

**YALSA Board of Directors – Annual 2010
Recruiting Candidates for the Slate
Item #37**

**YALSA Board of Directors Meeting
ALA Annual Conference, Washington DC
June 24 – 29, 2010**

and so on exist so that the Nominating Committee can recruit potential candidates that are skilled in needed areas.

- Strengthened communication between the YALSA President, Board Liaison, Executive Director, and Nominating Committee Chair in order to help guarantee building of a strong slate.

Challenges in the recruitment process

- For a variety of reasons, it continues to be difficult to find candidates with the appropriate skills and background that are interested in running for Board positions – particularly Executive Committee positions such as Secretary and Fiscal Officer.
- The number of nominees that come forward for all positions – Board and Award Committee – continues to be small. In many cases the Nominating Committee is only able to recruit the requisite number of candidates, as stated in the bylaws. In other words, everyone who puts their name forward gets put on the slate. In order to ensure that YALSA has qualified leaders it needs to ensure the long term health of the organization, there should be a larger pool of nominees for the committee to draw from for candidates for the slate.
- It is difficult to appoint people to the Nominating Committee that have the depth and breadth of knowledge and experience necessary in order to connect successfully with and recruit potential candidates for such a wide range of elected positions.
- The increase in the number of elected positions for which the committee must recruit. Over the past three years a Board Secretary Position, an additional at-large Board member and the Nonfiction Award Committee has been added to the work of the Nominating Committee.
- Current economic conditions make it difficult for YALSA members to commit to running for elected positions as they are not sure that they will be able to attend meetings and conferences as required.

Potential solutions to nominating challenges

- Dividing the Nominating Committee into two Committees. One group would be responsible for Board member recruitment and nominations and the other would be responsible for award committee recruitment and nominations. This could help guarantee that those on each Nominating Committee are well versed in what it takes to serve in a particular position and that the best candidates for the position can be found and recruited.
- Providing training for those who are going to serve on the Nominating Committee to help them gain a strong understanding of what each elected position entails, existing Board composition, what to look for in potential YALSA candidates, etc.
- Look beyond the current YALSA membership for potential Board candidates by using targeted resources like BoardNet USA, Bridgestar, Idealist.org, TFA Net, WomenOnCall.org, etc. to recruit individuals with desired but highly specialized skills such as fiscal planning, fundraising, marketing, public policy, nonprofit law, etc.
- Work to ensure that committee members have the necessary background for effectively recruiting and vetting candidates.

**YALSA Board of Directors – Annual 2010
Recruiting Candidates for the Slate**

- Encourage past Board members and Award Committee members to serve on the Nominating Committee.
- Provide the President-Elect with the tools he/she needs to appoint the most qualified candidates possible to the Nominating Committee.
- Other?

Additional Resources

- Board Recruitment: Whose Job is it Anyway?
www.nonprofitexpert.com/DNS/dns14.htm
- Finding Effective Board Members: <http://tinyurl.com/2a9poux>
- Recruiting and Vetting Nonprofit Board Members:
www.bridgestar.org/Library/RecruitingBoardMembers.aspx
- YALSA: Get Involved in Governance
<http://ala.org/ala/mgrps/divs/yalsa/boardandcommittees/governance.cfm#get>