

### How AGU Selects the Board and Officers

The Leadership Development / Governance Committee, chaired by AGU Past President, runs the nominations and elections process.

### Committee Process

- Evaluate current composition
- Identify open positions
- Discuss with board expertise needed for upcoming work
- Develop criteria to frame the process
- Announce open positions and broadly solicit nominations for candidates
- Recruit if necessary
- Ask potential qualified candidates to apply
- Review applications for short list to interview
- Assemble ballot after interviews
- Open election and review results

### Embracing Diversity for Strong Leadership

Ensuring diversity on the AGU Board has been central to the Leadership Development / Governance Committee's efforts for the past 10 years. We have always sought to have diversity of career stage, employer type, gender, and geography, in addition to skills and experience. Diverse perspectives have enabled robust discussion.

### Our Talent Search

AGU's [strategic plan](#), [D&I strategic plan](#), and our commitment to the [8 action steps to combat systemic racism](#) is central to our work. The committee is asking for help in identifying people who bring one or more of the perspectives below.

- **Student and early career** – Looking for early career candidates for the Board and Council, as well as student candidates for the Council. AGU defines early career as < 10 years past terminal degree.
- **International** – Looking to engage candidates from outside North America, as well as the diversity of cultures.
- **BIPOC (Black, Indigenous, and People of Color)** – Looking to continue increasing the diversity on our Board and in other leadership positions.
- **Diverse professional roles** – Looking for people who work in non-academic roles such as government, private sector, other non-profits, or as entrepreneurs, etc.
- **Commitment to scientific discovery, innovation and action through:**
  - ❑ **Policy expertise** – Looking for someone who can bring knowledge and experience in the policy arena.
  - ❑ **Social science** – Looking for a social scientist with expertise in working with Earth and space scientists to connect discovery science with solutions and impact.
  - ❑ **Data** – Looking for someone with expertise in data broadly or data visualization, open data, artificial intelligence.

### Instructions for nominating someone else or yourself

Please help the Leadership Development / Governance Committee identify potential candidates for the AGU Board and Council. There are 4 open positions on the Board, including one for an early career scientist, and 4 open student/early career positions on the Council.

- Submit someone's name and email address using this online form (<https://www.surveymonkey.com/r/RecommendVolunteer>) and we will invite them to take the next step in AGU Volunteer Central.
- Share the opportunity with people you think would be good candidates and encourage them to respond to the job posting on AGU Volunteer Central: <https://connect.agu.org/volunteeropportunities/volunteeropps>

**Deadline for nominations is Sunday 13 March 2022.**