

## Frequently Asked Questions: Board of Directors Election 2022

### **What is the proposed bylaw change that membership will be voting on in the 2022 election?**

The proposed bylaw states that the Leadership Development Committee (LDC) will continue to select the slate of candidates, which the Board of Directors would then vote to approve. ONS intends to pivot from the membership voting on the slate of candidates to approval of the slate of candidates by the Board of Directors.

### **When will the change take effect?**

Membership will vote on the proposed bylaw change in the 2022 election, which begins in January. If the bylaw change passes, the new process would take effect immediately. The LDC would start the process of selecting the slate for 2023 in spring of 2022.

### **What are the current processes in place to ensure unbiased selection of the Board members?**

The current selection process for the Board of Directors slate is thorough, spans the course of a few months, and aims to eliminate all bias. It also provides the organization more agility in ensuring candidates are a good fit for the Board's current competencies, needs, and gaps.

1. First, the leadership interest questionnaire is sent to the general membership and targeted lists. The responses received are divided into categories based on their level of leadership, as outlined by the LDC. Individuals are then moved toward the next stage of the process or given more resources to advance their leadership development.
2. Interested individuals complete a notification of intent (NOI) which is a preapplication describing applicants' qualifications and skills. By requiring the NOI, the LDC can review the preapplication materials and guide individuals to pursue an application or redirect them to more development resources.
3. Applicants invited to complete the official application will submit responses to scenario-based questions surrounding issues the Board may encounter. Applicants also participate in an interview, which is recorded so that the entire LDC committee can review it.
4. Once all applications are received and interviews are completed, each member of the LDC evaluates all candidates using a standardized rubric with more than 20 items including answers to scenario-based questions, ONS participation, related work, and references.

Additional resources:

[Leadership Pipeline Graphic](#)

[LDC Process Video](#)

### **How will those processes change if the bylaw is passed?**

If the bylaw change passes, instead of an election by eligible ONS members, the slate will be presented to the Board of Directors along with their candidates' qualifications and the LDC's rationale for the selections. The Board of Directors would then vote to approve the slate.



Upon approval, the candidates will be notified, and the results will be announced to the general membership.

**How would the LDC continue to support diversity and inclusivity initiatives with the bylaw change?**

ONS values diversity and inclusion, and the Board of Directors should reflect that. In a competitive election, even with a diverse slate, it is not guaranteed a diverse group of individuals will be elected. This new process will allow the LDC to better ensure that a diverse group of people and perspectives are represented.

**If the Board is approving the slate, isn't that like the Board selecting its own members?**

The LDC would go through the intensive process of selection mentioned above. Although the Board of Directors would have overall input, they are not involved in choosing the individual candidates on the slate.

**How will this make the organization more open and inclusive?**

Historically, only a very small percentage of the ONS membership chooses to vote in elections for the Board of Directors.

The LDC and Board of Directors will continue to prioritize ONS's diversity, equity, and inclusion initiatives and strive to make sure our diverse membership is reflected in leadership.

This also invites the opportunity for individuals who are not well known by the membership to potentially become selected.

**What will happen if the bylaw is not passed?**

If the bylaw does not pass, nothing will change. ONS will hold another Director-at-Large election in 2023.

The LDC will continue to seek ways to innovate and optimize ONS processes such as the election.

**What qualifications are required for Director-at-Large?**

A candidate must be in good standing, meaning the member is an RN engaged in or interested in oncology nursing, has paid the required dues, and has been a member for at least five consecutive years. Student, associate, affiliate, and international tiered members currently may not vote or hold ONS office.

**How does an interested member in good standing run for a position of leadership at ONS?**

If you are interested in holding a leadership position within ONS, you can start by carefully reviewing the qualifications and duties required to sit on the Board of Directors and take the leadership competencies self-assessment.

All candidates must follow this consideration process:

- Submit a notification of intent.
- Submit a candidate application.



- Submit two reference forms.
- Review the [talking points](#) for discussing this opportunity with your employer and submit an employer acknowledgment form.
- Complete the free [Board Leadership: Nurses in Governance](#) course.
  - Read the ASAE article [Legal Duties of Association Board Members](#) and ensure your understanding of the legal duties of serving on a board.
- Complete all provided ONS Conflict of Interest Forms.
- Participate in a recorded pre-slating interview.
- Review the following policies:
  - ONS Conflict of Interest Policy
  - ONS Antitrust Policy
  - Volunteer Conduct Policy
- Watch the following *Serving on the ONS Board* videos, featuring ONS President Nancy Houlihan:
  - [What inspired you to serve on the ONS Board?](#)
  - [What is the time commitment that is involved in serving on the ONS Board?](#)

**We are a member organization, so how do members have a say in the leadership of the organization?**

The easiest way to help decide and connect with leadership is to get involved:

- Attend ONS events. The LDC is present at most national ONS events and is always happy to answer questions and share information.
- Connect the LDC with your local chapter; the LDC can provide presentations and discuss leadership opportunities.
- Attend your chapter meetings and help select leadership at the local level.
- Be a good mentor to people who could be future leaders. Help guide the future of ONS by developing students or peers early in their career into impactful leaders.
- Notice, inspire, and support those who have leadership skills. If you know someone who would be a good leader, encourage them. Pay attention to the needs of the Board and notice if someone around you has the skill set the Board needs. Motivate them to reach out to the LDC and pursue leadership opportunities.
- Contact the LDC via email at [ldc@ons.org](mailto:ldc@ons.org).

**How do I provide feedback on the elections process and proposed bylaw change?**

You can leave feedback via [this form](#).

