June 4, 2023

## CTO 2023-24 Election Process & Results

The process below summarizes the activities undertaken by CTO's nominating committee during January-May 2023.

**January 2023**: Creation of the Nominations Committee, in consultation with the Division Chair. Selection criteria included 1) knowledge of the division, 2) experience as active members, 3) current CTO members.
- Kathy Chudoba, Chair (Past Division Chair)
- Paul Leonardi (former Division Chair)
- Marco Marabelli (former Division Chair)
- Stella Pachidi (CTO member)
- Emma Vaast (past Division Chair)
- Sam Zaza (CTO member, former Division Treasurer)

**January 2023**: Review of the terms for all CTO elected officers to confirm AOM recommendation that three positions needed to be filled. The open positions were the following:
- Program-chair Elect / PDW Chair (first position in 5-year executive leadership rotation)
- Treasurer (3-year term)
- Practitioner Representative-at-Large (2-year term)

**February 2023**: the Committee Chairs created evaluation criteria for nominees to the three positions. The criteria were further discussed with the Executive Committee during the mid-year meeting on February 21
- Program Chair Elect/PDW chair
    - Primary: Tenured faculty member
    - Primary: Significant prior multi-year and multi-activity engagement with CTO
    - Secondary: Consider current Exec Committee membership and address gaps in skills/research areas/geography etc.
- Treasurer
    - Primary: Minimum of 3-years post-PhD or equivalent
    - Primary: Some prior multi-year and multi-activity engagement with CTO
- Practitioner Representative-at-Large
    - Primary: Some prior multi-year and multi-activity engagement with CTO
    - Primary: Professional experience overlaps with research interests (current or emerging) of CTO members

**February 2023**: Committee Chair sent email with info about positions available through AOM Election Admin system to all CTO members, requesting nominations using AOM system.  Self-nominations encouraged.

June 4, 2023

**March 2023**: the Nominations Committee reviewed the nominations submitted via the AOM Election System.  Via email, the Committee brainstormed and discussed which people to approach to ascertain their background, how they might contribute to CTO, and interest in serving CTO. Initial outreach to prospective nominees was via email. After further Committee discussions via email to narrow those who should be included on the ballot, a smaller subset of people was contacted by Committee members, usually including a Zoom call, to discuss position responsibilities in more detail and to answer questions. Potential nominees for Program Chair-Elect/PDW Chair were contacted by Chudoba or Marabelli for an in-depth discussion via Zoom of responsibilities during the rotating 5-year leadership commitment. This was to ensure nominees for this executive position were fully aware of expectations and responsibilities.

**April 2023**: The Nominating Committee met on zoom (majority of voting members reached) on April 6. They further voted via email on final set of nominees to appear on ballot.

**April 2023**: The Committee Chair requested photo (optional) and statement from nominees.  In some cases, statement submitted to Election System as part of self-nomination was used. Names, photos, and statements were added to Election System.

**April-May 2023**: The Committee Chair used the Election System to send email to CTO members announcing opening of election system.  Committee Chair checked election system to determine percent of members who had voted, and three additional emails were sent to members to encourage voting [system only sent subsequent emails to members who has not voted yet].

**May 2023**: After voting closed, the Committee Chair sent emails to the Nominating Committee members and current Executive Committee members to announce results.  Emails were also sent to those who were not elected thanking them for agreeing to serve and encouraging them to continue to be engaged with CTO.  Emails sent to those who were elected with congratulations and promise for follow up meeting with either Chudoba or Marabelli to ensure they would be ready to assume responsibilities in August.

**May 2023**: The Committee Chair posted announcement of winners to CTO and forwarded message to AOM governance.

**May 2023**: Results – 2023-24 CTO Elections:
    a. Program Chair-Elect/PDW Chair – Dr. Roberta Bernardi
    b. Treasurer – Dr. Anne-Sophie Mayer
    c. Practitioner Representative-at-Large – Dr. Hermella Girmay Tekle