

BOD-BOG Task Force: Nominating Committee—Draft Proposal (Sharon Anderson, Barbara Heller, Steve Moese)

For the Governance Committee:

- *The BOD-BOG Task Force has developed a “best consensus” (as of 03/10/2019) proposal for a Nominating Committee for the proposed Executive Board—not everyone on the TF is in agreement with everything listed below. Red italicized phrases in the sections indicate some of the areas where your opinion is especially sought. There is also a section entitled Issues to be Resolved at the end where items that don’t fit neatly elsewhere are included.*
- *Review the proposal for a Nominating Committee*
 - *Is it a good idea?*
 - *How can it be better? Constructive criticism welcome!*
 - *Are there any inconsistencies across the four key proposed areas—Nominating Committee, Transition, Senate, Committees?*
 - *If you suggest an alternative, outline details of implementing that alternative and how it would fit into a complete governance structure*
 - *How to move forward? (Is the transition to such a committee doable?)*

Purpose:

A Nominating Committee will help ensure best-in-class strategic capability is represented on the new Executive Board. This committee will have the responsibility of determining the right mix of talents, experience, demographics, and personalities that are needed to address the important issues of the ACBL. The current BOD Governance Committee will be responsible for creating profiles for the Executive Board member **capabilities** it believes are important for the Nominating Committee to consider. The key here is to match skills with the ACBL’s pressing **strategic** needs.

Activity:

Meets once per year to *screen/rank* applicants for the Executive Board. *Could/should* identify the top candidates in order of strength. Rating attributes and scales to rank candidates may be developed as appropriate.

Size:

At least 5 and no more than 7 members. Must be an odd number. The Nominating Committee will be formed from the ACBL membership that includes at least one member from the Senate.

Appointment:

The first year (YR1), the current Board of Directors will make the appointments of members of the Nominating Committee; after that (beginning with YR2), Nominating Committee appointments will be made by the Senate. Each Nominating Committee member will serve a *3-year term*.

Compensation:

TBD initially by the current Board of Directors but we recommend that it be a Volunteer position.

Committee Members:

- A simple majority must be ACBL Members in Good Standing. External experts are welcome.
- Must be unbiased and disinterested in becoming members of the Executive Board, a Conflict of Interest statement will be required of each Nominating Committee member upon acceptance of appointment
- Must be willing to consider an ACBL-wide, not District, Unit, or State perspective
- Must possess sufficient skill (*how to measure this?*) to assess peers' core capabilities accurately
- Must be able to work with external professionals and professional organizations to define "best-in-class" skill sets
- Must have proven accomplishments in at least one of the core areas (Marketing/e-Marketing, Membership Development, Technology Systems Management, General Counsel, Accounting/Audits, General Management, Change Management, Program/Project Management, others...) required of prospective Executive Board members and be knowledgeable of what is involved in Tournament Management, Club Management, and/or Bridge Teaching

The Board will inform members of the Nominating Committee of the qualifications of needed candidates (noted under Purpose above) so that members of the ACBL membership, including members of the Senate, may express their interest. Anyone may be a candidate, except a member of the Nominating Committee. The expectation is that we will attract qualified teachers, club owners, and tournament players with applicable skills.

Issues to be Resolved:

1. Will floor nominations in the Senate be accepted, or will the nominees from the Nominating Committee comprise the only group to be voted on? *If floor nominations are not allowed, then the Nominating Committee is essentially electing the members of the Executive Board.*
2. Will the Senate vote for new Executive Board Members, or should some other group (e.g., entire ACBL membership, District Boards) be the electors?