



International Actuarial Association
Association Actuarielle Internationale



Insider Views of the IAA Nominations Committee

Tonya Manning

Peter Withey Dave Pelletier

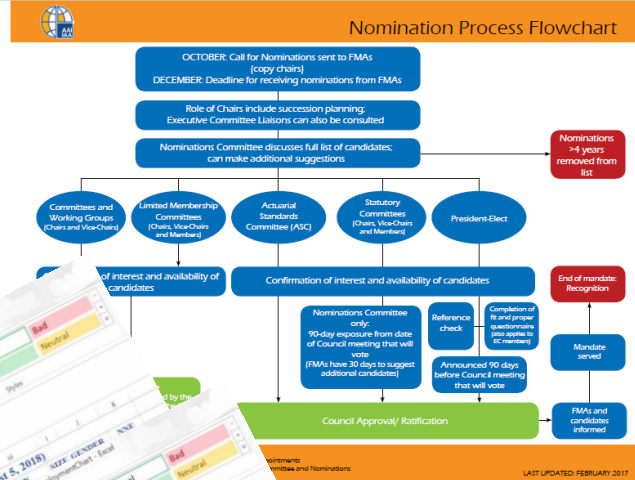
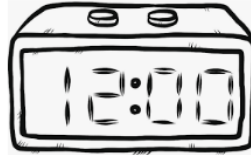
Tokyo, 21 November 2019



Initial Observations

Appointed

- 4 Limited Membership committees
- 18 Other Committees
- 1 President Elect



Protocol for the Nominations Committee

The external Regulations establish the NC's terms of reference as recommending to Council and the EC suitable candidates for leadership positions within the IAA. The NC has set down the following protocols for its operations.

NOTES
The NC shall be responsible for recommending to Council suitable candidates for election as President/Elect, members of the Statutory Committees (Audit and Finance, Executive, Nominations) and of other committees (eg. Actual Standards) whose membership is limited as well as such terms of reference adopted by Council or the Executive Committee from time to time and President, if the incumbent President/Elect is unable to take up the position. (Reference: Internal Regulations, Paragraph 4.1.20)

The NC shall be responsible for recommending to the Executive Committee suitable candidates for appointment as, with such appointments subject to the ratification by the Council, Chairpersons of the Council or Section Committees and to external organizations, members of Committees whose responsibilities are limited as set out in such terms of reference adopted by the Executive Committee from time to time, and chairpersons and members of Committees and other positions as determined by the Council. (Reference: Internal Regulations, Paragraph 4.1.20)

- GENERAL OUTCOMES**
With regard to all nominations made by the NC, the following general protocols apply:
- In all recommendations, the NC must seek to achieve geographical, linguistic and cultural balance, as well as an appropriate range of skills and practice areas.
 - In order to achieve further diversity the NC also takes into consideration, size of membership, gender and other language of candidates. The NC also takes into consideration the ability of the candidates to attend meetings in person.
 - Prior to the beginning of each calendar year, the Chairperson of the NC sends a letter to seek Full Member Associations inviting them to suggest names of potential candidates, in particular with regard to positions expected to be vacated at the following general meeting. The list names of their suggestions, accompanied by an update of their previous suggestions, if applicable, suggestions more than four years old are automatically removed from the list. No names removed from the list may be added back to the list.
 - The NC encourages these suggestions and may add other candidates for consideration.
 - The NC may consult the relevant EC liaison on committee leadership.

International Auditors' Association / Asociación Argentina Intelectuales
Protocol for the Nominations Committee
2018

Name	Date modified	Size
00 July 5 NC Agenda	2018/06/29 13:51	36 KB
02a_2019CteeWGDeploymentChart	2018/06/28 21:09	25 KB
02b_2019StatLtdMembershipDeploymentChart	2018/06/28 21:08	18 KB
02c_Bios	2018/06/28 21:09	19 451 KB
02d_2019AssociationNominations	2018/06/28 21:09	17 KB
02e_PreviousYearsAssociationNominations	2018/06/28 21:09	47 KB

Process followed by the Nominations Committee for the Selection of Candidates

A. Identification
A letter is sent from the Chair of the Nominations Committee (NC) to the Chair (see December only) to Member Association Presidents with a copy to IAA Committee and Section Chairs seeking nominations for:

- President Elect
- Membership of statutory and limited membership committees
- Other nominations

B. Evaluation
The NC considers information on the individual's credentials as follows:

- Endorsement from the individual's home association
- Endorsement from other member associations
- Other achievements
- Peer review in professional associations and feedback on performance
- Peer review by IAA and feedback on performance (including results of the (E)diversity survey)
- Other relevant information, including both general and professional performance categories (for President/Elect only)
- Timing of the last key project term and a waiver to support the individual's home association (for President/Elect only)
- Availability

C. Selection
Identify the best candidates for the position from the list of nominations/suggestions, having discussed them (where necessary) for another position.

