

Options for Selecting a Chair for Steering Committee

Description	Advantages	Disadvantages
<p>Recommendation by Membership Committee (MC) – The MC nominates, discusses, and considers individuals for the chairmanship. The MC develops a recommendation by consensus or majority vote. The MC recommends one individual to the SC. The SC acts upon the recommendation by taking it to a vote in favor or opposed.</p>	<ul style="list-style-type: none"> - Nominations are thoroughly vetted in privacy of smaller group (MC). - Opportunity to broadly search for individuals, even beyond current SC participating organizations. 	<ul style="list-style-type: none"> - Difficult for SC to oppose recommendation without insult. - SC vote will largely be pro forma. - Breadth of MC relationships and contacts will determine pool of candidates.
<p>Variation on Recommendation by MC – The MC opens the initial nomination process to the SC and individuals. The MC accepts nominations confidentially from the SC members. Individuals may self nominate confidentially to the Chair of MC. The MC vets the nominations. The MC reaches a conclusion and makes a recommendation of a single individual to the SC. The SC acts upon the recommendation with a vote in favor or opposed.</p>	<ul style="list-style-type: none"> - By opening nomination process to full SC the potential pool of candidates is broadened. - Self nominations reflect desire to take on responsibilities and passion for the mission. - SC more involved in process. 	<ul style="list-style-type: none"> - Difficult for SC to oppose recommendation without insult. - SC vote will largely be pro forma.
<p>Rotating SC Chair – Each core organization on the SC agrees to chair for a set period of time, such as 2 years. The organization decides who to put forward as the Chair. A schedule for the rotations is followed. (Organizations have the option to pass on the chairmanship depending upon circumstances.) This is the process used by the Chesapeake Bay Program for the Executive and Principals Staff Committees.</p>	<ul style="list-style-type: none"> - Responsibility for Chair is shared among the core partners who share fiscal and legal responsibility. Creates sense of ownership for core partners. - Expectations and schedule for which partner organization will chair is clear. - Little administrative/bureaucratic process involved in selecting next Chair. 	<ul style="list-style-type: none"> - The partner organization puts forward the Chair with no or little input from MC or SC. - Partner organizations may not want to chair but feel obligated. - Chair may not have skills that the SC seeks.
<p>Vote – Individuals nominate themselves or others for the chairmanship to the MC. The MC assures all nominations are valid and puts them on a ballot. The SC votes for a Chair.</p>	<ul style="list-style-type: none"> - Everyone on SC has a part in choosing its Chair. - Self nominations reflect interest. - Nominations by others reflect confidence in candidate. 	<ul style="list-style-type: none"> - No vetting of candidates. - Feelings may get hurt by vote. - Most popular candidate may not be most competent candidate.

