

Nominations Committee Report, August 2025

Date: August 4, 2025

Participating Committee Members:

Jamella Gow (2024-26)
Watoii Rabii (2024-26)
Joshua Stout (2023-25)
Tia Dickerson (2024-25)
Shannon Carter, Chair (2024-27)

Nominees:

The nominations committee received 37 online nominations (after removing 4 duplicates). Two nominees did not meet eligibility criteria of attending at least one annual meeting. The committee ranked the remaining 35 nominees.

Process of Ranking Nominees:

Each committee member independently ranked nominees for each position, considering all information provided on the nomination spreadsheet, including nominees' statements of interest and related experience, ranked order of position preference (if nominated for more than one position), race/ethnicity, and gender. The committee also considered SSSP's nominations needs for those nominated for more than one position.

The committee chair created anonymous surveys in Qualtrics for each committee member to rank nominees for each position, where 1 = highest rank (1st choice), 2 = second highest rank (2nd choice), and so on. Each committee member ranked nominees using an anonymous survey link. The chair compiled the candidate rankings for each position and distributed them to committee members in advance of the meeting. This process of pre-ranking nominees and compiling initial rankings was used to assure democratic and equal input from each committee member. Any committee member who reported a conflict of interest was given a survey that did not include the positions of conflict and were excluded from discussion of those positions. The committee met on 7/17/25 via zoom to discuss, adjust, and finalize the rankings.

Action Items:

- 1) The Committee requests that the Board consider removing the stipulation that "nominees must have attended at least one annual meeting to be considered for an elected office."

Rationale: Removing the stipulation will widen the pool of eligible candidates, invite new ideas to the organization, and facilitate participation of members who are unable to travel.

- 2) If Item 1 is approved, the Committee requests an opportunity to include nominees who did not meet that criteria; to contact nominees who expressed interest, but their ineligibility was confirmed due to not attending at least one annual meeting; and to distribute one last call for nominations that includes the updated criteria.
- 3) In addition to distributing an additional call for nominations described in Item 2, the Committee requests collaboration from the Board members to identify additional potential

candidates for the position of President, especially candidates who are diverse in terms of race, ethnicity, and gender.

- 4) The Committee recommends extending the term for Treasurer and Secretary from 1 year to 3 years. The positions should be staggered so that both do not start at the same time.

Rationale: A 3-year term would provide continuity in these important positions and aligns with the term for Board members.

Future Considerations:

The nominations committee noted that self-nominations were generally stronger and much more detailed than nominations from someone other than the nominee. We recommend considering a process where nominees are invited to provide more information and context to their nominations that can be considered by the nominations committee.