

Recruiting for a Well-Balanced Board

November 2024

The Election Committee must have repeatable, transparent, and equitable processes and guidelines for the selection of candidates to be put on the ballot.

Background:

In the winter and spring of 2023, a small Ad Hoc group from BSA engaged in a capstone project as part of our participation in the ROOT & SHOOT RCN. They focused on inclusive and best practices in Society nominations/elections resulting in a report titled, “**Report on BSA Election Processes, Outcomes, and Recommendations for Reform.**”

The report was discussed by the BSA Board and a number of recommendations were implemented fairly quickly for the 2024 Call for Nominations such as:

- Refining and providing clear descriptions and responsibilities of each Board position
- Held a Botany 360 webinar “Meet the Officers/What’s Involved in Society Leadership”
- Created a two-step nomination process with a simple form for nominations to be 1) made easily by any member including self-nominations and 2) a separate form for nominees to complete and accept the nomination

The Board and Election Committee recognized that other recommendations would take a bit more time to consider and develop, like a balanced Board matrix, a Board member handbook, cleaning up bylaws/policies that have old language or outdated/broken links.

Next Steps:

Recruiting for a well-balanced board over time is the next step in the nominations/election reform process that began in 2023. We are looking at a nominations process that carefully places nominees on the ballot based on **competencies and skill sets** to recruit a balanced board.

What are the categories of values, skills, and characteristics of BSA leaders that are most important to the membership? To find out, we performed a membership survey in May 2023 that gave us insight into what is valued. The things that resonated with our membership are having a vision for BSA, commitment to the Society and diversity issues/having a more diversified Board to represent our community.

Matrix/Rubric for Candidate Evaluation

The idea is to maintain a matrix on the current Board so that we can identify areas of current underrepresentation for targeted recruiting and share these priorities during the call for nominations and with the Election Committee.

The Board Nominations Acceptance Form has been revised with the input from our Election Committee to include a question that allows nominees to check boxes to select the competencies and skill sets that they believe they bring to this potential role.

Candidates for Board positions do not need to meet all the preferred characteristics, but there may be certain gaps that exist on the Board that the Election Committee will be looking to fill. This varies from year to year.

Please see the draft Matrix prepared by Heather Cacanindin and Brenda Molano-Flores and reviewed by the Ad Hoc Election Reform Committee and Election Committee.