- Where possible, select a candidate from 1 which is consistent with geographic diversity among the membership group being considered.
- Consider any other issues.
- Potential grounds for the withdrawal of candidates include:
 - Completion of critical objectives
 - Completion of a key project
 - A limitation on the individual's professional (practice) time (if the select EC can be established)
 - Low discipline in limited and positions will only from the association to another
 - Non-fulfillment issues





Nominations Committee Protocol



Protocol for the Nominations Committee

The Internal Regulations establish the NC's terms of reference as recommending to Council and the EC suitable candidates for leadership positions within the IAA. The NC has set down the following protocols for its operations.

- 1. DUTIES**
The NC shall be responsible for recommending to Council suitable candidates for election as President-Elect, members of the Statutory Committees (Audit and Finance, Executive, Nominations) and of other committees (e.g. Actuarial Standards) whose membership is limited as set out in such terms of reference adopted by Council or the Executive Committee from time to time, and President, if the incumbent President-Elect is unable to take up the position. (Reference: Internal Regulations, Paragraph 4.1.2(a))

The NC shall be responsible for recommending to the Executive Committee suitable candidates for appointment as, with such appointments subject to the ratification by the Council: Delegates of the Council to Section Committees and to external organizations; members of committees whose membership is limited as set out in such terms of reference adopted by Council or the Executive Committee from time to time; and chairpersons and vice-chairpersons of Committees and other positions as determined by the Council. (Reference: Internal Regulations, Paragraph 4.1.2(b))

- 2. GENERAL GUIDELINES**
With regard to all nominations made by the NC, the following general protocols apply:
- In all its recommendations, the NC must seek to achieve geographical, linguistic and cultural balance, as well as an appropriate range of skills and practice areas. (Reference: Internal Regulations, paragraph 4.1.2(c))
 - In order to achieve further diversity, the NC also takes into consideration: size of association, gender and mother tongue of candidate. The NC also takes into consideration the ability of the candidate to attend meetings in person.
 - Prior to the beginning of each calendar year, the Chairperson of the NC sends a letter to each Full Member Association inviting them to suggest names of potential candidates, in particular with regard to positions expected to be vacated at the following year-end. The NC keeps a list of such suggestions. Associations are asked for an update of their previous suggestions; otherwise suggestions more than four years old are automatically removed from the NC list. A name removed from the list may be added back to the list.
 - The NC discusses those suggestions and may add other candidates for consideration.
 - The NC may consult the relevant appointed EC liaison on committee leadership.

Duties:

- Responsible for nominating suitable candidates to Council for President-Elect and Limited membership committees
- Responsible for nominating suitable candidates to Executive Committee for committee leadership

Guidelines:

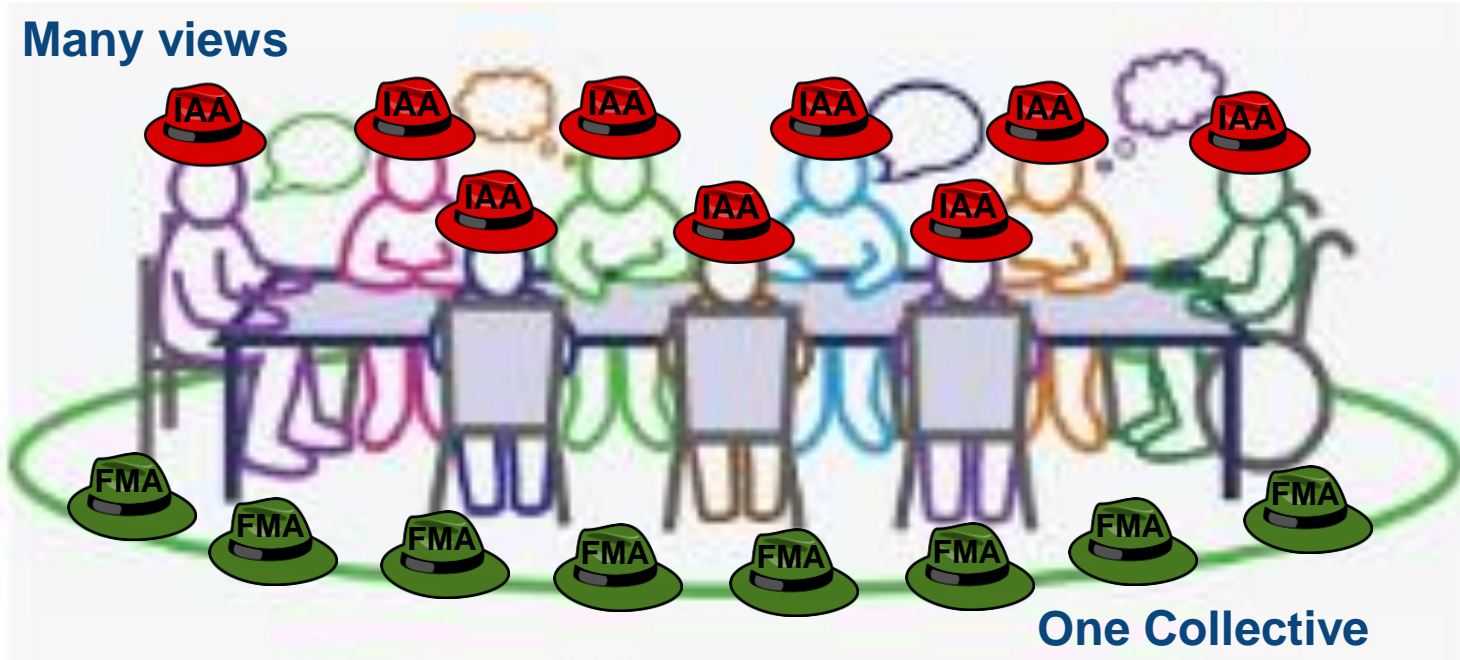
- Seek to achieve geographical, linguistic and cultural balance, as well as an appropriate range of skills and practice
- In order to achieve further diversity, the NC also takes into consideration: size of association, gender, and mother tongue of candidate.
- The NC also takes into consideration the ability of the candidate to attend meetings in person.

