



Nominating and Leadership Development Committee

Updated February 2023

General Committee Description

The Michigan Library Association's Nominating and Leadership Development Committee is a standing committee defined in the MLA bylaws under Article VII which supersedes this document. The committee has two primary responsibilities:

- To cultivate leadership potential within MLA membership to maintain strong and effective governance, and
- To solicit and evaluate nominations of candidates for service on the MLA Board of Directors.

Committee Membership and Meetings

The Nominating Committee shall have seven (7) members. Three (3) members shall be current directors of the Association, and four (4) shall be chosen at-large. The immediate Past-President of the Association shall serve as chair of the Nominating Committee by reason of his or her position. In the event the immediate Past-President cannot serve in this capacity, the President has the authority to appoint the chairman of the Nominating Committee. The remaining six (6) members shall be appointed by the President, subject to the approval of the Board of Directors. The Nominating committee, as required by the bylaws, will also serve as the Leadership Development committee. The Executive Director serves as staff liaison.

As the Nominating Committee is doing yearlong leadership development, a call for interested board members should occur at the March meeting and it should be approved by the board in June so the committee can start at the beginning of the year.

All committee members are required to attend a virtual MLA volunteer development training. Meetings will generally take place between September and April of the following year.

Authority and Responsibilities

The Nominating and Leadership Development Committee shall:

- Cultivate leadership potential within MLA membership by developing strategies to recruit, identify and foster potential MLA leaders, including the following roles:
 - Board members and future board members
 - Standing Committee members and leaders
 - Leadership Academy candidates
 - Mentors and Mentees
- Act as mentors and ambassadors by identifying, reaching out and contacting potential leaders.

- Share information with MLA members about leadership opportunities in general on a consistent and ongoing basis.
- Participate in the nomination process, including evaluate board composition, solicit nominees, review applicants and seek out individuals who meet identified needs.
- Evaluate such candidates considering needs, initiatives, and strategies identified by the Board of Directors.
- Nominate individuals for Board of Directors positions consistent with the needs and initiatives identified in the strategic plan and the strategic skills identified by the Board. The committee will present at least one nominee for each vacancy on the Board of Directors. Ideally, they present more. The Nominating Committee will make an effort to present two candidates for President-Elect and at least one candidate for ALA Councilor, as needed.
- Collaborate early in each fiscal year with all committees to promote opportunities for leadership growth.
- Collaborate with staff to develop appropriate training for the Board of Directors.
- Give informal reports at each Board of Directors meeting.

Committee Term

Committee membership will be for one year but members may recommit for additional terms.

Chair Selection

The MLA by-laws specify that the immediate Past-President of the Association shall chair the Nominating and Leadership Development Committee. In the event the immediate Past-President cannot serve in this capacity, the President has the authority to appoint the chairman of the Nominating Committee.

Qualifications

This is an opportunity for an individual who is passionate about the success of MLA's members and who has a track record of leadership. The selected members will have achieved leadership stature in MLA and/or in Michigan libraries. Member's accomplishments will allow them to attract other well-qualified, high-performing leaders.

Service Without Remuneration

Service on Michigan Library Association's Committees are without remuneration or additional discounts for event attendance.