



AMERICAN  
SOCIETY FOR  
MICROBIOLOGY

## Success Profile

### COMS Division Interdisciplinary Councilor

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 for the COMS Division Interdisciplinary role to drive organizational success.

#### Position Term Limits

The COMS Division Interdisciplinary Councilor position serves for a minimum of three years with the possibility of performing a second term. The entirety of COMS meets once annually and at other times and places as is deemed necessary.

#### Strategic context

The position of Division Interdisciplinary Councilor provides a balance of diversity, representation, and wider latitude among the At-Large Councilors, Branch Councilors, Program Committee Councilors, and Division Councilors, which represent the four additional governance arms that compose the Council on Microbial Sciences.

The role of the Councilor is key in providing strong scientific leadership and strategic guidance in an advisory role to the Board and the ASM leadership. The Councilor fulfills several interrelated roles as the leader, and stakeholder liaison, actively identifying and evaluating the impact of emerging scientific issues.

The Interdisciplinary Councilor is someone with exceptional scientific credentials, recognized as a leader in the broad microbial sciences, not just in a specific subdiscipline. The Interdisciplinary Councilor provides broad perspectives on the future of microbial sciences and can focus on big picture/high impact issues. The Interdisciplinary Councilor brings gravitas because of their scientific credentials and visibility in the microbial sciences. They need to mobilize effectively in their community the volunteer resources, drive discussions on ASM Connect, provide input in community retreats, keep the pulse on trends in science, and help the eight communities focus on such trends. The role must effectively scan the environment to ensure members' diverse views are duly considered, enabling, encouraging, and promoting deeper perspectives.

#### Success Drivers

**Leadership and technical need to go hand in hand:** COMS Interdisciplinary Councilors demonstrate both strong leadership and strong scientific expertise. They think broadly and strategically, considering implications for academic and industrial research, education, and professional practice.

**Agility and Innovation:** Expected to be change agents requiring agility and innovation. They must partner, collaborate, and bring others along the transformation with them. This includes identifying new scientific areas for growth that enable ASM to transform and lead the microbial sciences forward.

**Navigating & Distilling Complexity:** The ability to navigate and distill information and trends so that all stakeholders understand implications and make appropriate considerations. This is increasingly difficult as the microbial sciences environment continues to shift and evolve.

**Dealing with Ambiguity:** Agility, flexibility, and adaptability are critical for success in an increasingly dynamic and demanding scientific environment, especially considering the impact of COVID and the advancement of the microbial science.

**Team Player:** Participating and encouraging different perspectives to achieve shared common goals. Ability to provide direction and energize others towards achieving shared goals by building clarity and enabling constructive interactions.

**Inclusive Leader:** An inclusive leader focuses primarily on the growth and well-being of people and the communities to which 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

The Interdisciplinary Councilor has the following experience and background:

- Be an ASM member in “good standing”\* and demonstrate an interest in ASM and its programs.
- Six broadly defined characteristics of an exceptional COMS member include:
  1. Is broadly representative of the microbial sciences and the various components of the Society in all its scientific, ethnic, gender, cultural, and geographical components.
  2. Is composed of elected members who are recognized for their scientific and professional achievements and are leaders in their profession.
  3. Is visionary regarding the future of microbial sciences and gathers other perspectives.
  4. Is focused on the long-term horizon of the science, professional practice, and educational affairs
  5. Works in partnership with the BOD, CEO, and staff to ensure that ASM allocates attention and resources to anticipate opportunities to grow and advance the microbial sciences.
  6. Works in partnership with committees and staff to ensure the feasibility and implementation of proposed programs.
- Significant and senior-level experience and recognition within the professional and/or scientific communities. Effective leadership, diplomacy, communication, strategic skills; demonstrated professional competency; and a strong commitment to the ASM mission to protect the scientific interest.

### Skills include:

- Exceptional leadership and change management skills.
- Proven skills and experience in strategy development.
- Robust knowledge (or experience) and unique perspective in microbial sciences.

- Relationship building and communications.
- Integrity

*\*Member in Good Standing.* A Member in Good Standing is defined as any member who has paid his or her current dues or who is designated as a certified Global Outreach, Emeritus, or Honorary member. A Member in Good Standing, including dues-paying and honorific Academy Fellows, must further abide by the Society's Code of Ethics.