Minimum Requirements for Application to be considered

The elections process starts with the nomination application. Applications will be reviewed and **must meet minimum criteria.** Applications which do not meet these minimum requirements will not be considered.

- **Experience with PASS.**
  - Direct volunteer experience is a **mandatory requirement**. Experience can be in the form of service on a committee, service as a Regional Mentor or Chapter Leader, leading a SQLSaturday, or in another volunteer capacity. Speaking at a conference alone is not sufficient volunteer service to qualify as a volunteer.

- **Time and Travel Obligations.**
  - All candidates should be fully aware of and **agree to the time** and travel commitments required to serve on the PASS Board of Directors (details below). Your employer should agree that you can meet these requirements.

- **Current Involvement with SQL Server.**
  - Each **candidate must work with SQL Server** to some degree to be considered eligible for the Board of Directors. Expertise is not required.

- **References.**
  - Each candidate should supply a minimum of 3 references that have reviewed his application and agrees to publicly support the candidate.
  - Additionally, the names of at least **3 people with whom the candidate has served in a volunteer capacity must be supplied** by the candidate.
  - You may use the same 3 references for both sections
  - All references must provide contact information for the NomCom to verify.

Each member of the Nominations Committee will then read each application and attempt to rank the applications.

The Nomination Committee will invite the top applicants to an interview. The results of the interview are then ranked. The applicants are ranked from highest to lowest overall score. This information is given to the Board of Directors, who will then choose which candidates will make the slate.

Campaigning starts on September 19, 2012 while balloting opens on September 28, 2012. The candidates may campaign until balloting officially closes (noon PT, October 12, 2012). This year, the three candidates that receive the most votes will be elected to the Board of Directors.

Basic Qualifications and Commitments

This is the guideline that the Board and the Nominations Committee uses to determine good candidates for the Board of Director slate. These are not minimum qualifications, but rather qualifications that most successful Directors have possessed.

General Qualifications

- **Experience with PASS.**
  - Direct volunteer experience is a **mandatory requirement**. Experience can be in the form of service on a committee, service as a Regional Mentor or Chapter Leader, leading a SQLSaturday, or in another volunteer capacity. Speaking at a conference alone is not sufficient volunteer service to qualify as a volunteer.

- **Other Board Experience.**
  - Experience serving on other boards, such as home owner associations, church boards, college advisory committees, and the like, is considered a highly desired attribute.

- **Current Involvement with SQL Server.**
  - Each **candidate must work with SQL Server** to some degree to be considered eligible for the Board of Directors. Expertise is not required.

- **Writing Ability.**
  - Candidate should have a demonstrable ability to communicate effectively in writing. An active blog, published articles or books, or other forms of proven writing experience is considered highly desirable.

- **Leadership/Management Experience/Skills.**
  - A proven track record of leadership in a professional or volunteer role is desirable.

- **Financial/Budgetary Experience.**
  - A candidate with experience understanding the budgeting process is desirable, but not required.

- **Time and Travel Obligations.**
  - All candidates should be fully aware of and **agree to the time** and travel commitments required to serve on the PASS Board of Directors. This includes any necessary support from employer to fulfil the role of a Board member, which includes time away from work for meetings and conferences, as well as Board calls during business hours.

- **References.**
  - Each candidate should supply a minimum of 3 references that have reviewed his application and agrees to publicly support the candidate. Additionally, the names of at least 3 people with whom the candidate has served in a volunteer capacity must be supplied by the candidate.

- **Vision for PASS**
  - The Board sets the long term strategic path for PASS. As a growing association it is essential that Directors can demonstrate a clear vision for the betterment of the organization

- **Understanding of the PASS Organization**
  - Candidates should understand the structure and day-to-day operations of the PASS organization. PASS is dedicated to providing multiple avenues and programs for enhancing the SQL community and successful candidates will demonstrate knowledge of these avenues.

- **Team Player**
  - Candidates must demonstrate the ability to successfully work within a team environment. In addition to working with the Board, Directors will be working with PASS HQ and volunteer committees.

Time Commitments

- Commit time required to the term of office set by the Bylaws (2 years).
  - PASS Bylaws are available at http://www.sqlpass.org/Elections/Documents.aspx
- Attend one conference per year.
- Attend three to four in-face Board meetings per year, consisting of 2 days of in-person meetings
- Available to participate in one one-hour and one 15 minute conference call per month.
- Weekly commitment for projects/discussions – average 2-3 hours/week.
- Attendance at special conferences or meetings called by the President.

Two Company Rule

PASS Bylaws require that no more than two (2) people from the same employer serve on the Board at the same time. To ensure this the NomCom has implemented some procedures. A table is included below of the 2012 Board by company. It includes the current board members who are not up for re-election. For example, if two applications come from Confio employees we already know that, at most, only one of them can serve on the Board this term.

- The NomCom will inform both applicants of the situation. We will encourage the applicants to resolve the issue by deciding that only one of them will continue through the process, with the other withdrawing.
- If both applicants decide to continue, with full understanding that only one may serve, the NomCom will allow them both to continue through the application process.
- This will result in one of the outcomes below:
  - If one applicant scores higher than the other, the lower scoring application may be removed from the proposed slate, even with a score which is higher than other candidates.
  - The NomCom could instead, choose to present both applicants to the Board for approval. The Board can choose to approve the slate, or reject it. If the Board rejects the slate due to this issue, the NomCom will then remove the lower scoring candidate from the slate, and present a new slate to the Board for approval.
  - The Board chooses to approve a slate with both candidates, creating a possible violation of the bylaws if both are elected. If both candidates are elected, then one must step down, due the violation of the bylaws.

Working Table of 2013 Board of Directors by Company

Company	Number of Members on Board in 2013
CA*	2
Confio	1
Intuit	1
LobsterPot Solutions	1
Microsoft*	2
Pragmatic Works	1
ScaleSQL Consulting	1
SolidQ	2

* Microsoft and CA are founding members and each have 2 seats on the board which is filled by appointment by the respective companies.