

**Nomination and Recruitment Committee
Committee Charter**



Purpose	The Nomination and Recruitment Committee is responsible for identifying, cultivating, recruiting, vetting, and submitting a slate of qualified candidates for all open Board and officer positions.
Ongoing Committee Activities / Committee Charges & Strategies	<p>The committee undertakes the following charges and activities:</p> <ul style="list-style-type: none"> ● Oversee the identification and recruitment of open Board and officer positions <ul style="list-style-type: none"> ● Assess Board composition and strategic needs with input from the Board of Directors ● Identify and recruit prospective Board and officer candidates ● Evaluate and finalize the candidate slate ● Foster ongoing recruitment and strengthen leadership candidacy ● Work on special projects assigned by the Board (as needed)
Roles and Responsibilities	<p>Chair</p> <ul style="list-style-type: none"> ● Develop agenda for meetings in collaboration with AUGS staff. ● Run an effective meeting to ensure involvement of committee members and the advancement of activities and charges. ● Assist with the selection of new Nomination and Recruitment Committee members. <p>Chair & Members</p> <ul style="list-style-type: none"> ● Maintain confidentiality and avoid sharing AUGS information, processes, and work product outside of AUGS ● Be prepared and actively participate in all conference calls and meetings. ● Work on projects as delegated by the Chair. ● Actively participate in ongoing committee activities as outlined above under ongoing Committee activities, charges, and strategies. ● Identify future candidates for the AUGS Board.
Workgroups and Other Committee Relationships	The Nomination and Recruitment Committee may interact with AUGS standing committees from time to time.
Expected Commitment	<p>The committee meets virtually approximately 6 times per year. The frequency of the meetings is based on the annual workload of the committee. Committee members are expected to review all agenda/materials prior to each meeting, attend the meetings as scheduled.</p> <p>Committee members will be expected to interview candidates for the Board of Directors. Approximately 2-3 hours of interviews over the course of one year per committee member.</p> <p>The average estimated monthly time commitment is one to two hours.</p>

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Committee Composition	<p>The Chair of the Governance Committee is the Chair of the Nomination and Recruitment Committee. The AUGS Nomination and Recruitment Committee is composed of the members of the Governance Committee plus three additional members-at-large.</p> <p>**Members at large cannot run for the Board or serve on another committee during their time of service on the committee.</p>
Committee Terms	<p>Terms run January 1 to December 31.</p> <p>All members of the Governance Committee will serve on the Nomination and Recruitment Committee in accordance with their term on the Governance Committee.</p> <p>The three members at-large will serve one-year terms, renewable for up to three years.</p>
Selection/ Appointment	<p>The three members-at-large should be representative of the current AUGS membership. The three additional members-at-large are selected through the annual call for volunteers' process.</p>
Committee Requirements	<p>The three members-at-large shall be selected to represent the diversity of perspectives, practice settings, and demographics within the current AUGS membership. Ideal members of the Nomination and Recruitment Committee will have experience and be knowledgeable in several of the following areas:</p> <ul style="list-style-type: none"> • Recruitment, interviewing, and/or leadership selection (i.e., search committee for hospital or academic institution or similar, similar experience within a professional society or non-profit organization, etc.) • Application and assessment of leadership competencies • Development of leadership and professional growth programs • Organizational effectiveness, performance evaluation, and governance • Committee participation, consensus-building, and collaborative decision-making <p>Committee Members:</p> <ul style="list-style-type: none"> • Desire to advance the mission of AUGS. • Ability to make the necessary time commitment and actively participate in meetings/charges of the committee. • Must be a Society member for at least three years in good standing. • Experience as a volunteer within AUGS. • Must adhere to AUGS Conflict of Interest and Disclosure policies.
Staff Liaison(s)	<p>Jenna Dean Senior Director, Governance and Engagement jenna@aug.s.org</p> <p>Stacey Barnes CEO stacey@aug.s.org</p>