ARLIS/NA Group or Appointment: Nominating Committee

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• Leadership Update: Laurel Bliss is the new chair for 2020

• Membership: 2019 Committee: Deborah Kempe (chair), Jennifer Garland, Kathy Woodrell

• Activities during the past year:
  Positions filled:
  Vice President/President Elect: Mark Pompelia
  Treasurer: Doug Litts
  Canadian Liaison: Amy Furness
  Education Liaison: Heather Slania

  Early in 2019, the committee chair and the committee liaison/ARLIS/NA President Elect Laura Schwartz, appointed three committee members: Jennifer Garland, Kathy Woodrell, and Catherine Essinger. Ms. Essinger resigned April 26, 2019, for personal reasons.

  In preparation for the committee’s work, the Chair had a call on January 11, 2019, with 2018 Chair Shalimar Fojas White, to get input on the process of the past year’s committee. Shalimar passed on the Google Folder she created in support of her work, and the Chair created a similar Google Drive folder, which included copies of documentation about the committee from the Policy Manual and Bylaws, a timeline for the nominating process, a spreadsheet for brainstorming potential candidates, and a copy of the Society’s Leadership Roster.

  The committee met in person at the 2019 Annual Conference in Salt Lake City in March and held regularly scheduled calls from April through August to develop and contact the list of prospects for the four positions to be filled. We relied heavily on the list of prospects passed
on by previous chairs, but also added new names based on our personal contacts and reviews of individuals who had indicated an interest in serving when renewing their memberships. No self-nominations were received this year.

The Chair sent out the Call for Nominations to ARLIS-L on May 14, 2019 with a due date 60 days later on July 13, 2019. Reminders were sent to the listserv on June 12 and July 1. During this time, committee members continued to recruit potential candidates and field questions from those who expressed interest. Contact was made via email and phone; all contacts were recorded in a tracking spreadsheet in Google Drive. All candidates were contacted by a committee member to inform them that their application materials, consisting of a goals statement and resume/CV, would be due by July 29, 2019.

With the exception of the Treasurer position, we requested documentation from two candidates for each position, with the goal of having one solid backup per role. We were overall very satisfied with responses from those we contacted. Even those who declined were usually very happy to be put on a list for future consideration. Those who did submit documentation were enthusiastic and excited about serving on the Board.

This year’s nomination for Treasurer was unusual and unprecedented (to my knowledge), as the EB requested that Doug Litts be nominated to serve again. There was nothing in the bylaws forbidding this and the committee and EB unanimously agreed that having Doug continue in this role would be highly favorable for the Society. Doug generously offered to continue in this important role during a critical time for the Society.

After careful consideration and considerable discussion, the committee was unanimous in its final decisions, and the Chair submitted the committee’s recommended slate to Laura Schwartz, ARLIS/NA President, on August 29, 2019 in advance of the Board’s September Mid-Year Meeting, and notified candidates that their names had been advanced. President Schwartz reported that the Board approved the slate, and the Chair worked with the ARLIS/NA Website Content Editor to post the candidates’ materials in the members-only section of the website. The Chair notified the final candidates of the Board’s decision and requested the successful candidates to review their materials before the web page went live. The Chair notified the Society’s membership of the approved Board slate via ARLIS-L on October 8, 2019, setting a deadline for comment 30 days later on November 8, 2019. No comments were received by the deadline, so the Chair notified the President and the candidates, and then confirmed that the candidates had been elected by acclamation via ARLIS-L on November 12, 2019. A timeline of the committee’s milestones is attached to this report.

After the announcement of the new board members, the chair had a phone call with ARLIS/NA President Laura Schwartz to review the year’s procedure and share thoughts on any recommended future changes to the nominating process. The Chair also had a call in
February with incoming chair Laurel Bliss to review the past year’s work. The Chair gave Laurel access to the documentation in the Google Folder for use in recruitment and referral during 2020/2021.

- **Preliminary goals** for next year: N/A

- Articulate how your activities, projects and goals relate to the ARLIS/NA Strategic Directions:
  - Leadership and Advocacy: Identifying strong leaders to advocate for members on the Society’s Executive Board
  - Organizational Advancement: Strengthening the profession by ensuring the Society’s leadership succession
  - Art Information Professionals: Expanding members’ leadership skills and other competencies via service on the Executive Board
  - Diversity and Inclusion: Promoting broadly applied inclusiveness in the composition of the Society’s leadership, including but not limited to diversity based on geography, racial background, length and breadth of experience, gender, or professional background.

- **Other:**
  At the request of the ARLIS/NA President, the committee considered the current process of recruitment and election of Board members by acclamation. Some members have expressed concern at the process, which they perceive as closed and secretive. While the committee fully supports the goal of ARLIS/NA to make all of its operations more open and transparent, we believe the current model of electing officials is a sound one for the Society. The current process had its genesis when it became apparent that candidates who lost in an open election rarely ran for an office again. Not only did the unsuccessful candidates face disappointment, the Society lost the ability to keep these outstanding members in a queue for future recruitment. Since the initiation of the process to elect new board members by approving a slate selected by the Nominating Committee and approved by the Executive Board, there have been numerous cases when a candidate was asked to reapply and was subsequently elected. In addition, the process of expressing interest through self-nomination and/or identifying Board service on membership renewals has improved the path to becoming a candidate. Furthermore, elections by voting can be expensive and difficult to administer, and participation results are often disappointingly low. For all these reasons, the committee strongly recommends that the current process in place for electing new board members should remain in place.
TIMELINE FOR 2019 NOMINATING COMMITTEE

3/28/19 Initial meeting at ARLIS/NA conference in Salt Lake City
5/14/19 Debbie sends Call for Nominations to ARLIS-L
5-6/19 Check-in (via email) on progress on following up with potential
Candidates brainstorm additional candidates, if needed
6/14/19 Debbie sends a reminder one month out from deadline
6/30/19 Debbie sends a reminder two weeks out from deadline
7/13/19 Deadline for nominations (60 days from call)
7/14/19 Debbie contacts Executive Director/Content Editor re-creating webpage for
Board slate
7/29/19 Deadline for candidate applications
From Bylaws: “Each candidate shall provide supporting documentation
consisting of an acceptance of nomination, a brief biography or résumé, a
photograph, and a goals statement.”
7/29/19 Committee meeting(s) to review applications (GoToMeeting)
by 8/9/19 Committee confers by email to finalize slate to submit to President
8/29/19 Debbie submits final slate and all documentation to President
8/29 /19 Debbie notifies chosen candidates that their names have been advanced
9/12-13/19 Mid-Year Executive Board meeting
9/20/19 Debbie notifies final candidates of next steps (including finalizing content for
web page)
9/23/19 Committee contacts and sends regrets notices to unsuccessful candidates
10/6/19 Debbie sends final content for web page to Content Editor for uploading
10/8/19 Debbie sends approved Board slate to ARLIS-L
11/8/19 Deadline for comment from membership re Board slate (30 days after)
11/12/19 Debbie notifies the following on election results: President, candidates
11/12/19 Debbie posts election results to ARLIS-L
4/17/2020 Debbie removes candidates’ documentation from Google site
4/17/2020 Debbie submits annual report to ARLIS/NA