

# BOARD CANDIDATE GUIDE

The ASHG Board of Directors provides strategic leadership to guide ASHG's long-term direction, steward resources responsibly, and ensure meaningful progress toward fulfilling the Society's mission. In doing so, the Board cultivates a dynamic and collaborative community of human genetics and genomics professionals committed to advancing research, promoting scientific excellence, and fostering global engagement.

The Board champions key priorities that strengthen the field and support ASHG's members: empowering the workforce to navigate professional challenges, address complex scientific issues in human genetics, and elevate forward-looking perspectives that shape the future of the discipline.

## Board Fiduciary Responsibilities

ASHG Board members have the following legal fiduciary responsibilities:

### DUTY OF CARE

Board members must actively participate in decision-making, stay informed about the organization's activities, and use sound judgment to guide its operations.

### DUTY OF LOYALTY

Board members must prioritize the interests of the organization above personal or professional interests and avoid conflicts of interest.

### DUTY OF OBEDIENCE

Board members must ensure the organization complies with applicable laws and regulations and remains faithful to its mission and governing documents.

## Terms

- Directors serve three-year terms aligned with the calendar year, January 1 – December 31.
- Those selected as President have a three-year commitment.
  - Year one as President-Elect
  - Year two as President
  - Year three as Past President

## Commitment to the Human Genetics and Genomics Community

Individuals interested in applying for the ASHG Board of Directors should demonstrate a strong commitment to the field of human genetics and genomics, awareness of the external environment impacting the field, and the ability to recognize emerging trends and future directions that will advance research and benefit the broader community.

As both a community and scientific society advancing human genetics and genomics research and related therapies, ASHG welcomes and celebrates people with a breadth of experiences, backgrounds, and expertise. We encourage all members to consider board service.

## Expectations

ASHG Board members are expected to partner with staff to:

- Consider ways to increase member value
- Uphold their fiduciary duty including approving the annual budget
- Create a welcoming organizational culture where everyone can fully participate and contribute, and their perspectives are valued.
- Be active and positive supporters of ASHG
- Come prepared for all meetings and discussions
- Actively and positively support ASHG with their time and talent
- Hone expertise in environmental scanning, critical thinking, and resource allocation
- Apply leading-edge approaches to strategic thinking and planning
- Foster leadership development in self and others
- Serve as a communication champion for the organization

## Time Commitment

Being a member of the ASHG Board of Directors requires a commitment of time, talent, and expertise. It is critical that those interested in serving on the Board have support from their employer and colleagues regarding the time and commitment required.

By becoming a member of the Board of Directors, you commit to the following:

- Prepare for, attend, and actively participate in Board meetings (virtual and in person) and ASHG Annual Meeting.
  - In-Person Meetings
    - Board of Directors Fall Meeting – Oct/Nov
    - Board of Directors Spring Meeting – April/May
  - Virtual Meetings
    - January & June
  - Additional Board calls may be scheduled as needed
- Attend additionally selected educational programs and/or association activities
- Ability and willingness to serve as a formal or informal mentor within ASHG
- Support initiatives and/or campaigns of ASHG's fund development program

## ASHG President-Elect

In addition to the competencies, experience, and expertise desired for all members of the Board of Directors, candidates for President-Elect should demonstrate their ability in the following areas:

- Facilitate the Board's oversight of the organization's performance, risk management, compliance, and stakeholder relations.
- Promote a culture of openness, trust, and constructive debate among the Board members, encourage their active participation and contribution, and foster a collaborative relationship with the CEO and staff.
- Represent the ASHG in external events and engagements, and enhance the organization's reputation and profile.
- Demonstrate an ability to lead, influence, and collaborate with a variety of stakeholders, both internally and externally.
- Possess strong strategic thinking and business acumen, with a sound understanding of the organization's vision, mission, values, and goals.
- Exemplify a high level of professionalism, confidence, and credibility, with the ability to inspire trust and respect among the board, membership, and the greater community.

# Desired Competencies, Experience, and Expertise

ASHG uses a competency based approach to Board selection, with the Board and Nominating Committee regularly reassessing the competencies and skills needed for prospective members. Candidates must demonstrate strong knowledge of the Society's mission and programs and awareness of genetics and genomics trends. ASHG seeks individuals who strengthen Board culture; represent basic, translational, and clinical research; bring prior Society or other leadership experience; are respected collaborators in shared decision making; and advance the Board's commitment to welcoming and celebrating people with varied backgrounds, experiences, and expertise.

## STRATEGIC LEADERSHIP

*Ability to guide organizations and initiatives with vision, integrity, and adaptability*

- Demonstrates leadership experience in genetics or related fields.
- Makes thoughtful, evidence-based decisions in complex or controversial situations.
- Manages conflict constructively and fosters consensus.
- Has demonstrated leadership experience with not-for-profit societies, universities, training programs, or other institutions.
- Has contributed to activities within professional societies and/or their institution.

## SCIENTIFIC & PROFESSIONAL EXCELLENCE

*Maintains high standards of scientific achievement and professional credibility.*

- Possesses deep expertise in genetics, genomics, or allied disciplines.
- Contributes significantly to the field through research, publications, or editorial roles.
- Represents a broad range of scientific perspectives and actively fosters engagement across the scientific community.

## COMMITMENT TO ASHG AND COMMUNITY

*Actively supports ASHG's mission and strengthens its governance and programs.*

- Engages in ASHG committees, volunteer activities, and leadership roles.
- Builds positive relationships with staff, board members, and peers.
- Encourages community participation by nominating and mentoring others.

## INTERPERSONAL & ETHICAL QUALITIES

*Models professionalism and integrity in all interactions.*

- Demonstrates strong listening, communication, and interpersonal skills.
- Recognizes and appreciates different backgrounds, experiences, and perspectives.
- Maintains reliability, discipline, and ethical conduct.
- Considers differing viewpoints and steps outside personal biases.