



Leadership Development / Search / Nomination Processes

04 April 2011

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Committee Members



Jim Callahan

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Why Formed



- Becoming Difficult to Find Nominees for National Officer Positions
- Feedback From 2010 Nominating Committee to Improve Process
- Field Council Wants to Ensure the Best Leaders From Across the Association Lead Us
- Nominating Process Not Looked At In Depth Since AFA21

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What Specifically Needs Improvement



- LD and Search Process Should be an On-Going Process By All AFA Leaders Not 6 Month by NC and Past CoBs
 - RPs and Area Directors Must be More Involved – They Know The Grass Roots
 - We Must Not Lose Good Leaders Who Lose Elections (With Good Planning There Is Important Work For All To Do)
- Current NC Has 2 Roles – Search and Qualify
 - NC Not Formed Early Enough to Perform Search
 - NC Should Focus on Qualify

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Recommendations

Search Committee



- Modify Constitution, OPM and FOG to Reflect the Following Process Changes
 - Search Committee Separate From NC
 - Search Committee Formed by 15 Oct, Eleven Months Prior to Convention and will work through February.
 - Search Committee Chair appointed by CoB. All Area Directors and RP will serve on SC along with optional supplemental appointments by the CoB
 - Search Committee members will not serve on Nominating Committee

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Recommendations

Nominating Committee



Current

3 most recent CoB
3 NC Chair Appointees
6 Area Director reps
(2 each x 3 areas)
FC Rep
AEC Rep

14 Members

Recommended Change

3 most recent CoB
0 NC Chair Appointees
9 Area Director Reps
(3 each x 3 areas)
FC Rep
AEC Rep

14 Members



Recommendations

Nominating Committee



- NC Formed in January Prior to Convention
- Led By Most Recent CoB
- Members: 3 Most Recent CoB (remove the 3 NC Chair appointees), 9 Field Members Designated by Area Directors (3 each), FC Rep, AEC Rep. The 9 Field Members will be approved by the Chairman of the Board and then the Board of Directors.
- NC Qualifies Nominees Only and Relies on Search Committee to Find Nominees
- NC Chair coordinates with Area Directors to ensure NC members are represented with a mix of all AFA members, to include total force, veterans, DoD, industry, civilian, and other Affiliated AFA Members
- Search Committee members will not serve on NC
- NC Members Will Not Run For National Office In The Year They Are Committee Members
- NC Members must also refrain from actively promoting any candidate for office

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Recommendations

Process



1. Oct 15: Search Committee formed led by CoB appointee
2. Oct: CoB discusses missing skills and representation on the BoD to Search Committee
3. Oct RP Mtg: SC Chair coordinates to get list of leaders in the field that would be successful in an elected national position. Through February.
4. Oct – Dec: NC Chair coordinates with Area Directors to ensure NC members are represented with a mix of all AFA members, to include total force, veterans, DoD, industry, civilian, and other Affiliated AFA Members
5. Jan 1: Nominating Committee formed
6. Jan 1: CoB may provide an assessment of missing skills and representation on the BoD to SC & NC

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Conclusion

- Details For These Recommendations Can Be Found in the Review Paper
- Constitution Committee Will Have to be Formed to Accomplish This Effort

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