 for AATJ membership - \$25 stays with AATJ; \$15 – Share of the dues - goes to local affiliate [AATJ collects & sends money to Afflt] - Associate/student members pay lower membership fees [price to be determined]; subscription/institutional members pay higher fees - Optional [proposed] \$5 add-on to dues for those who want to receive the journal - Current 5-year, 10-year, and Lifetime ATJ memberships will be honored
ATJ and NCJLT membership year is January 1 to December 31.	<p>Annual membership is paid to AATJ (the national organization), on a calendar-year basis by each individual.</p> <p><i>For NCJT members who now join through their affiliates, this represents a change from viewing membership and dues as a local matter to viewing themselves as members of a national organization.</i></p> <p><i>ATJ members who now are members only</i></p>

	<i>of the national organization will be enrolled in the local/regional affiliate closest to them geographically, with the choice of whether and how much to become involved.</i>
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FAQ: For some current members of NCJLT, this represents an increase in dues paid to the national organization. Will they be willing to do so?

ANSWER: In the short run, perhaps they will not; but hopefully when they see the benefits of belonging to a national organization that represents everyone in the field, and that offers increased activities, they will decide it is worth it. They will not have to pay dues to the state/regional organization any longer, as this will be included in their AATJ dues.

For regular ATJ members who are also members of NCJLT, there will be a decrease in dues together with an increase in benefits. Current 5-year- 10-year, and lifetime memberships in ATJ will be honored by AATJ.

FAQ: Can a national organization really be financially stable based on this outline?

ANSWER: There will be savings when activities are combined. But dues income does not support all activities at present either. Staff salaries and benefits are currently financed with the help of grants to ATJ and the Alliance, and at least some of this grant support is currently scheduled to continue through 2012. Other grant income supports individual projects, and such grant income will be sought on a continuing basis. Membership benefit projects like JNHS, contests, and others will need to be self-supporting.

6 <u>Affiliate relations</u>

Current practice	New AATJ:
1 Regional and state organizations that are affiliated with NCJLT fill out a form and send in member information and dues. 2 Affiliates themselves do not have voting privileges. 3 Each affiliate decides whether NCJLT membership and fees will be optional or non-optional (i.e., included with membership dues for the organization)	1 Each current Affiliate will be invited to automatically become an AATJ Affiliate. Condition 1: Become incorporated Condition 2: Have an organization bank account 2 Transitional period provides assistance (e.g. workshops) on how to become incorporated 3 Affiliate can choose to accept non-AATJ (local-only) individual members
	Expected changes for Affiliates: 1 Need to become incorporated (to

	receive 'share of the dues') 2 Need to have an organization bank account (instead of a personal account)
	Benefits for Affiliates: 1 More consistent and constant two-way communication between local and AATJ 2 Stronger support for our profession (e.g., professional development and advocacy) 3 More sustainable financial base; affiliate would not have to collect dues from members who are members of AATJ 4 More stability in the officers of local affiliate organizations 5 Better maintenance of member database. The better the database, the better for the field.

7 Transition timeline

Fall 2010:

- The Boards of ATJ and NCJLT voted on the Task Force report and approved the reorganization at a joint Board meeting in September 2010
- A transition team was formed, consisting of current NCJLT and ATJ officers and current AATJ Executive Director

November/December 2010:

- Membership vote on new Bylaws (ATJ)

Fall 2010 – December 2011:

- Planning for transition
- Outreach to affiliates (NCJLT) and membership (ATJ) will continue
- Legal steps taken to dissolve existing ATJ and NCJLT

Spring 2012:

- Election of transition officers for new AATJ; membership drive

IMPORTANT

ATJ membership will not change in 2011; membership renewal notices will be sent to members at the end of 2010 as usual.