

# Cornell ILR Alumni Association Elections and Nominating Committee Report

## June 13, 2016

### Committee on Nominations and Elections (CNE) - 2016

Ellen Dember '76(Chair)\*  
Esta Bigler '70 (President, ILRAA and Co-chair)\*\*  
Jacqueline Brady '08  
Patricia Fitzgerald '97  
Susan Panepento '85  
Sue Sappington - ILR School

\* 2012, 2013, 2014, 2015 & 2016 Nominations Selection Committee

\*\*2014, 2015, & 2016 Nominations Selection Committee

### Background

Two notable changes to this year's process:

- 1 This year's election marked the first 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 nomination form was updated and is now web-based, eliminating the manual process of responding to requests and the final submission of nomination forms. It was a successful upgrade to the prior 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.

**Results – Reflects the continuing trend of increased requests for nomination forms and candidates – this year was a record breaker**

- 56 requested nomination forms
  - Up from 42 last year, 32 in 2014, and 39 from 2013
- 35 nominees
  - Up from 32 last year, 20 from 2014, and 30 from 2013
- 10 Elected
  - 4 current Board members (all those who ran were elected; one eligible Board member chose not to run)
  - Class Year representation
    - 70's – 1
    - 80's – 4
    - 90's – 3
    - 00's - 2
    - MILR – 1 ('92)
  - This year saw an increase of those in corporate HR roles and the addition of a Professor from Tulane.
    - Industry – HR-related role – 4
    - Attorney - 2
    - Professor – 1
    - Consulting / Finance - 3

There has been sustained interest over the past five years in running for the Board. There was an increase in this year's slate, even with the committee limiting outreach in light of the high interest and sufficient number of candidates.

As noted above, this year we had 56 requests for forms and 35 nominees, an all-time high.

As expected and a positive result of the change in the association by-laws, there was an increase of voting members. 696 alumni cast a vote out of 9,382 or 7.4%. Last year about a third of that number participated.

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.

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

**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**

- Enhance the web-based request for and submission of nomination forms candidates complete with drop-down menus for consistent formatting.
- 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.