

AGU ELECTIONS: PRESIDENT-ELECT

The Leadership Development and Governance Committee and staff partners use this process to identify what is needed for the AGU President-Elect position and to find qualified candidates for election by AGU members. The process grounds the search in AGU's strategic context and ensures criteria reflect the organization's evolving needs. It is intended to be inclusive and fair, with the criteria set before the potential candidates are known.

PLANNING

- 1.** Launch the election process by holding a conversation with the AGU Board, including who is rotating off and who is eligible to continue; what topics are likely to come up for AGU over the next 3-5 years; and what might the committee be looking for this election. Gather input from additional sources.
- 2.** Determine skills, experience and perspectives most needed at the moment.
- 3.** Set criteria for rating and questions for application, interview and ballot. The criteria are based on [AGU's Leadership Framework](#).

OUTREACH

- 4.** Issue call for nominations (self-nominations encouraged).
- 5.** Review nominees to determine if we need additional nominees.
- 6.** Invite nominees to apply.

REVIEW

- 7.** Review applications and rate using established criteria.
- 8.** Discuss individual ratings and determine who to interview.
- 9.** Interview selected applicants and decide who to move forward in the process.
- 10.** Invite candidates to a leadership coaching session, along with an assignment for the second interview.
- 11.** Conduct second interview, rate using established criteria, and discuss individual ratings to determine who to put on the ballot.

ELECTION

- 12.** Promote and hold the election.
- 13.** Review election results from outside vendor.
- 14.** Contact candidate(s) before results are announced.

ONBOARDING

- 15.** Begin onboarding newly-elected President-Elect. For those not selected this time, work to find other leadership positions.