**Cornell ILR Alumni Association Elections and Nominating Committee Report June 12, 2017**

**Committee on Nominations and Elections (CNE) - 2017**

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**Background**

Notable Items:

1. This year’s election marked the second year that Cornell ILR Alumni Association membership consisted of all graduates of ILR and dues were eliminated. Hence, the right to vote and hold office was open to all graduates.
2. The web-based nomination form, now in its second year, was further refined providing clearer instructions and reporting in excel. These two changes greatly facilitated the process.

Applicable By-Laws

In accordance with the By-Laws, the Committee on Nominations and Elections (CNE) “…shall solicit from the Association membership the names of candidates to fill the ten (10) Board vacancies which shall occur due to the expiration of the terms of elected Directors in the Spring of that year.”

Further: “In actively soliciting nominations of candidates for Board election, the CNE shall take into consideration the degree to which the current composition of the Board reflects a balanced representation of the various constituencies served by the School and the demographic profile of the School’s alumni. The CNE also shall consider the degree to which potential candidates have been active in School or alumni activities and, in the case of current Directors eligible for reelection, their attendance and active participation at Board meetings and their active service on Board Committees.”

A “Call for Nominations” is sent to all ILR Alumni to current email addresses on record.

Nominations were gathered through alumni association e-mails, by members of the CNE contacting current Board members whose first term were expiring and were eligible for re-election (in accordance with our By-Law) and through direct contact to ensure a diverse slate.

**Results – Reflects continued interest in running for the Board although a smaller number of nominees from the past four years.**

* 52 requested nomination forms
  + Down from the 56 last year
  + 42 in 2015, 32 in 2014, 39 in 2013, and 62 in 2012
* 19 nominees
  + Significantly down from 35 nominees last year
  + 32 from 2015, 20 from 2014, 30 from 2013, 36 in 2012
* 10 Elected
  + 4 current Board members (all current Board members who ran were elected; 3 eligible Board members chose not to run – Jordan Berman, Jessica Carter, Eric Fisher (missed submission deadline))
  + Class Year representation
    - 1970’s – 1
    - 1980’s – 3
    - 1990’s – 2
    - 2000’s – 1
    - 2010’s – 3
    - MILR – - 2 (2016 & 2014)
  + This year we saw a wide range of professions elected.
    - Industry – HR-related role – 3
    - Attorney - 4
    - Industry non-HR – 2
    - Finance - 1

There has been sustained interest over the past five years in running for the Board. While this year saw a drop in those running, the committee was pleased with the diversity of the nominees and a more reasonable number of nominees.

As a result of the change in the association by-laws, there was an increase of voting members last year and this year saw a similar response – 675 cast a vote out of 10,868 or 6.2% compared to last year’s 696 out of 9,382 or 7.4%. Prior years had about a third of this number participate.

Esta Bigler personally called each candidate elected and the CNE personally called the others to advise them of the outcome. Those not elected were encouraged to participate in Chapter and national events.

**Outreach and Objectives of the CNE**

The CNE’s objectives included identifying candidates who would actively participate at Board meetings and Board-sponsored activities, engage with ILR students as mentors, provide intern opportunities, demonstrate a sustained interest in Board involvement, and promote the ILRAA among ILR friends and colleagues. To do this, we implemented the following:

* Emphasized the need to participate actively on the Board and attend at least one meeting per year (teleconference acceptable) to remain on the Board
* CNE continued to focus on a diverse slate (per By-Laws)
* Provided the link to Board responsibilities in the “Call for Nominations.”

**Considerations for upcoming year**

* Actively engage members who indicate an interest in running to participate in other activities.
* Provide a “sponsor” or “mentor” to unsuccessful nominees to encourage their participation and ensure their continuing support.
* Continue to monitor the number of candidates for consideration in nominating revisions.
* Update the Alumni web site and Board profiles.
* The Executive Officers will be making recommendations to the Election of Officers under separate cover. This topic was not contemplated by the CNE.