Society of American Archivists
Council Meeting
August 3, 2020
Virtual Meeting

2019-2020 Nominating Committee Report
(Prepared by Committee Chair Lae'l Hughes-Watkins)

Slate

The Society of American Archivists' 2019-2020 Nominating Committee has completed its work, following the Council's approved procedures. From July to October 2019, the Committee assembled a list of nominated candidates, discussed the candidates' qualifications, ranked the potential candidates, and contacted members to verify their willingness to serve. The Nominating Chair also charged the group to think heavily on inclusivity, and therefore incorporate a community of voices that have been traditionally underrepresented in leadership positions within SAA. In January 2020, 52 SAA members, in accordance with the SAA bylaws (Section 5.C.), petitioned to have a candidate added to the ballot. The following members agreed to stand for the respective offices and were presented as the 2020 slate of candidates:

> **Vice President/President-Elect:** Courtney Chartier, Joyce Gabiola, Kris Kiesling
>
> **Council (3-year term):** Janet Carleton, Adriana P. Cuervo, Stephen R. Curley, Derek T. Mosley, Rachel E. Winston, Katherine M. Wisser
>
> **Nominating Committee:** Michael Barera, Itza A. Carbajal, Raquel Flores-Clemons, Valencia L. Johnson, Helen Kim, Karen Trivette

Questions for Candidates

The Committee developed the following questions, which were posed to the candidates and were included with candidate answers on the election website:

> **Vice President/President-Elect:** SAA is a consortium of diverse individuals and communities facing diverse concerns on the future of the profession in the 21st century. As President, what will be your key themes to ensure that SAA meets the needs of a changing community addressing a wide range of concerns and topics, including technology, diversity/equity/inclusion, labor equity, and climate change, while upholding SAA's Core Values?
>
> **Council:** In the past, the SAA Council has had to face situations that challenge the strategic priorities and values of the organization. How would you balance the need to

support members' needs and the archival community with the financial needs of the organization?

Nominating Committee: The work of the Nominating Committee is critical to the success of SAA as an organization. Describe how you would identify and recruit potential candidates who represent a variety of backgrounds, experiences, and perspectives and who demonstrate commitment to SAA's Strategic Goals.

Social Media Efforts

The 2019-2020 Nominating Committee with support from SAA staff launched a social media campaign to increase interest in SAA elected positions and highlight the value of service. Former and incumbent Presidents, Council members, and Nominating Committee members were asked to share why they answered the call to serve SAA and the personal and professional benefits they received from doing so. Over the course of several weeks, eight individuals (Terry Baxter, Steven Booth, Courtney Chartier, Meredith Evans, Petrina Jackson, Erin Lawrimore, Bertram Lyons, and Tanya Zanish-Belcher) were highlighted on Twitter, LinkedIn, and Instagram.

Process for Selecting Candidates

Vice President/President-Elect

Nominating Committee Chair Lae' l Hughes-Watkins was responsible for selecting and contacting candidates for the President/Vice-President Elect position. Hughes-Watkins consulted nominations provided through the SAA Nomination Form (included 20 unique VP/Pres-Elect nominations and three names from Council Nominations), the spreadsheet provided by the prior nominating committee, and personal contacts. The initial potential candidates list included 16 names from the areas mentioned above, and eight names came from the SAA Nomination Form. Hughes-Watkins then narrowed the list down to six names. Hughes-Watkins revisited the committee's charge and worked to include candidates whose professional background exemplified a history of supporting, advocating for, and assisting in the success of historically underrepresented identities.

Council

Steven Booth and Brenda Gunn were tasked with selecting and contacting candidates for Council (2020-2023). Eighty individuals were nominated through the SAA Nomination Form. Booth and Gunn considered 34 individuals, 19 of whom were from the Nomination Form; and approached nine individuals, five of whom were from the Nomination Form.

Nominating Committee

Joshua Youngblood and Daria Labinsky were tasked with making the final selection and contacting candidates for the 2020-2021 Nominating Committee.

The list of nominations and self-nominations by SAA members, which we received from SAA staff, contained 87 unique names. The Nominating Committee members added additional ones, then narrowed the list of candidates to 25 people, 12 of whom were included on the list of Nominating Committee nominations from SAA. Several individuals who had been recommended for the Nominating Committee were instead added to the list of potential nominees for the Council.

We aimed for diversity in our selections, and gave preference to people of color. We looked for candidates of different age groups and diverse gender identification. We tried to include people who worked for different kinds of organizations and who lived in different geographic regions.

We initially contacted nine candidates. Six accepted and three declined or didn't respond. One of those who accepted (and one of the few nonacademic archivists on the list) later withdrew, so we contacted another candidate from our list of 25, who accepted.

Election Results

SAA staff administered the election online using the Survey & Ballot Systems online balloting service. There was a participation rate of nearly 24% in the 2019-2020 election, which was up one percentage point from last year.

Election results were announced via the SAA website and social media, *In the Loop*, and *Archival Outlook*. The results are as follows:

> **Vice President/President-Elect:** Courtney Chartier
>
> **Council (2020-2023):** Stephen R. Curley, Derek T. Mosley, and Rachel E. Winston
>
> **2020-2021 Nominating Committee:** Itza A. Carbajal, Valencia L. Johnson, and Helen Kim (Chair)

Recommendations for Council Moving Forward

- Sharing petition for write-in candidates in a timely manner so that current candidates can be informed well before any announcements are published.
- A clear outline of the role of Executive Committee members in relationship to Nominating Committee.
- Clearer guidelines on recommendations submitted by survey.
- All recommendations in the survey must include a diversity statement.
- A DEI statement be added to the candidate's bio and background.
- Revise the slate of candidates if statements are not received by the requested deadline and after several communication attempts have been made.
- Nomination Form should include if potential candidate has been contacted before recommendation.