



GUIDE FOR NOMINEES

FOR ELECTION TO THE IASA BOARD, CHAIR-ELECT AND SECRETARY-TREASURER

VISION: To be the definitive source of trusted knowledge, credible collaboration, and common business interests, that drives future industry innovation through the practice and alliance of insurance professionals.

MISSION: The IASA community accelerates professional growth to shape, influence, elevate and strengthen the insurance industry.

The Board:

- Is the principal governing body of IASA
- Provides oversight for the business affairs of IASA and reviews and approves all of IASA's financial matters
- Works with the Board Chair and Chief Executive Officer, who is responsible for the execution of programs approved by the Board
- Is responsible for setting the direction for the organization and establishing policies to guide this direction
- Establishes and monitors the progress of IASA's plans for the future, including monitoring, updating, and evaluating the implementation of strategic plans
- Continuously seeks to identify future leaders of IASA
- Values and promotes consensus, cooperation, and participation among all members and as individuals, should not represent any particular segment or constituency group of the membership, representing instead the interests of the entire association

OPEN POSITIONS & ELIGIBILITY

- | | | |
|-----------------------|-----------------------|-------------|
| • Chair-Elect | 1 position available | 1 year term |
| • Secretary-Treasurer | 1 Position Available | 1 year term |
| • Director | 3 positions available | 2 year term |

Description of open positions:

Chair-Elect:

The Chair-Elect is an officer of the association. The Chair-Elect shall assist the current Chair and succeed to the Board Chair. The Chair-Elect shall also perform all duties of the Chair in the event of the Chair's absence or inability to serve and such other duties as are designated by the Board Chair, Executive Committee or the Board. The Chair-Elect is eligible to be nominated again.

The current IASA Chair-Elect will automatically become 2022 - 2023 Board Chair.

Jason Nickles
Western & Southern Financial Group
Cincinnati, Ohio

Board Members:

The Board is the principal governing body of the IASA and shall exercise full supervision and control over all its business affairs.

New officers and Directors will assume office on the first day immediately following the IASA Xchange conference (June 9, 2022).

The terms of the following officer(s) will expire June 9, 2022, and they are eligible to be nominated only for a position as an officer:

Secretary-Treasurer

Phil Iaccarino
Guidewire
Oxford, Georgia

The terms of the following directors will expire June 9, 2022, and they are eligible to be nominated for another 2-year term as director or for a position as an officer:

Director(s)

Doug Ramsey
Travelers Indemnity Company
South Glastonbury, Connecticut

Ann Wiesler
Cardinal Investment Advisors, LLC
St. Charles, Missouri

Any Board member who has previously served is also eligible for an Officer position.

The current IASA Board Chair will automatically become 2022 - 2023 Immediate Past Board Chair June 9, 2022.

Scott McEntee
Farmers Mutual Hail
West Des Moines, Iowa

The current term for the immediate past Board Chair will expire June 9, 2022, and they are not eligible for re-nomination to any board position:

Carlos Correa
Everest Reinsurance Company
Landing, New Jersey

The current term for the past President will expire June 9, 2022, and they are not eligible for re-nomination to any board position:

Laurie Macklosky
The Hartford
Bristol, Connecticut

QUALIFICATIONS & COMMITMENTS

Qualifications:

- For the officer position of Chair-Elect, nominees must be a Full member who has previously served on the IASA Board of Directors
- For the officer position of Secretary Treasurer, nominees must be a Full member of the IASA for a minimum of two (2) consecutive years.
- Nominees for Director positions must be a Full member of the IASA for a minimum of two (2) consecutive years.
- Nominees must have significant leadership experience within the industry or related organizations
- Nominees must have:
 - An understanding of the Bylaws, current Strategic Plan, Board and Operational Policies and the Board Code of Conduct
 - Commitment to the organization and its mission
 - Knowledge about the programs and goals of the organization
 - Capacity to focus that knowledge on decision making that benefits the organization as a whole
 - Ability and eagerness to operate with values, vision, and the long-term future of the organization
 - Ability to participate assertively in deliberation
 - Excellent communication skills with an appreciation for diversity

