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SUGGESTED NOMINATING COMMITTEE MEMBER CRITERIA

The following policy outlines suggested characteristics for individuals who serve on the Nominating Committee, whether they are selected by the Board of Directors, Advisory Board, or the Nominating Committee. These are intended to be guidelines, not requirements.

- The individual should have extensive knowledge of the working/operational structure, history, and traditions of the AAD and how a potential candidate for office has interacted with AAD staff over the years. The individual should be experienced enough with the Academy to understand the degrees of responsibility different positions have, ie, being chair of SAC is more important than being chair of a task force, etc.
- The individual should be open, honest, impartial and have no significant conflicts of interest. Potential Nominating Committee candidates must meet the same conflict of interest requirements as candidates for appointment to a Committee. The individual must resist politicization of the nomination process. The individual should be forceful enough to speak up, but not so forceful as to try to exert undue influence over the nominations process. He or she should also be able to understand and follow the rules and requirements of the nominations process under the Academy's bylaws and administrative regulations.
- The individual should have experience in making nominations in other arenas if possible.
- The person should be very experienced and currently active in AAD activities. He or she should also be energetic and willing to give the amount of time required for the nominations process and understand that he or she may be called upon to perform activities at unusual times in possibly inconvenient locations.
- The individual should be flexible and willing to look at the nominations process and offer suggestions as to how to improve it and not be rigid and unduly committed to the status quo. The potential candidate should also be willing to accept feedback and be "tough skinned" when and if the Nominating Committee's decisions are questioned in good faith by AAD members.
- The individual may have previously served as an Academy director or officer, (but not currently be interested in running for higher office).

- The individual should have a broad knowledge of members from many dermatology specialty areas (i.e., medical, surgical, dermpath, pediatrics, and the academic and clinical sectors)
- The individual should be able to put his or her personal agenda aside in favor of the Academy's best interest.
- The individual should be honest, direct, discreet, and able to keep confidences.
- The individual should not currently be serving on a nominating committee of another major dermatology organization.
- The individual should be sensitive to the need for geographical distribution, and diversity (age, gender, geography, practice type and race) on the Academy Board of Directors.
- The Nominating Committee should consider and seek to expand the diversityⁱ of the slate of each position as long as such consideration does not diminish the quality in furthering dermatology.

ⁱ The definition of diversity, as defined by the Diversity Task Force and the Ad Hoc Task Force on Board Structure includes age, gender, race, practice modality and geography.