

## SLAS Board of Directors Selection Policy

**INTRODUCTION.** SLAS conducts annual Board of Directors (“Board”) elections in accordance with its Bylaws, Policies, Procedures, and Strategic Plan. The SLAS Bylaws identify the qualification for an individual to serve on the Board. [Bylaws Section 5.3]. The Board receives and considers candidates nominated by the Nominations Committee (“Committee”) in accordance with the Bylaws. [Id.]. The Committee is composed of seven SLAS members appointed in accordance with the Bylaws. [Id. at 9.1.3.1]. The Committee is responsible for soliciting, qualifying, and nominating individuals for election to the Board. [Id. at 9.1.3.2]. The Committee seeks individuals who possess the background, education, training, and experience that will best serve SLAS’s interest. [Id.]. SLAS elects individuals to the Board at its annual Board meetings and/or at any other duly called Board meeting. [Id. at 5.5]. Pursuant to the Bylaws, the specific nomination process shall be set forth in this Policy. [Id.].

**POLICY.** SLAS conducts Board elections annually in accordance with its Bylaws. The election process must be consistent with the SLAS Bylaws, and generally adhere to this timeline:

1. June/July/August: Call for Nominations
2. July/August: Review Candidates and Develop List to Contact/Confirm
3. September/October: Present Initial Slate to Board for Comment
4. September/October: Present Initial Slate to Voting Members
5. October/November: Deadline to Receive Alternate Slate  
[Approximately 30 days after the presentation of Initial Slate]
6. October: Alternate Slate Election  
[Approximately within 30 days after receipt of Petition]
7. Board Approval: Final Slate Presented to the Board at duly called Board meeting.

**1. Call for Nominations.** The Board is expected to direct the Committee regarding appropriate candidate diversification consistent with SLAS’s strategic plans. The Committee shall solicit, receive, and vet individuals to nominate for election to the Board (“Candidates”). Candidate nominations may come from members of the Committee, SLAS members, or any other person or venue deemed appropriate by the Committee. The Committee will consider all Candidates based on the following:

- **Criteria.** All Candidates must have demonstrated intellectual competence and ethical conduct in the laboratory management, technology, and science fields. Each Candidate shall:
  - be a member in good standing (including, without limitation, all dues paid in full);
  - submit to the Committee a current Curriculum Vitae;
  - submit to the Committee a Candidate Statement (i.e., a signed document stating the reasons for wanting to serve on the Board (no more than 300 words); and
  - submit to the Committee an SLAS Affidavit of Candidacy, which ensures compliance with Section 9.1.3.2 of the Bylaws (see attached Addendum). In addition, the Affidavit will confirm he/she is: (i) a member in good standing and able to serve as a Board member if elected; (ii) eligible to serve on the Board and available under his/her existing employee relationship, and is not otherwise precluded by any relationship or agreement from serving on the Board; and (iii) understands the duties and responsibilities of an SLAS Board member and agrees to perform the same to the best of his/her abilities.

- **Guidelines.** The following guidelines are designed to direct the Committee to choose Candidates who will meet, foster, and fulfill SLAS's strategic direction and mission. Candidates should have dutifully completed relevant recent services for/on behalf of SLAS (e.g., involvement in a volunteer and/or stipend activity such as standing and/or ad-hoc committees, short course instructor, podium and/or poster presentation, publishing, content reviewer, content recruiter, and/or other activities deemed appropriate by the Committee). The Committee should seek to ensure the final slate presented to the Board includes a diverse mix of leadership Candidates representing SLAS's current and targeted geographic boundaries, vertical industries, and Regions (as defined in the Bylaws).
- **Composition.** To the extent qualified Candidates are available and the Committee deems it consistent with SLAS's best interests, the Committee will present Candidates who can further SLAS's strategic plan as it relates to the following:
  - **Group:** Candidates resulting in three (3) representatives from each of the following groups:
    - Academic/Public
    - Users of Technology-Based Products/Services
    - Providers of Technology-Based Products/Services
  - **Core Vertical Industries:** Consistent with SLAS Strategic Plan.
  - **Geography:** Candidates of international origin that can help expand SLAS as a global organization.
  - **Region:** Candidates representing each Region.

**2. Review Candidates and Develop List to Contact/Confirm.** In accordance with the above Criteria and Guidelines, the Committee shall identify a list of Candidates to contact. Pursuant to Section 9.1.3.2 of the Bylaws, for each Candidate identified, the Committee shall: (i) confirm their qualifications; (ii) make available copies of SLAS's applicable governing documents, including without limitation the Society's Bylaws and Conflict of Interest Policy; (iii) inform them of the duties and responsibilities of the Board; and (iv) obtain the signed *SLAS Affidavit of Candidacy* defined above. Thereafter, the Committee shall convene to discuss the list of Candidates and, applying the Criteria and Guidelines set forth above, determine a Slate of Candidates to fill the open Board positions at the upcoming Annual Meeting ("Initial Slate").

**3. Present Initial Slate to Board for Comment.** The Committee shall present the Initial Slate to the Board for its review and comment.

**4. Present Initial Slate to Voting Members.** Following the Board's review and comment, and any revisions made by the Committee, the Committee shall present the Initial Slate to SLAS voting members. SLAS headquarters will notify SLAS voting members of the Initial Slate, via email or other delivery means determined by the CEO, which shall be deemed delivered when sent to said members, and included with said notification information regarding petitions to nominate alternate candidates in accordance with the following paragraph 5 of this Policy, and the deadline associated therewith ("Petition Deadline") as designated by the CEO.

**5. Deadline to Receive Alternate Slate.** Any voting member in good standing may submit, in accordance with this paragraph, a petition nominating alternate Candidate(s) (“Petition”). The Petition must be in the form designated by the Committee from time to time and maintained at SLAS headquarters (available upon request), signed by not less than twenty percent (20%) of the total number of members eligible to vote, and received by the SLAS CEO at SLAS headquarters on or before the Petition Deadline. For purposes of this paragraph, the total number of members entitled to vote shall include all members entitled to vote on the Petition Deadline.

**6. Alternate Slate Election.** If valid and timely Petitions are received, a vote of the eligible voting members will be conducted via electronic ballot, or any other manner determined by the Board. SLAS headquarters shall send a ballot form that includes the Petition (and the return ballot deadline) to each voting member. The election shall remain open for the time period designated by the CEO. Provided no less than fifteen percent (15%) of the voting members return timely ballots, Candidates receiving the most votes by return ballot shall be included in the final slate of Candidates presented to the Board for election (“Final Slate”). If less than 15% of the voting members return ballots, the election will be considered null and void, and the Petition considered stricken (as if none had been received). If no valid/timely Petition is/are received and validated, the Initial Slate shall become the Final Slate.

**7. Final Slate Presented to the Board.** The Committee shall present the Final Slate to the Board at a duly called Board meeting. The Board may either: (i) accept the Final Slate; (ii) request that the Committee present alternative Candidate(s); or (iii) substitute any or all Candidates identified on the Final Slate.

**End of Policy**