**Nominating Committee discussion**

**Issue: Exploring new nomination approaches for Board Officer positions**

**Background:** Board officers are elected in even numbered years at the spring Board meeting for two-year terms beginning the following June. A number of Board members have commented that in the last few election cycles, the current system, which requires placing all nominated names on the ballot if the nominee is willing to serve, has produced mixed results. For example, under the current system, women can nominate others, which can lead to nominees who are placed in multiple categories on the same ballot, or generate names of women who are not interested in running for an Officer position. In an effort to improve/streamline the election process, the nominating committee has explored how other Boards choose new leaders. During the spring meeting, the full Board will discuss whether adopting one of the following alternate approaches would be fitting. To jumpstart the discussion, below is some information to consider.

**Approach #1: Recommending a slate**

With this approach, the nominating committee accepts nominations from any and all Board members and, after the deadline for submitting nominations, reviews the nominees and their qualifications—including past service and, perhaps the information in the “summary of engagements”—and presents the best strategic slate for election of President, Vice President and Secretary to the Board for approval at the spring Board meeting. At this time, additional nominations can be taken from the floor.

**Pros of this approach:**
- models the way the BS&A Committee operates
- decisions made by experienced members who truly know the candidates and their experience, rather than placed in the hands of the full-board, which contains newer board members who may not know all the candidates
- strategic way to balance the field of leadership / avoid two strong candidates running against each other in one category
- removes the awkwardness of who is running against whom in a public election / no one loses an election

**Cons of this approach:**
- less democratic / everyone may not be happy with a decision made by a select few
- bylaws may need to be re-written to redefine who serves on the nominating committee / who would have the authority to decide the slate
Approach #2: Ballot based on self nominations only
This approach provides for contested elections. With this approach, a notice would be sent out to eligible board members, asking if they would like to nominate themselves for an officer position. The nominating committee would review all nominations and draw up a ballot for the election containing all nominees for each position.

Pros of this approach:
- each Board member has an equal opportunity to get on the ballot / no member could be over looked
- elections could feel less like popularity contests
- nominees are people who want the job and presumably understand its responsibilities and commitments, rather than being gracious and accepting a nomination from others

Cons of this approach:
- some members are too modest to nominate themselves / more likely to serve only when asked by others
- strongest leaders could opt to run for the same position / no one opting for other positions
- could still have people running unopposed