**LANCASTER SHRM**

**NOMINATING COMMITTEE**

**BACKGROUND:**

The Board of Directors of LSHRM has formed an ongoing Nominating Committee in order to provide recommendations on Directors and Officers to serve on the LSHRM Board.

**LEADERSHIP:**

Chair: Leslie Wireback - Past President

**OBJECTIVES:**

The objectives of the Nominating Committee are as follows:

1. Provide suggestions on recruitment strategies for Board Members to enhance diversity and inclusion.

2. Ensure an effective process is in place for vetting interested candidates as well as selection criteria.

3. Presenting a proposed slate of Directors and Officers prior to the annual business Meeting. Follow a similar process to fill any vacancies that occur outside of the annual business meeting process.

**TIME COMMITMENT**

Annually, several meetings (approximately 3) to review slate of candidates, interviews with individual candidates (varies based on number of candidates), as well as communication between meetings.

Should vacancies occur at other times of the year, the committee will convene to review applicants on file and make recommendations for moving forward.

**COMMITTEE MEMBERSHIP, ROLE, AND COMPOSITION**

Committee members will consist of a maximum of 5 LSHRM members in addition to the Chair of the committee. Must include at least 3 professional members, none of whom are current officers of LSHRM.

The primary role of the committee members is to be a productive, engaged, positive member of the committee. Diversity in age and skill set is preferred. Members must attend 90% of the meetings.

Members will be appointed by the Board of Directors upon recommendation of the Chair.