

### Nominating Committee Q&A

**Questions submitted will be posted here once one or more responses from the candidates have been received. Candidate responses will be posted in the order they are received. Until a candidate has submitted a response to a specific question, their name will not appear in the "[Candidate] Responds" section of the Q&A.**

To see the candidates for Nominating Committee:

- [Bonni Graham-Gonzales](#)
- [DJ Cline](#)
- [John Hedtke](#)
- [Judy Glick-Smith](#)

To see the posted questions and answers for each position:

- [Vice President](#)
- [Director](#)
- [Secretary](#)
- [Nominating Committee](#)

**Q. 1: The role of the Nominating Committee is vital to the strength of the Society and its governance because of its function in choosing the best candidates for the annual slate. What qualifications do you bring to the table to support your election to this important committee? What qualifications would you look for in potential candidates? How will you**

### approach the evaluation and selection of qualified candidates? - Cindy Currie-Clifford

#### **Bonni Graham Gonzales Responds:**

I have a very good dartboard... Seriously, having been on the Board, I know how important the selection and recruiting process is for leadership. STC, like every other organization on the face of the planet, is facing tough times and economic challenges, Although my life circumstances do not currently allow me to serve in other positions, I can still contribute via the Nominating Committee: I know many members, and will use that knowledge to identify the best available candidate. The ideal Board member is very tapped in to the tech comm culture and to current and emerging trends in employment, academia, and practice. In addition, Board members need a strategic focus and ability to make—and sell—the hard decisions. Ideally, Board members also have empathy, the ability to step out of their own viewpoint and see how others might experience the results of a decision. They must be aware that that sympathy may not change the *decision*, but it might change how to *talk* about the decision. I would, with my fellow nominating committee members, ask potential candidates questions that would elicit their positions and abilities regarding the issues noted above.

□

#### **John Hedtke Responds:**

One of the qualifications I bring to the table as a candidate for Nominating Committee is that I've done this job before. I was on the Nominating Committee from 2001-2003. I liked it then and I am certain I'll like it now. I've been on the Board and seen what works and what doesn't. In addition, I've been on and even chaired a number of committees and am even currently on the Associate Fellow committee. I've associated with most of the STC leadership at some time or another... and knowing a lot of people in the STC (who themselves know a lot of people in the STC) is a key part of success on the Nominating Committee.

One of the things I do at conferences is hand out silly buttons. (As a sideline, I write button

slogans for a button company. It doesn't pay the rent but it's fun.) I get to meet all kinds of people and talk to them. If I'm elected, one of the things I'm going to talk about is the possibility of running for office.

What I look for in a potential candidate is someone who has opinions, someone who wants to get things done, someone who has a real point of view. It's not particularly important what they have opinions about; folks aren't getting screened because they think differently than I do. But if someone is already passionate about the way something should work, that one dynamic opinion is a sign that they're likely to be an all-around dynamic Board member. The Society needs people who have ideas and who want to see their ideas become reality.

Looking for candidates is always the biggest part of being on the Nominating Committee. Apart from large nets and pit traps to get candidates (truthfully, we hardly ever use them anymore), the best way to get candidates is to find people who think they know how things should work and want a chance to show the rest of us how it's done. You can even be a one-issue candidate: for example, you might believe that we need, oh, more regional conferences or a greater focus on academics or business or student member rights or *anything*. It all comes back to passion and belief: if you're interested in getting one specific thing done, you'll likely get a lot of other things done, too.

I also look for people who are interested in getting more professional exposure, which you can get in office. Job experience, particularly in managing and dealing with difficult people, is another opportunity awaiting you. And being elected to an STC office can be a major plus if you're vying for STC honors.

Most importantly, though, running for STC office is a chance for you to pay forward what you've already gotten. All of us running for office this year could make more money and possibly have more fun by staying home and doing other things, but we have all chosen once again to donate our time, our energy, and our ideas to the organization that has done a lot for us in the past. So the potential candidates I'll be looking for in particular are people who know how much they've gotten from the STC already and who want to help yet another crop of STC members succeed and prosper.

**(Other candidate responses will be posted as received)**