

System Dynamics Society

Nominations Committee Report

February 25th 2015

The SDS Nominating Committee consists of:

- Kim Warren, Ex-officio Chair
- Ed Anderson (2014 President)
- Brian Dangerfield
- David Lane
- Juergen Strohhecker (2015 President)
- Sharon Els

As Chair, I must apologise to the Policy Council for the late delivery of this Report.

The Proposed Slate of Candidates to Take Office January 1, 2016 (see links to information on each candidate):

President-Elect, 2016: [Len Malczynski](#)

Vice President: Professional Practice (2016-2018): **Ken Cooper**. President, Cooper Associates. 2009-2010 Edelman Award winner (with Greg Lee) for best modeling application. Developed the rework cycle.

Vice President: Marketing and Communications (2016-2018): [Peter Hovmand](#)

Vice President: Meetings (2016-2018): [Erik Pruyt](#)

Policy Council Member #1: [Rebecca Niles](#)

Policy Council Member #2: [Yutaka Takahashi](#)

Policy Council Member #3: [Sharon Els](#)

Policy Council Member #4: [Diana Fisher](#) – K-12 Educator and 2011 winner of the International System Dynamics Society's Lifetime Achievement Award

In addition, it is proposed that 1) Sharon Els be appointed as a PC Member with immediate effect, as replacement for P Gonçaves for the partial term of 2015. And 2) Raafat Zaini be appointed as a PC Member for the partial term of 2016-17 to fill opening created by appointment of VP Mtgs: E Pruyt.

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 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.

Assistant Vice Presidents

The role of Assistant Vice Presidents (AVPs) has become more explicit in recent years, as a means to support Elected Vice Presidents, to stimulate progress on the important tasks VPs undertake, and to provide a low-risk pipeline for encouraging emerging leadership talent.

The Nominations Committee took the view, during 2014, that the most important criterion for selecting AVPs should be the enthusiasm of the relevant VP to work with each individual. It was therefore felt that no bureaucracy should be set up to appoint or track those individuals.

However, it is now clear that this leaves the Committee with too little familiarity with those individuals to fulfil the purpose of identifying future talent, so the Committee now plans to be more explicit about recording and reviewing AVPs and their contribution.

Recommendations for Improving the Nominations Process

The Nominations Committee recognized, and attempted to fulfil, 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.

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

Kim Warren

Ex officio Chair, Nominating Committee

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