

Nominating Committee Guidelines

I. The Nominating Committee shall present a slate of candidates for Academy officers from among the members of the Academy and for elected (regular) members of the Board of Directors from among members of the Academy in accordance with the guidelines listed below. It should be emphasized that these are guidelines, not mandates, to assist the Nominating Committee, but not to usurp its ultimate responsibility to exercise its independent judgment and discretion in the selection of candidates.

A President-Elect: one candidate

The candidate should have previously served as a Vice President or Secretary-Treasurer of the Academy, or have served on the Board of the Academy

in the capacity of President-Elect and President of one of the U.S. organizations representing actuaries (ASPPA, CAS, CCA & SOA) or have served as Chairperson of the ASB or ABCD. At least one year of such service should have occurred during the last seven years.

B Vice President: enough candidates, when added to existing Vice Presidents whose terms are not due to expire, to fill six Vice President positions.

Each candidate should have previously served as Secretary-Treasurer, Secretary or Treasurer, or two years as an elected member of the Board of Directors with at least one year of such service during the last ten years; or in Vice President or higher posi-

tion for ASPPA, CAS, CCA or SOA and also as a member of the Academy's Councils, both within the last three years; as an Academy Committee Chair within the last three years; or as an ASB member or Committee chair within the last three years; or as an ABCD member within the last three years. Former Vice Presidents with an extended period of absence from the Board may also be considered.

In order to provide appropriate leadership for the Practice, Professionalism, and Financial Reporting Councils, there should be a Vice President for each Council. In choosing a candidate, emphasis should be placed on the candidate's ability and willingness to serve the Academy, with the expectation that the candidate would be a possible future candidate for President-Elect. The Vice Presidents and Practice/Professionalism/Financial Reporting Councils need to work very closely with the leadership of the other U.S. organizations representing actuaries. It is therefore imperative that the Nominating Committee members seek to get the input of their organizations regarding potential Vice President candidates prior to the Nominating Committee's deliberations. This should be done for all Academy Vice President slots every year so as to keep an up-to-date list for each of the Councils.

C Secretary-Treasurer: one candidate
The candidate, although elected annually, should normally be expected to serve three years.

D Regular Directors: enough candidates, when added to existing Directors whose terms are not due to expire and special Directors who are appointed by virtue of being President or President-Elect of one of the other U.S. organizations representing actuaries, to fill 29 Board of Director positions, including officers and the two immediate Past Presidents.

Candidates for regular Directorships will normally have served the Academy or the actuarial profession by:

1. Serving on Academy committees or task forces;
2. Serving on the ABCD, or on the ASB or an ASB Committee;
3. Serving on the Boards or committees of other actuarial bodies;
4. Attainment of important stature in the insurance business, in actuarial consulting or in some other field of actuarial work, such as teaching.

In selecting the slate of candidates, emphasis should be placed on the candidates' ability and willingness to serve the Academy. In this respect, most of the candidates should be possible future candidates for officers of the Academy.

II. The slate of candidates should be selected so as to result in a Board of Directors which, when members serving unexpired terms are taken into account, will produce a balanced distribution by:

- A** Specialty: casualty, health, life and pension, with elected Board members divided roughly equally between these specialties.
- B** Business affiliation: roughly equal representation by type of employer (e.g., insurance companies, consultants), with some representation from government and/or academia, if possible.
- C** Employer: Avoid overrepresentation from a single organization.

III. The Nominating Committee will not unlawfully discriminate on the basis of race, color, national origin, ancestry, age, personal appearance, gender, pregnancy, marital status, sexual orientation, family responsibilities, religious affiliation, matriculation, political affiliation, physical, mental or emotional disability, source of income, place of residence, or unfavorable discharge from military service, as those terms are defined by applicable state and federal law.

(As amended February 5, 1999)