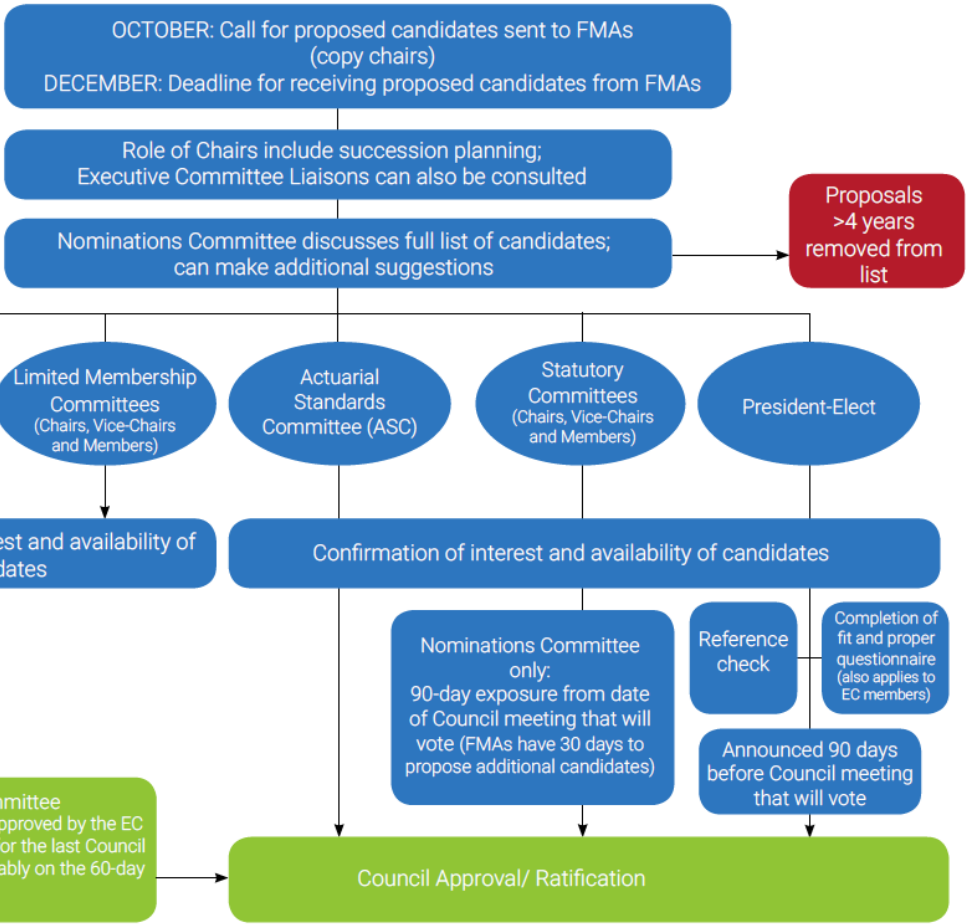


Striving for diversity

Meeting Attendance											
	St. Petersburg		Cape Town		Budapest		Chicago		Berlin		
Association Size											
S (<200)	50	22%	30	12%	70	23%	35	12%	73	23%	
M (201-1000)	49	22%	43	17%	52	17%	45	16%	51	16%	
L (1001-10,000)	78	35%	111	45%	114	38%	119	42%	129	40%	
EL (>10,001)	49	22%	65	26%	68	22%	86	30%	68	21%	
	226	100%	249	100%	304	100%	285	100%	321	100%	
Region											
ROW	61	27%	77	31%	75	25%	77	27%	92	29%	
USC	66	29%	77	31%	91	30%	121	42%	91	28%	
EUR	99	44%	95	38%	138	45%	87	31%	138	43%	
	226	100%	249	100%	304	100%	285	100%	321	100%	
Number of countries											
	44		41		48		42		54		
Gender											
FEMALE	40	18%	49	20%	69	23%	63	22%	72	22%	
MALE	186	82%	200	80%	235	77%	222	78%	249	78%	
	226	100%	249	100%	304	100%	285	100%	321	100%	
Native English Speaker											
NO	123	54%	109	44%	156	51%	115	40%	161	50%	
YES	103	46%	140	56%	148	49%	170	60%	160	50%	
	226	100%	249	100%	304	100%	285	100%	321	100%	

Nominations Committee Membership





Nominations Committee Process

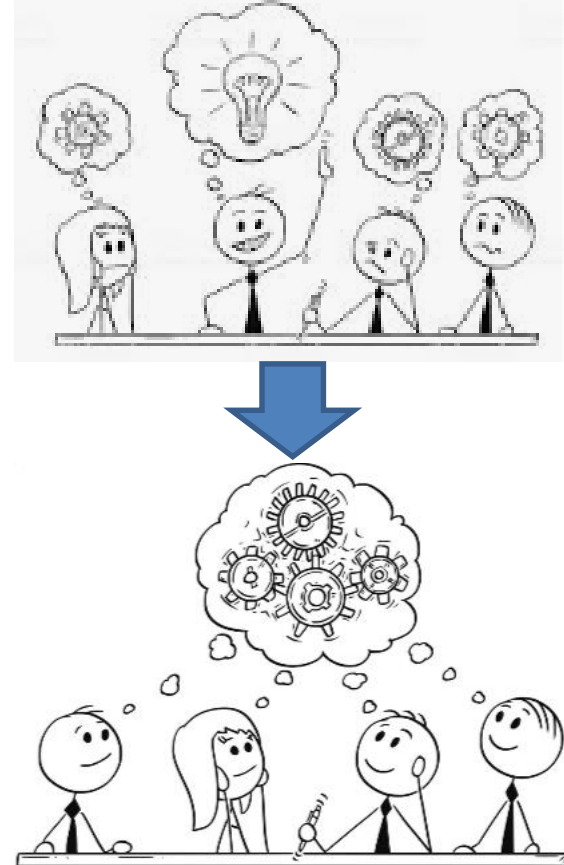
