USA Volleyball Board of Director Candidate Selection Process

USA Volleyball restructured its governance in 2007. The restructuring followed the principles outlined in the Report and Recommendations of the Independent Commission on Reform of the United States Olympic Committee, which was created in 2003 to “advise the Congress frankly” about the best ways to reform the USOC. The organizing principles of the reform recommended new governance structure following “those of the Sarbanes Oxley Act of 2002… in the corporate world and the best practices in the nonprofit world.” These principles remain valid and the new structure has merit and value.

USAV’s new structure includes a Nominating and Governance Committee. The NGC is responsible for vetting and recruiting candidates for USAV’s 16 member Board of Directors. The goal was to establish a BOD that is more streamlined; reflects the structure of the sport as it exists today; involves independent expertise and one that empowers professional staff under its direction and supervision.

The cornerstone for making certain that any process to select a BOD is fair and transparent is that everyone understands how it works.

The NGC has prepared this BOD Candidate Selection Process to clarify the method by which a candidate may be selected – or not – for the BOD. It has been formulated by the NGC and will be implemented by us. However, it has been reviewed and approved by USAV’s Board of Directors.

Although candidate evaluations are inherently subjective, they must not be arbitrary. This Selection Process identifies the criteria by which a candidate for the BOD will be evaluated.

Per USAV bylaws, each candidate will be evaluated based on the following criteria:
- Be a citizen of the United States; and not be affiliated with any national volleyball federation other than USAV;
- Be at least eighteen years of age;
- Be of good character;
- Be judged qualified and appropriate for the particular Board position;
- Be committed to serving the best interests of USAV and the sport regardless of the constituency which (s)elects the Board Member;
- Be committed to the principles of USAV;
- Be willing to adhere to USAV policies; and
- Possess strong communication and interpersonal skills.

**PROCESS PROCEDURE**

For those director positions it elects and / or selects, the NGC will:

- Acknowledge receipt of the application packet to the candidate.
- Inform the candidates whether or not they have been nominated to the final ballot and, if so, how the election process will take place with an estimated time frame.
- Prior to making a press release announcing the election results, inform all candidates of the result.

The same process protocol will be observed by those entities electing / selecting positions under their authority.
USAV Athlete Candidate for BOD

There are four athlete Directors: a female and male from the indoor discipline and a female and male from the beach discipline.

An athlete BOD position opens up.

Secretary General informs NGC Chair and relevant international athlete group via email. Email outlines candidate selection process, general and minimum qualifications, and that “every effort” should be made to identify a minimum of two nominees.

Secretary General posts position opening on USAV website encouraging self nomination.

NGC solicits broadly for eligible nominees.

Four weeks

All communication indicates that nominations and supporting materials are sent to the attention of the NGC.

NGC conducts background check and interviews qualified and viable nominees to evaluate qualifications against both general and minimum criteria. If any nominee is judged to fail to meet the criteria, NGC specifies rationale to the nominee and either solicits more information on the nominee or rejects the nomination.

NGC returns final slate of nominees to Secretary General.

Secretary General communicates nominee slate to relevant international athlete group.

Relevant international athlete group elects by a majority of those voting its Director. Press release on new Director posted on USAV website.
There are three independent Directors.

An independent BOD position opens up.

Secretary General informs NGC Chair via email. Email outlines general and minimum qualifications and that “every effort” should be made to identify a minimum of two nominees.

Secretary General posts position opening on USAV website encouraging self nomination.

NGC solicits broadly for eligible nominees.

All communication indicates that nominations and supporting materials are sent to the attention of the NGC.

NGC conducts background check and interviews qualified and viable nominees to evaluate qualifications against both general and minimum criteria. If any nominee is judged to fail to meet the criteria, NGC specifies rationale to the nominee and either solicits more information on the nominee or rejects the nomination.

NGC selects independent Director by a majority vote of the NGC. Press release on new Director posted on USAV website.
USAV RVA Candidate for BOD

There are two Regional Volleyball Association Directors.

A RVA BOD position opens up.

Secretary General informs NGC Chair and Chair, RVA Assembly via email. Email outlines candidate selection process, general and minimum qualifications, and that at least two nominees are required.

Secretary General posts position opening on USAV website encouraging self nomination.

Four weeks NGC solicits eligible nominees, if appropriate.

All communication indicates that nominations and supporting materials are sent to the attention of the Chair, RVA Assembly.

NGC conducts background check and interviews nominees on the initial slate provided by the RVA Assembly to evaluate qualifications against both general and minimum criteria. If any nominee is judged to fail to meet the criteria, NGC specifies rationale to the Chair, RVA Assembly and either solicits more information on the nominee or rejects the nomination.

NGC returns final slate of nominees to Chair, RVA Assembly.

The RVA Assembly elects its Director by its election procedures. Press release on new Director posted on USAV website.
There is one Indoor High Performance Directors. The NCAA currently is recognized by USAV as the high performance organization.

The Indoor High Performance BOD position opens up.

Secretary General informs NGC Chair and the appropriate NCAA contact person via email. Email outlines candidate selection process, general and minimum qualifications and that preferably a minimum of two nominees be identified by the NCAA.

Secretary General posts position opening on USAV website.

Four weeks

NGC solicits eligible nominees if appropriate.

All communication indicates that nominations and supporting materials are sent to the attention of the appropriate NCAA contact.

NGC conducts background check and interviews nominees on the initial slate provided by the NCAA to evaluate qualifications against both general and minimum criteria. If any nominee is judged to fail to meet the criteria, NGC specifies rationale to NCAA and either solicits more information on the nominee or rejects the nomination.

