I. Pathway to Leadership in ADFM FOR REGULAR MEMBER CHAIRS

1. Introduction into ADFM Leadership begins with the committees.
   • Regular member Chairs and Associate Member Administrators are eligible to serve on Committees
   • Volunteer participation on the Winter meeting program committee is an entry level to leadership in ADFM.
   • Active participation as a member of one of ADFM’s strategic committees (Education Transformation, Healthcare Delivery Transformation, Research Development and Leadership Development) is the next level of entry into ADFM leadership
   • Strategic Committee member positions are approved by the Executive Committee in consultation with the Committee Chair
     o Healthcare Delivery Transformation Committee
     o Education Transformation Committee
     o Research Development Committee
     o Leadership Development Committee
   • Strategic Committee Chairs are vetted through the Nominations Committee, within input from the Executive Committee, and approved by the Board.
   • Winter Meeting Program Chair is appointed by the President-elect and approved by the Executive Committee

2. The most common pathways to getting onto the ADFM Board of Directors are through:
   • Role of Committee Chair
   • Winter meeting Program Chair
   • Election to Member-at-Large position on the Board
   • Regular Member Chairs (only) are eligible to serve as Committee Chair, Winter meeting Program Chair and/or to run for officer positions on the Board of Directors.
   • Regular member chairs may move on and off the Board depending on elected or appointed status. For example, a Chair might serve a Member-at-Large term, leave the Board for a period and then come back onto the Board in another appointed (Committee Chair/Program Chair) or elected officer role. (President-elect, Secretary, Treasurer).

3. Member-at-Large positions on the board will be considered as one means of achieving desired diversity on Board. Optimally, membership on the Board of Directors will: 1) include members who desire active involvement and bring a collaborative spirit to the Board; and 2) reflect diversity in the following:
   • Gender
• Length of time as chair
• Ethnic background
• Department size
• Private/public status of DFM
• Large Regional Medical Center status of DFM

4. Criteria to consider for Single Slate Candidates for Pres-elect, Treasurer, Secretary:

REQUIRED QUALIFICATION
• At least 3 years as ADFM Member Chair and
• Past or Current Participation as a member of the Board of Directors

PREFERABLE QUALIFICATIONS
• Committee Chair/Winter Meeting Program Chair
• For President Elect – In addition to the above:
  o Consideration of skills in relation to Strategic plan – i.e has leadership skills required esp re: larger systems

II. Pathway to Leadership in ADFM FOR ASSOCIATE MEMBER ADMINISTRATORS

1. Introduction into ADFM Leadership begins with participation on Winter meeting and ADFM strategic committees
   • Associate Member Administrators are eligible to serve on Committees
   • Volunteer participation on the Winter meeting program committee is an entry level to leadership in ADFM.
   • Active participation as a member of one of ADFM’s strategic committees (Education Transformation, Healthcare Delivery Transformation, Research Development and Leadership Development) is the next level of entry into ADFM leadership
   • Strategic Committee member positions are approved by the Executive Committee in consultation with the Committee Chair
     o Healthcare Delivery Transformation Committee
     o Education Transformation Committee
     o Research Development Committee
     o Leadership Development Committee

2. The most common pathways to serving on the Associate Members Steering Committee (12 Members) are through:
   • Serving as Chair of the Steering Committee
   • Serving as Chair-elect of the Steering Committee
   • Serving as Immediate Past Chair of the Steering Committee
• Serving as Membership Chair
• Serving as Pre-Conference Chair
• Serving as Mentorship Chair
• Serving on Strategic Committees (Education Transformation, Healthcare Delivery Transformation, Research Development and Leadership Development)
• Member-at-Large

3. **Member-at-Large positions on the Steering Committee will be considered as one means of achieving desired diversity on Steering Committee.**

Optimally, membership on the Steering Committee will: 1) include members who desire active involvement and bring a collaborative spirit to the Steering Committee; and 2) reflect diversity in the following:

- Gender
- Length of time as administrator
- Ethnic background
- Department size
- Private/public status of DFM
- Large Regional Medical Center status of DFM

4. **Criteria to consider for Single Slate Candidates for Administrators’ Steering Committee Chair-elect, Membership Chair, Mentorship Chair, Pre-Conference Chair:**

**PREFERABLE QUALIFICATIONS**

- At least 3 years as ADFM Associate Member and
- Past or Current Participation as a member of the Steering Committee
- *For Steering Committee Chair Elect – In addition to the above:*
  - Past experience as Pre-Conference Chair, Membership Chair, or Mentorship Chair or considerable experience on the Steering Committee representing a Strategic Committee

5. **ADFM Board of Directors**

The pathway for Associate Member Administrators getting onto the ADFM Board of Directors is via the role of Chair or Chair-elect of the Administrators’ Steering Committee