Commitments from Board Members:

- If you agree to be considered as a nominee for an officer or Board position with IASA, you should be aware of the following criteria:
- One year for each term of service for the officer positions of Chair-Elect, Chair, and Past Chair. These are progressive terms resulting in a 3-year commitment; the officer position of Secretary-Treasurer has a 1 year term.
Two-year term of service for Directors with possibility of second 2-year term
- Attendance at six (6) official board meetings that take place each year
 - June in conjunction with the IASA Xchange conference
 - Monthly Zoom meetings
- Officers must participate in scheduled Executive Committee conference calls (bi-monthly)
- New Directors must participate in the Board orientation meeting prior to the start of the IASA Xchange conference
- Directors are assigned as a liaison to one of IASA's committees with the expectation that they will participate in regular committee meetings and activity in addition to regular communication with the committee.

NOMINATION TIMELINE

2022-2023 Chair-Elect, Secretary-Treasurer and Director Nominations Timeline

IASA has established the following timeline for the nomination process. Dates listed below are for the 2021-2022 Calendar years.

Nov 22 – Jan 14 (8 weeks)	Call for Nominations is provided to the membership with a deadline for submissions of close of business, Jan 14.
Jan 17 - 28	Nominations are reviewed by IASA staff for eligibility. Individuals who meet the eligibility requirements are provided with an online link to the written application, reference form and the guide for nominees.
Feb 6	Deadline for nominees to submit applications and supporting information including candidate position statements.
By Feb 11	Candidate packets sent to Nominating Committee
Feb 14 - 18	Nominating Committee meets to review candidate vetting and evaluation process
Feb 21 – Mar 4 (2 weeks)	Zoom interviews are conducted with qualified candidates by members of the IASA Nominating Committee
Mar 7 – 11 (1 week)	The Nominating Committee meets via teleconference to review candidate application materials, results of phone interviews and reference letters. After careful deliberation, the committee selects candidates for the Board Chair, Secretary-Treasurer and Board Directors and reports to the current Board Chair and CEO no later than March 18.
Mon, Mar 28 96weeks)	Ballot is opened to membership for vote of proposed candidates.
Fri, May 6	Membership vote for Chair-Elect, Secretary-Treasurer and Board Directors closes.
Mon, May 9	Votes are verified by office staff.
May 10 - 11	Elected Chair-Elect, Secretary Treasurer and Board Directors are notified by Board Chair and CEO.

SELF ASSESSMENT & SELECTION PROCESS

As you complete your application, please consider the following questions:

1. Why do I want to serve as an elected leader of IASA?
2. Am I willing to dedicate necessary time and adhere to deadlines to fulfill the commitments required by Directors?
3. Do I have adequate support and understanding from my own organization and family?
4. Can I communicate effectively? Can I deliver the message to others?
5. Can I set aside my personal biases to respond to the needs of the entire membership and organizations?
6. Can I identify and work with the staff and other Directors effectively?
7. Can I move my contributions to other areas of service for IASA when my Board term has ended?

The Nominating Committee will use the following guidelines in determining the final slate:

1. Experience related to key skill sets sought by the Board (Question 1 under individual commitment to IASA as a Director on written application)
2. Candidate's involvement in:
 - a. IASA activities (committee participation, chapter involvement, speaking engagements, etc.)
 - b. Industry activities
 - c. Social, civic and charitable organizations
3. Candidate's recognized leadership role within IASA, the industry, and other organizations
4. Board balance, i.e., geography, ethnicity, gender, general and overall composition based upon occupational position.

The Nominating Committee will thoroughly review all nominee applications. The application process consists of reviewing the following elements to determine demonstrated competency:

1. Written Application (40%): Your resume and summary of contributions and accomplishments within IASA and the Insurance industry/community. Your individual talents and skills that will make you a valuable member of the IASA Board.
2. Zoom Interview (60%): Your responses to the structured and standardized Zoom interview questions from members of the Nominating Committee.

QUESTIONS?

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