



**AMERICAN
SOCIETY FOR
MICROBIOLOGY**

Success Profile

COMS Vice Chair

A Success Profile identifies the kind of talent needed to achieve the business objectives and strategies. Given ASM's priorities, culture, and values, this success profile defines the types of individuals required as a COMS vice-chair to drive organizational success.

Position Term Limits

The COMS Vice-Chair serves a single one-year term and continues to the role of Chair for another one-year term, performing a total of two years of service for the Council. The entirety of COMS meets once annually and at other times and places as is deemed necessary.

Strategic context

COMS is a science advisory body, part of the ASM governance structure that is designed to gather input from the main constituencies of the Society to ensure that scientific perspectives of relevance and interest are brought to the leadership of the Society. In addition, COMS provides a connection between ASM's members and ASM's leaders. COMS is not a programmatic body and does not run or manage specific programs, which are the purview of programmatic committees supported by ASM staff.

The COMS Vice-Chair is second on the Councilor member list, with the Chair being the first. He/she/they perform the Chair's duties in the absence of the current Chair, and de facto is the next in line to take the chair position (officially pending bylaws changes.) However, the Vice-Chair also takes an important role to contribute more than just being a backup to the Chair by providing their scientific perspective and working closely with the Chair to fully understand the duties of that office and ensure a smooth transition and continuity of leadership to the role of Chair.

As Vice-Chair, the individual is recognized for their scientific achievements and shares their expertise, vision, and strategies for the microbial sciences in a trusted forum where individual members relate knowledge and expertise for advising on scientific projects and initiatives for the Society. The Vice-Chair brings their expertise and focuses on a vision for the future of microbial sciences where the vision for the future of the field exchange of scientific information and networking can lead to a real impact on future programs of the Society. In addition, the Vice-Chair helps the Chair guide COMS Councilors, contributes to the science and ASM's Program of Work, and serves as a key advisor and subject matter expert to the Board and ASM leadership.

Success Drivers

Understand and Guide the COMS Culture: Embrace and support a diverse and inclusive COMS culture to further ASM strategy. Inspire Councilors to provide perspectives on scientific innovation to advise and counsel the ASM leadership.

Commitment and Energy: A strong commitment and energy to support COMS and its core mission; a clear understanding of COMS goals, function, and scope, and the distinctions between providing scientific advice vs. managing programs. Is committed to working in partnership with the COMS Chair, ASM President, and CEO to ensure maximum effectiveness of COMS outcomes.

Community Relations: Help build partnerships (scientific and professional practice communities in the microbial sciences) that will expand the community ties and help develop ASM's progressive scientific culture.

Encourage active participation: With the Chair, ensure that the eight communities prepare and effectively hold their key scientific retreats and lead the groups toward thoroughly vetted and scientifically sound recommendations. This happens when an effective leader provides a forum for COMS Councilors to participate so that varying perspectives come into the discussion, doesn't let one person monopolize the conversation, and encourages quieter Councilors to share their opinions and perspectives.

Inclusive Leader: An inclusive leader focuses primarily on the growth and well-being of people and the communities they support. In interacting with the diversity around them, inclusive leaders build interpersonal trust, take the views of others into account, and are adaptive. An inclusive leader requires openness to differences, curiosity, and empathy. An inclusive leader shares authority and puts the needs of others first, and helps people develop and perform as highly as possible. Utilizes constructive and collaborative approaches, modeling inclusive behaviors toward volunteer members and staff.

Experiences

A COMS Vice-Chair must be a strong leader who will impact the growth of the Society and profession. The COMS Vice-Chair should ideally have the following experience and background:

- A commitment to and understanding of ASM's mission
- Savvy diplomatic skills and a natural affinity for cultivating relationships and persuading, convening, facilitating, and building consensus among diverse individuals
- Personal qualities of integrity, credibility, and a passion for the science
- Is broadly representative of the microbial sciences and the various components of the Society in all its scientific, ethnic, gender, cultural, and geographical components.
- Interest and commitment to leadership, governance, and oversight of ASM
- Team player works well in close partnership with the COMS Chair and Councilors
- Ideally, some experience in leadership at ASM on the Board of Directors and Committees of the Board (but not required)
- Be an ASM member in "good standing" and demonstrate an interest in ASM and the microbial sciences. Ability to make sensitive, controversial, and/or written and oral reports and presentations to relate critical issues and identify scientific problems clearly, concisely, and effectively. Skill in written and oral communications. Ability to distill technical, detailed information into accessible, concise, and persuasive written reports. Ability to reach an agreement on a variety of complex, important issues.