SIMPLIFIED

- Letter to FMA's requesting proposed candidates
- FMA's submit proposals
- NC discuss
 - add others if needed
 - engage with current chairs
- NC nominates
 - To EC for Committee chairs & VC's for approval
 - To Council for PE and members of EC, A&FC, NC & ASC
- Council Approves/Ratifies



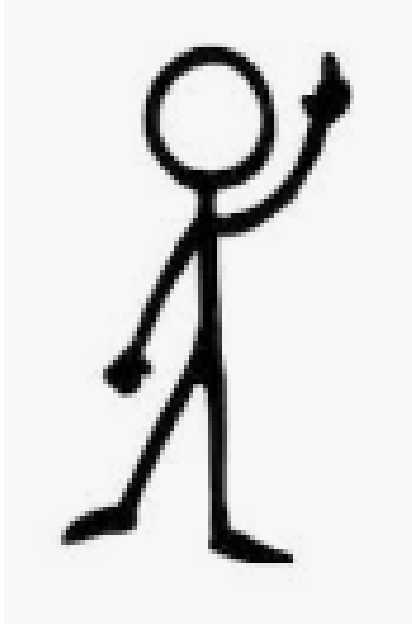
Nominations Committee Discussions (President-Elect)

- **Some key features:**
 - **The proposed candidates put forward by FMA's are the critical starting point**
 - What is good for IAA right now?
 - Need effective presidential team
 - Want most information possible
 - Personal knowledge of NC members
 - More detailed CV's
 - Questionnaire on vision for IAA
 - **Interviews**
 - Extensive and robust debate, which can include 'straw polls' along the way, as the Committee develops its decision





Personal thoughts



Q & A



**International Actuarial Association
Association Actuarielle Internationale**

1203-99 Metcalfe, Ottawa ON K1P 6L7 Canada

Tel: +1-613-236-0886 **Fax:** +1-613-236-1386

Email: secretariat@actuaries.org

www.actuaries.org