



SENIOR
EXECUTIVES
ASSOCIATION

SEA Mission: SEA is a professional association that:

Promotes good government initiatives and practices that empower senior executives and federal leaders for mission success.

Advocates for legislation and policies in the interests of the federal career senior executive service.

Facilitates networking opportunities for, and with, federal governmental leaders, and

Connects current, rising, and aspiring leaders with continuous professional development opportunities.

SEA Guiding Principles:

Service - Excellence – Accountability

Human Resources Principles:

Merit-Based Selection- Hiring the most qualified candidates based on their skills, qualifications, and experience.

Ensuring Fairness and Transparency- Creating environments and applying policies that are consistent and fair across the government.

Performance Management- Support Agencies across the government in establishing clear performance expectations and goals.

Open Communication- Promoting a culture across the government of open dialogue and conflict resolution between employees and management.

SEA Human Resources Community of Practice (HR COP) Charter:

Purpose Statement:

The SEA Human Resources Community of Practice (HR COP) is formed to work with stakeholders to enhance the collective knowledge and effectiveness of HR professionals across the government, contributing to the development of more streamlined and robust HR practices within the Agencies.

Goals:

1. Prepare and support communities by disseminating information and providing a minimum of two professional development sessions annually to assist with career advancement.
2. Host monthly HR COP meetings to facilitate the exchange of information, insights, and experiences to deepen the collective understanding of HR challenges.

3. Collaborate with federal agencies to assist agencies with actively seeking an adequate pool of qualified candidates for the Senior Executive Service (SES), SES Candidate Development Programs (SESCDP), Senior Level (SL), Scientific or Professional (ST), and other senior leader positions.

Membership & Term:

Communities of Practice (COPs) are established by the Senior Executives Association (SEA) Board to advance specific professional areas of interest and are led by SEA members.

COPs are under the supervision of the SEA Board of Directors, working collaboratively with SEA members and key stakeholders.

COPs will be Co-chaired by two SEA members who volunteer to be administrators in each COP. Their sole goal is to ensure that the members of the COP are engaged and sharing experiences. The terms of the administrators will be for a period of one year from the period of April 1st to March 31st by a vote of the COP membership.

The COP will appoint a recording secretary, serving a one-year term from April 1st to March 31st.

The HR COP is open to all SEA members in good standing, who may elect to join the HR COP on an on-going basis, for a term of 12 months. The HR COP may establish sub-committees, as needed, and may partner with additional organizations or invite non-SEA members to participate in meetings as necessary.

Responsibilities of the Committee:

The HR COP will meet monthly. The HR COP Co-Chairs will keep a copy of meeting minutes and share minutes with the HR COP members and the Board Secretary. The HR COP Co-Chairs will provide quarterly updates for the SEA Board meetings, or as requested. The HR COP Co-Chairs will provide quarterly, or as requested, updates for SEA's newsletter and participate in COP Administrators meeting, as needed.

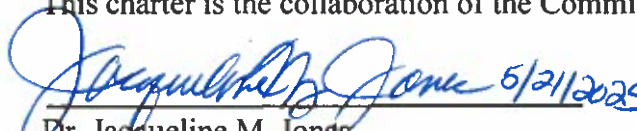
The HR COP will review the charter annually and recommend any proposed changes to the Board for review.

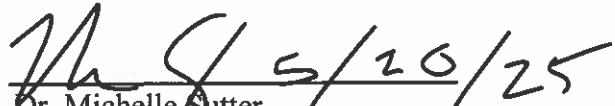
The HR COP Co-Chairs may participate in congressional briefings as appropriate to brief HR updates and critical initiatives to Capitol Hill staff.

Authority:

The HR COP has no expressed or implied power or authority for SEA, other than that explicitly granted it by the SEA Board. The Committee may not speak on the record for SEA, nor may it expend any funds without the expressed prior consent of the Board.

This charter is the collaboration of the Committee members led by the HR COP Co-Chairs.

 5/21/2025
Dr. Jacqueline M. Jones
SEA Board of Directors
Communities of Practice Liaison

 5/20/25
Dr. Michelle Sutter
SEA HR COP Chair Administrator