

System Dynamics Society Nominations Committee Report

February 19, 2016. Revised March 9, 2016.

The System Dynamics Society's Nominating Committee this year consists of:

- Edward Anderson, Ex-officio Chair (2014 President) □
- Sharon Els
- Etienne Rouwette (2016 President) □
- David Lane Lees Stunz
- Juergen Strohhecker (2015 President) □

The Proposed Slate of Candidates to Take Office January 1, 2017 (Bios are in hyperlinks)

- President-Elect (2017): [Ignacio Martinez-Moyano](#)
- Vice President, Chapter Activities (2017-19): [Stefano Armenia](#)
- Vice President, Finance (2017-19): [David Andersen](#)
- Secretary, (2017-18): [J. Bradley Morrison](#) □
- Policy Council, (2017-19):
 - [Nancy Hayden](#)
 - [Florian Kapmeier](#)
 - [John Pastor Ansah](#)
 - [Nuno Videira](#)
 - In addition, it is proposed that existing PC Member [Elke Husemann](#) (2014-2016) be appointed for an additional, partial one-year term for 2017 to fill opening created by appointment of VP Chapter Activities: Stefano Armenia whose original Policy Council Member term was ('15-'17).

Nominated officers were identified after significant discussion among the committee members and with potential candidates. All those chosen meet the criteria for Council membership described in previous Nominating Committee reports (i.e. Society membership, conference participation, contribution to the field). In addition, further criteria described in the previous Nominating Committee report were used to identify and select Policy Council candidates, including impacts on diversity of age, gender and cultural/geographic origin among the Society's leadership, as well as the person's interest in serving. □

Recommendations for Improving the Nominations Process

The Nominations Committee recognized, and attempted to fulfill, the important aim of extending the diversity of the Society's leaders, in terms of age, gender and culture/geography. However, it is clear that the processes to support this aim are not adequate. Too much reliance is placed on the personal knowledge of Nominating Committee members and self-motivated expressions of interest by potential candidates – neither of which has contributed sufficiently to increasing this diversity.

The Diversity Committee has therefore been asked to support the Nominations process by pro-actively making the Committee aware of potential candidates from more diverse backgrounds prior to the Annual Conference, so that such individuals can be canvassed and encouraged. They made some excellent suggestions, and we also made some of our own attempts at diverse selections, such as Nancy Hayden and John Ansah. That said, many of our attempts to recruit identified diverse candidates failed. For example, we approached two highly qualified female candidates for president-elect for 2017 prior to approaching Ignacio Martinez-Moyano (who was also on our short list) in an attempt to increase diversity. Both turned us down citing the desire for additional experience prior to assuming the post. We believe there is an opportunity here for more formal recruiting of diverse candidates, perhaps at a workshop at the annual ISDC conference for former PC members, or even a discussion among the policy council itself this summer.

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

Edward G. Anderson Jr., □ Ex-officio Chair, Nominating Committee February 2016