Skills include:

- Strong leadership skills
- Relationship building and communications
- Integrity
- Initiative

- Sound decision-making ability
- Commitment to open and honest communication
- Confidentiality on sensitive matters and where needed



AMERICAN
SOCIETY FOR
MICROBIOLOGY

Success Profile

COMS Chair

A Success Profile identifies the kind of talent needed to achieve the business objectives and strategies. Given ASM's priorities, culture, and values, this success profile defines the types of individuals required as a COMS Chair to drive organizational success.

Position Term Limits

The COMS Chair serves a single one-year term. The entirety of COMS meets once annually and at other times and places as is deemed necessary.

Strategic context

The COMS Chair has a strategic role in leading and guiding the vision and purpose of COMS. The Chair ensures that COMS functions properly, that there is full participation at meetings, all relevant matters are discussed, and that effective advice to the Society is provided.

Where relevant, the Chair reports COMS findings and counsel to the Board and CEO.

As Chair, the individual is recognized for their scientific achievements, ability to share their expertise, vision, and strategies for the microbial sciences in a trusted forum where individual members relate knowledge and expertise for advising on scientific matters for the Society. The Chair brings their expertise as a prior Councilor, focuses on a vision for the future where information exchange and networking can impact future programs and activities for the Society. The Chair is a knowledgeable leader in their field who uses their expertise to lead COMS in accomplishing their goals. The Chair provides leadership to COMS ensuring effective leadership and guidance, partnering with the President, the CEO, and the staff that the CEO assigns to COMS.

Success Drivers

Understand and Guide the COMS Culture: Embrace and support a diverse and inclusive COMS culture to further ASM strategy. Inspire Councilors to provide perspectives on scientific innovation to advise and counsel the ASM leadership.

- **Commitment and Energy:** A strong commitment and energy to support COMS and its core mission; a clear understanding of COMS goals, function, and scope, and the distinctions between providing scientific advice vs. managing programs. Is committed to working in partnership with the President and CEO to ensure maximum effectiveness of COMS outcomes.
- **Community Relations:** As Chair, build partnerships (scientific and professional practice communities in the microbial sciences) that will expand the community ties and help expand ASM's progressive scientific culture.
- **Encourage active participation:** As Chair, ensure that the eight communities prepare and hold their key scientific retreats effectively, leading the groups toward recommendations that are thoroughly vetted and scientifically sound. This happens when an effective leader, the Chair, provides a forum for COMS Councilors to participate so that varying perspectives come into the

discussion, doesn't let one person(s) monopolize the conversation, and encourages quieter Councilors to share their opinions and perspectives.

- **Inclusive Leader:** An inclusive leader focuses primarily on the growth and well-being of people and the communities they support. In interacting with the diversity around them, inclusive leaders build interpersonal trust, take the views of others into account, and are adaptive. An inclusive leader requires openness to differences, curiosity, and empathy. An inclusive leader shares authority and puts the needs of others first, and helps people develop and perform as highly as possible. Utilizes constructive and collaborative approaches, modeling inclusive behaviors toward volunteer members and staff.

Experiences

A COMS Chair is a leader of COMS critical to leading and guiding COMS members to ensure they provide the expertise critical to the Society and profession's growth. The COMS Chair should ideally have the following experience and background:

- A commitment to and understanding of ASM's mission and ASM governance roles and responsibilities
- Savvy diplomatic skills and a natural affinity for cultivating relationships and persuading, convening, facilitating, and building consensus among diverse individuals
- Personal qualities of integrity, credibility, and a passion for the science
- Is representative of the microbial sciences and the various components of the Society in all its scientific, ethnic, gender, cultural, and geographical components.
- Team player, works well in close partnership with the COMS Chair and Councilors, ASM President, and CEO.
- Ideally, some experience in leadership at ASM
- Be an ASM member in "good standing" and demonstrate an interest in ASM and the microbial sciences.
- Ability to make sensitive, controversial, and/or written and oral reports and presentations to relate critical issues and identify scientific problems clearly, concisely, and effectively.

Skills include:

- Strong leadership skills
- Relationship building and communications and interpersonal skills
- Impartiality, fairness, tact, and diplomacy
- Integrity
- Initiative and ensuring decisions are taken and followed up
- Sound decision-making ability, good timekeeping
- Commitment to open and honest communication
- Confidentiality on sensitive matters and where needed
- Experience in organizational and people management.