NGC returns final slate of nominees to NCAA.

NCAA selects its Director. Press release on new Director posted on USAV website.
USAV Junior Indoor Candidate for BOD

There is one Junior Indoor Director.

The Junior Indoor BOD position opens up.

Secretary General informs NGC Chair and Chair, Junior Assembly via email. Email outlines candidate selection process, general and minimum qualifications, and that at least two nominees are required.

Secretary General posts position opening on USAV website encouraging self nomination.

Four weeks

All communication indicates that nominations and supporting materials are sent to the attention of the Chair, Junior Assembly.

NGC conducts background check and interviews nominees on the initial slate provided by the Junior Assembly to evaluate qualifications against both general and minimum criteria. If any nominee is judged to fail to meet the criteria, NGC specifies rationale to the Chair, Junior Assembly and either solicits more information on the nominee or rejects the nomination.

NGC returns final slate of nominees to Chair, Junior Assembly.

Junior Indoor Assembly elects its Director by its internal election procedures. Press release on new Director posted on USAV website.
USA National Beach Tour Candidate for BOD

There is one National Beach Tour Director. The AVP is currently recognized by USAV as the National Beach Tour manager.

The National Beach Tour BOD position opens up.

Secretary General informs NGC Chair and the appropriate AVP contact person via email. Email outlines candidate selection process, general and minimum qualifications and that preferably a minimum of two nominees be identified by the National Beach Tour.

Secretary General posts position opening on USAV website.

Four weeks

All communication indicates that nominations and supporting materials are sent to the attention of the appropriate AVP contact person.

NGC conducts background check and interviews nominees on the initial slate provided by the AVP to evaluate qualifications against both general and minimum criteria. If any nominee is judged to fail to meet the criteria, NGC specifies rationale to AVP and either solicits more information on the nominee or rejects the nomination.

NGC returns final slate of nominees to AVP.

The AVP selects its Director. Press release on new Director posted on USAV website.

NGC solicits eligible nominees if appropriate.
There is one Beach Elite/Development Director.

The Beach Elite/Development BOD position opens up.

Secretary General informs NGC Chair and Chair, Beach Assembly via email. Email outlines candidate selection process, general and minimum qualifications, and that at least two nominees are required.

Secretary General posts position opening on USAV website encouraging self nomination.

Four weeks

NGC solicits eligible nominees if appropriate.

All communication indicates that nominations and supporting materials are sent to the attention of the Chair, Beach Assembly.

NGC conducts background check and interviews nominees on the initial slate provided by the Beach Assembly to evaluate qualifications against both general and minimum criteria. If any nominee is judged to fail to meet the criteria, NGC specifies rationale to the Chair, Beach Assembly and either solicits more information on the nominee or rejects the nomination.

NGC returns final slate of nominees to Chair, Beach Assembly.

Beach Assembly elects its Director by its internal election procedures. Press release on new Director posted on USAV website.
USA掐 Coach Candidate for BOD

There is one Coach Director. The AVCA is currently recognized by USAV as the national coaching organization.

The Coach BOD position opens up.

Secretary General informs NGC Chair and the appropriate AVCA contact person via email. Email outlines candidate selection process, general and minimum qualifications and that preferably a minimum of two nominees be identified by the AVCA.

Secretary General posts position opening on USAV website.

Four weeks

NGC solicits eligible nominees if appropriate.

All communication indicates that nominations and supporting materials are sent to the attention of the appropriate AVCA contact person.

NGC conducts background check and interviews nominees on the initial slate provided by the AVCA to evaluate qualifications against both general and minimum criteria. If any nominee is judged to fail to meet the criteria, NGC specifies rationale to AVCA and either solicits more information on the nominee or rejects the nomination.

NGC returns final slate of nominees to AVCA.

The AVCA selects its Director. Press release on new Director posted on USAV website.
There is one Officials Director.

The Officials BOD position opens up.

Secretary General informs NGC Chair and the Chair, Officials Assembly via email. Email outlines candidate selection process, general and minimum qualifications, and that at least two nominees are required.

Secretary General posts position opening on USAV website encouraging self nomination.

Four weeks

NGC solicits eligible nominees if appropriate.

All communication indicates that nominations and supporting materials are sent to the attention of the Chair, Officials Assembly.

NGC conducts background check and interviews nominees on the initial slate provided by the Officials Assembly to evaluate qualifications against both general and minimum criteria. If any nominee is judged to fail to meet the criteria, NGC specifies rationale to Secretary General and either solicits more information on the nominee or rejects the nomination.

NGC returns final slate of nominees to Officials Assembly.

The Officials Assembly elects its Director by its election procedures. Press release on new Director posted on USAV website.
USAV At-Large Candidate for BOD

There is one At-Large Director, a non-voting position.

The At-Large BOD position opens up.

Secretary General informs NGC Chair and Chair of the Board via email. Email outlines general and minimum qualifications and that at least three nominees are required.

Secretary General posts position opening on USAV website encouraging self nomination.

NGC solicits broadly for eligible nominees.

Four weeks

All communication indicates that nominations and supporting materials are sent to the attention of the NGC.

NGC conducts background check and interviews nominees to evaluate qualifications against both general and minimum criteria. If any nominee is judged to fail to meet the criteria, NGC specifies rationale to the nominee and either solicits more information on the nominee or rejects the nomination.

NGC returns final slate of nominees to Chair, Board of Directors.

Board elects At-Large Director by a majority vote of those Directors constituting a quorum. Press release on new Director posted on USAV website.