



## KAPPA ALPHA THETA

# 2018 Nominating Committee Task Force Report

(RESPONSE TO TWO CONVENTION 2018 RESOLUTIONS)

The nominating process is regularly reviewed to ensure the process is efficient and effective in finding the best candidates to serve the organization at the board level. Over the past 13 years, the nominating process has been reviewed four times: 1996 task force, 2004 task force, 2017 task force, and the most recent task force following the 2018 Grand Convention. Each time, recommendations are made taking into consideration the changing needs of Kappa Alpha Theta and volunteers, as well as how the general membership participates and accesses information related to the nominating process.

The most recent Nominating Task Force has completed its assigned task of responding to the two Convention 2018 resolutions, found in [Theta Portal's Documents area](#) under Miscellaneous Forms. In addition, the task force saw its purpose as offering recommendations on slating the best-qualified Thetas for governing board service through an objective process involving both representative membership and Theta staff.

The following report has been reviewed by Grand Council and will be communicated to alumnae and college chapter delegates. Additional information about the 2020 nominating process will also be circulated and available on the [Theta website](#) throughout the year.

In accordance with *Kappa Alpha Theta Bylaws, Article III, Section 4*, the Nominating Committee Task Force appointed by the president with Council approval, was composed of 11 members, one chairman, and one co-chairman (staff), and included the following:

- College Chapter CEOs—Mary Kate Harris, Theta Theta/NC State; Elexa Clement, Gamma Epsilon/Western; and Carly Wolnitzek, Gamma Iota/Kentucky
- Alumnae Chapter Presidents—Ann Kloeppel, Gamma Iota/Kentucky, Nashville Alumnae Chapter; Jacqueline Wattigny, Delta Kappa/LSU, New Orleans Alumnae Chapter; and Anne Besser, Kappa/Kansas, Dallas Alumnae Chapter
- Former Nominating Committee Delegates—Katy Oldham, Zeta Mu/MIT; Nikki Heyd, Alpha Pi/North Dakota, and Kristen Bruzzese, Epsilon Nu/Virginia Tech
- Workforce Volunteers—Mary Jane Beach, Beta Nu/Florida State, former Fraternity president and nominating committee chairman and Lisa Olney, Delta Epsilon/Arizona State, former Foundation Trustee and Foundation nominating chairman

The task force was divided into three subcommittees and examined issues of (1) bylaws, policies, and procedures; (2) candidates, application, references, and communications; and (3) future nominating suggestions. Overall, many issues surfaced, were discussed and agreed upon, and are included in this report. Criticism of the current process centered around transparency, “insular” nominating committee leadership, lack of clear communication and accessibility to information about the process, and limited understanding of current nominating process and nominating committee members’ election and role. There were two full task force conference calls plus several subcommittee conference calls which are listed below.

- ☐ November 18 – Full Task Force conference call
- ☐ December 11 – Bylaws/Policies Subcommittee conference call
- ☐ January 14 – Communication/Process Subcommittee conference call
- ☐ January 22 – Future/Leadership Development Subcommittee conference call
- ☐ February 1 – Future/Leadership Development Subcommittee conference call
- ☐ February 18 – Full Task Force conference call

The following issues were discussed and agreed upon by a majority of task force members:

1. Fraternity and Foundation should continue sharing and coordinating information about candidates for three governing boards (Grand Council, Fraternity Housing Corporation Board of Directors, and Theta Foundation Board of Trustees).
2. A unified application, which includes three references, should continue to be used. References can be solicited from Theta members and other individuals. Current board presidents should not submit references if requested in order to remain unbiased about those indicating interest in serving on a governing board.
3. While current board presidents may not serve as one of the three written references, additional candidate information, if needed, could be requested from them as well as from volunteers, and staff. Checklists and questions from previous Fraternity and Foundation applications could be used as a suggested guideline.
4. Candidate confidentiality should be respected by not publicly releasing names from interest indicators or applications.
5. Communication from all three slated governing boards should be coordinated and released in a timely manner while adhering to all laws, policies, and procedures.
6. Communication related to nominating and slating process and slated candidates of all three boards should be easily accessible.
7. Slated candidate information should be part of Convention communications prior to and at Convention.
8. Elected district nominating committee representatives should meet to slate candidates (Grand Council and Fraternity Housing Corporation Board of Directors) as its sole focus and not be connected to Convention. Grand Council should communicate how alumnae and college delegates are selected as to number and committee composition. Additional information about which districts had alumnae and college delegates will be shared after district elections. Effort to publicize

importance of district phone calls to elect nominating committee members should be enhanced and emphasized.

9. Future nominating committee changes could include the creation of a leadership development committee made up of district representative members who work throughout the biennium and whose main focus is governing board slating for election by membership. Its role would be to encourage qualified members to consider serving on any of the three governing boards. The leadership development committee chairman and vice chairman could be appointed by Grand Council and should have previous board experience. Committee members could indicate willingness to serve through an application process and could be selected by chairman, vice chairman, and Grand Council. The leadership development committee should be representative of the Fraternity membership and include collegians, alumnae (volunteers from all levels), and staff.

If you have questions, email [boardservice@kappaalphatheta.org](mailto:boardservice@kappaalphatheta.org).

Loyally in Theta,

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Nominating Committee Chairman  
Former Foundation and Fraternity President

Jennifer Broughton Schmaltz, Gamma/Butler  
Nominating Committee Vice Chairman  
Kappa Alpha Theta Chief Operating Officer