

To: Board of Directors
From: The Ad Hoc Nominations Strategy Committee, submitted by Nancy Mezey, Chair
Date: August 13, 2010
RE: Updated Ad Hoc Nominations Strategy Committee Report

During our meeting this morning to discuss how to implement the Board of Directors' recommendations regarding the nominations process, the Ad Hoc Nominations Strategy Committee recommends that the Board of Directors creates a new Nominations Committee as follows:

1. The Nominations Committee shall
 - a. Serve as an active, year-round body that generates the slate of nominees to be presented to the Board of Directors at each annual meeting;
 - b. Be elected by the current division chairs each year during the first meeting of the Council of Division Chairs at the annual meeting;
 - c. Consist of the Chair of the Council of Division Chairs, 3-5 division chairs, and one member of the Board of Directors.
 - d. The Chair of the Council of Division Chairs will serve as the chair of the Nominations Committee.
 - e. The President of SSSP shall appoint one Board member for service for the following year who shall participate in the nominations process throughout the year as well as during any meetings designated during the annual meeting.
2. All division chairs will provide names to the Nominations Committee. To this end, we make the following recommendations:
 - a. From the existing nominations form, we eliminate whether or not the nominee is self-nominated or nominated by another person. The form should remain clear that if nominating someone else, the nominator must check first if the person they are nominating is willing to serve if elected. Rationale: Division chairs often weigh nominees differently based on whether or not the nominee was self- or otherwise nominated. Such a weight system potentially discriminates against new members and those in the Society who are not as well known as those who might be nominated by others due to name recognition.
 - b. On the yearly dues form sent to established and new members, in addition to asking on which appointed committees a member would like to serve, the form should also ask for which elected positions the member would be nominated. Rationale: This self-identification will generate a list of potential nominees that division chairs can then draw upon to generate their list of nominees.
 - c. Based on the recommendation in 2b, we respectfully request that the Executive Office provide to all division chairs the list of those members who have expressed an interest in running for an elected position. This information should include all of the demographic information currently included in the list of potential committee members distributed to the Committee on Committees, **as well as the division(s) to which the interested member belongs.** Rationale: Including the division membership allows division chairs a way of narrowing their selection if they so choose.
 - d. The Chair of the Council of Division Chairs will send out two email requests to division chairs during the year asking chairs to nominate members. The first email should be sent by Oct. 1 and the second by May 1.
 - e. The task of nominating members in advance of the annual meeting should become an explicit institutional role and responsibility of division chairs.
3. Division chairs and the Nominations Committee should be formally instructed to include a commitment to nominating a diverse slate of nominees. By "diverse" our committee refers to the definition laid out by SSSP, and includes diversity based on racial-ethnic background, gender and sexual identities, geographic locations, and institutional settings (e.g., academia, practitioner organizations, etc.)
4. We recommend a restructuring of the meetings for the Council of Division Chairs and the new Nominations Committee during the annual meetings as follows:
 - a. Meeting 1 will be held the morning of the first day of the annual meetings and will include
 - i. Required attendance by outgoing and incoming division chairs;
 - ii. An introduction to the Roles and Responsibilities of Division Chairs;
 - iii. Elections to the Nominations Committee with committee responsibilities starting immediately after the conclusion of that year's annual meeting.
 - b. Meeting 2 will be held following, but on the same day as, Meeting 1, and will focus on resolutions.
5. A separate meeting should be scheduled during the annual meetings in which the Nominations Committee will develop a slate of nominees to be presented to the Board of Directors prior to the end of the annual meeting.