

# **System Dynamics Society** **Nominations Committee Report**

January 20, 2014

## **1. Membership and Objective**

The SDS Nominating Committee consists of:

- David N. Ford, Ex-officio chair
- Ed Anderson
- Brian Dangerfield
- David Lane
- Juergen Strohhecker
- Kim Warren

The role of the Nominating Committee is to “nominate members for offices and positions which the Policy Council determines shall be filled by an election.” (SDS Policies, Section 3). In addition, the committee seeks to offer information and recommendations for improving the nominations process.

## **2. Proposed Slate of Candidates for Consideration at 2014 Winter Policy Council**

The Nominating Committee is pleased to nominate for consideration by the Policy Council the candidates listed below for Officers and Policy Council Members. All candidates have been approached by the Chair and have agreed to have their name passed forward by the Committee to the Policy Council, and to take office if approved, subject to the Society’s established processes.

### **Proposed Slate of Candidates to Take Office January 1, 2015**

President Elect (2015): Etiënne Rouwette

Vice President Membership (2015-2017): Ozge Pala

Vice President Publications (2015-2017): Paal Davidsen

Vice President of Electronic Presence (2015-2017): Bob Eberlein

Vice President of Marketing (2014-2015\*): Peter Hovmand

Vice President of Practice (2014-2015\*): Ken Cooper

Secretary (2015-2017): Brad Morrison

Policy Council Member #1 (2015-2017): Stefano Armenia

Policy Council Member #2 (2015-2017): Ozge Karanfel

Policy Council Member #3 (2015-2017): Erik Pruyt

Policy Council Member #4 (2015-2017): Gonegn Yucel

\* - It is the intent of the Committee and the desire of these nominees that they begin serving in these roles immediately and serve beyond 2015. The nomination for only 2014-2015 is to stagger the terms of SDS officers. Therefore, pending the recommendation of the next Nominating Committee and the desire of these nominees, they will be nominated for approval at the 2015 Winter Policy Council for a standard three-year term.

### **Information on Nominees**

**Etiënne Rouwette** (President Elect): Nijmegen School of Management, business Administration, Methodology. Current SDS Vice President of Membership.

**Ozge Pala** (VP Membership): Assistant Professor of Management, College of Administrative Sciences and Economics, KOC University, Istanbul, Turkey. Current SDS AVP Chapter Activities. Organized SDS PhD Colloquium.

**Paal Davidsen** (VP Publications): Professor of System Dynamics, Department of Geography, University of Bergen, Norway. Previous president and program chair for conferences.

**Peter Hovmand** (VP Marketing and Communications): Director, social System Design lab, George Warren Brown School of Social Work, Washington University in St. Louis. Previous Policy Council Member and chair of diversity committee.

**Ken Cooper** (VP Practice): President, Cooper Associates. 2009-2010 Edelman Award winner (with Greg Lee) for best modeling application. Developed the rework cycle.

**Bob Eberlein** (VP Electronic Presence): Co-President, ISEE Systems and consultant. Current SDS VP of Electronic Presence.

**Brad Morrison** (Secretary): Associate Professor of management, International Business School, Brandeis University. Current SDS Secretary.

**Stefano Armenia** (Policy Council Member #1): Senior Research Fellow presso Università degli Studi di Roma 'La Sapienza. A leader in the SDS Italian Chapter. Expressed interest in AVP Chapters, AVP Meetings, or AVP Electronic Presence positions.

**Ozge Karanfel** (Policy Council Member #2): PhD student, System Dynamics Program, Sloan School of Management, Massachusetts Institute of Technology. Leader in MIT student chapter. Active in Biomedical SIG, Health Policy SIG, and Model Analysis SIG.

**Erik Pruyt** (Policy Council Member #3): Assistant Professor of Policy Analysis. Faculty of Technology, Technical University, Delft, The Netherlands.

**Gonegn Yucel** (Policy Council Member #4): Assistant Professor, Bogazici University, Turkey. SDS member for 8 years. Active in Energy SIG and Model Analysis SIG. Expressed interest in AVP Membership or AVP Publications positions.

## **3. Information and Recommendations for Improvement**

### **Notes on the Process Used to Identify and Select Candidates**

Nominated officers were identified after significant discussion among the committee members and with potential candidates. All those chosen strictly meet the criteria for consideration for membership on the Policy Council described in the previous Nominating Committee report (i.e. SDS membership, conference participation, contribution to the field). Most or all have also previously served in SDS leadership positions. Particular care and discussion were used concerning three positions: VP Practice and VP Marketing and Communications because they are new positions and VP Publications because the relatively recent changes in leadership of the SD Review has shifted (in the opinion of the Committee) the priority of the VP Publications work from SD Review management toward more strategic publications issues. Age and

gender diversity was also desired to develop SDS leaders. At least three of the seven nominees (43%) are persons considered to be in the first half of their careers. One of the seven nominees (14%) is female. Three (43%) are European and the rest (57%) are American. Two (29%) are continuing in positions they currently hold.

In general the criteria described in the previous Nominating Committee report were used in identifying and selecting Policy Council candidates. However, including persons that could contribute age and gender diversity to the Policy Council was also considered important, as well as the person's interest in serving. This year five persons approached the Nominating Committee, some of them at the conference in Cambridge, expressing a desire to join the Policy Council and potentially also serve in other capacities. These were not first-timers, but have been active the Society for some time. One of the goals of the Committee was to include potential future SDS leaders in the Policy Council nominations as a means of identifying and developing persons with the ability and aptitude for, and interest in leadership. All four nominees (100%) are considered to be in the first half of their careers. One (25%) is female. All are European.

### **Recommendations for Improving the SDS Nominations Process**

At least two features improved the process of identifying potential officers and their suitability for specific positions over some previous processes:

- **The draft Job Description and User's Manuals** that have been developed for some of the leadership roles. Providing these to potential candidates provided an improved basis for people understanding the expectations of specific SDS leaders. In at least one case it was invaluable in helping a potential candidate and the committee chair recognize that the person was not a good fit with a position, thereby avoiding a problematic nomination. *The Nominating Committee recommends that the Job Description and User's Manuals be created and completed, used as a basis for setting expectations for future officers, and as a tool for capturing organizational memory, especially lessons learned across time and officers.*
- **The explicit inclusion of the role of Assistant Vice Presidents (AVPs)** in discussions with potential candidates as a means for future officers to accomplish the objectives of the position. The list of things that officers are expected to do and accomplish grows as the descriptions of those expectations are specified in the Job Description and User's Manuals. In some cases these expectations can exceed the capacity of an individual potential officer. SDS officers have and currently use AVPs to increase capacity. Making the role and advantages of AVPs clear to potential officers can increase the pool of potential officers and the effectiveness of future officers. AVPs also form a pool of potential future SDS VPs or other officers. *The Nominating Committee recommends the explicit encouragement of current and future SDS officers to identify, recruit, and use AVPs to meet the expectations of their positions.*

The nomination of people to fill some positions (e.g. vacancies on standing committees) that is currently the responsibility of the President may be better and more easily made by the Nominating Committee. This is partially because the size and diversity of the committee can better scan the SDS space for potential candidates, potentially identifying candidates that the President might miss. In addition, if these two nomination processes occur separately, the same person may be considered in

both, creating problems. *The Nominating Committee recommends that the Policy Council consider consolidating all nominating responsibilities in the Nominating Committee.*

The chair thanks all of the members of the Committee for their contributions to this important work.

David N. Ford  
Ex officio Chair, Nominating Committee  
January, 2014  
College Station