

Success Profile – ASM – President-Elect

A Success Profile identifies the kind of talent, skills and experience needed to successfully fulfil the duties required by the position

Terms

The President-Elect serves a single one-year term and continues to the role of President for one year, and thereafter to the position of Past-President, performing a total of three years of service for the Board. The entirety of the Board of Directors meets three times annually.

Strategic context

The ASM Board of Directors provides strategic direction to the Society. It brings ASM's mission to life by setting and approving the vision for the Society. The Board also is ultimately responsible for approving all legal, financial, and governance matters. As such, each Board Director must ensure that ASM activities and transactions are, first and foremost, advancing its mission of promoting and advancing microbial sciences; recognizing and disclosing conflicts of interest; making decisions that are solely in the best interest of ASM and not of any particular group or individual and to "protect and serve" the organization. It is important to note that no Director on the Board represents specific constituencies, rather the whole Society. In addition, the Board of Directors provides oversight for the ASM CEO.

The President-Elect provides secondary leadership for the Society, substitutes for the President when needed, and prepares to serve as President. The President-Elect shall assist the President, shall be a voting member of the BOD and an ex officio and a member of the Executive Committee, and shall substitute for the President in the absence of the President. The President-Elect shall take precedence over the Past President in substituting for the President.

Serving as the President-Elect generally offers support for the Board President and other leadership when needed. The four board seats (President-Elect, President, Past President together with the CEO) form a strong team for advancing and ensuring continuity of ASM's mission and goals. While each position has distinct duties, they work best in a cooperative manner to benefit the Board and members. The President-Elect plays a pivotal role in understanding Board dynamics, governance, and leadership and learning from those with experience, and be available to step up when needed.

Success Drivers

- **Understand the Board Culture:** Embrace and support the diverse and inclusive Board culture that supports the values and is aligned with the strategy for the future. Inspire other Board members to increase agility and innovation vs. maintaining the status quo as the way forward in achieving the mission and vision. Increase focus, creating value, finding efficiencies, and finding creative ways to support financial sustainability.
- **Understand and Connect with the Communities:** A strong understanding and knowledge of the community served with a high priority on membership within the community served for effective future leadership.
- **External partnerships/Community Relations:** As President-Elect, begin to build partnerships and visibility for ASM (scientific and professional practice communities) to expand community ties. Under the guidance and direction of the President and CEO, help develop ASM's progressive scientific culture with other institutions (through initiatives led by various committees) to further the mission and help translate microbial sciences into meaningful policy/action.
- **Provide encouragement:** Work in partnership with the President, Board, and CEO, not only in creating interdependencies in pursuit of shared goals, constantly balancing the vision, service to the microbial

sciences community, the needs of multiple stakeholder groups, financial resource constraints, and much more. Actively listens to Board members and works in very close partnership with the CEO.

- **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.

Experience

The President-Elect role provides an extraordinary opportunity to transition to the leadership role and prepare in advance for effective governance and transition. In addition, the Board President and Past President will ensure a clear understanding of board leadership's expectations as this will be critical when it comes to the Board's overall culture and continued engagement. A commitment to ASM and willingness to represent and promote the Society without regard to professional discipline, practice, or interest and to put the Society's interests first.

The ASM President-Elect 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
- Excellent written and oral communication skills coupled with a natural affinity for public speaking
- 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 Board and the CEO
- Ideally, some experience in leadership at ASM on the Board of Directors and Committees of the Board (but not required)

Skills include:

- Exceptional leadership skills
- Proven skills and experience in strategy development
- Governance experience
- Relationship building and communications
- Integrity
- Initiative
- Sound decision-making ability
- Commitment to open and honest communication
- Confidentiality on sensitive matters and where needed

¹ *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.*