

# Governance Committee Candidate Guide

The American Dental Hygienists' Association is seeking candidates from across the profession — clinicians, educators, researchers, corporate professionals, and public health advocates. The Association values diverse experience and encourages members from all practice settings and career stages to apply, including those who have not previously held national leadership roles.

## Role of the Governance Committee

The ADHA Governance Committee oversees the nomination, vetting, and interview process for Board of Directors candidates, upholding the highest standards of professionalism, ethics, and objectivity.

This includes identifying needed skill sets, developing application and interview materials, soliciting and evaluating candidates, and presenting slates of qualified individuals for the ADHA Board and Governance Committee positions — all in alignment with the bylaws and strategic plan.

If you are committed to advancing the profession of dental hygiene and are prepared to contribute your time and expertise, ADHA welcomes your application.

## Open Positions

For 2026-27, ADHA is seeking candidates for the following positions:

### COMMITTEE MEMBERS

- ◆ One (1) non-Board member for a 1-year term\*
- ◆ One (1) non-Board member for a 2-year term

The non-Board member term is two years and aligns with ADHA's fiscal year (July 1-June 30). The terms of both non-Board members are staggered to allow for continuity of committee expertise and knowledge transfer.

*\*To establish staggered terms in this first year, one elected member will serve a 1-year term in office.*

## Application Timeline

**March 2** Applications open

**April 2** Applications due

**April** Applicants notified; interview process begins (selected candidates will participate in a subsequent video interview)

**May** Candidates notified of interview outcomes

**July** Board of Directors review and present slate to voting members for election. Terms begin for new Governance Committee members.\*

## Competencies, Experience, and Expertise

Effective governance oversight requires committee members with a broad range of skills, experiences, and perspectives. Candidates are not expected to demonstrate expertise in every area listed below. Rather, ADHA seeks to build a committee that collectively brings the competencies needed to identify, assess, and recommend qualified leaders for the Association's Board of Directors.

### REQUIRED SKILLS & EXPERIENCE

**Active Membership** — Must be a current, active member in good standing

**Governance** — Prior service on a board, council, or committee, preferably within a nonprofit or professional association

**Confidentiality & Ethics** — Demonstrated ability to handle sensitive, personal, and confidential information with discretion

**Impartiality** — Ability to act solely in the best interest of ADHA and the profession, setting aside personal interests and biases; ability to manage and disclose conflicts of interest

**Time Commitment** — Willingness and availability to attend all meetings, review candidate materials, and participate fully in the vetting and interview process

### SERVICE RESTRICTIONS

- ◆ Members may not run for the ADHA Board of Directors while serving on the Governance Committee.
- ◆ Members may not serve concurrently on committees or in roles that present a conflict of interest.

### VALUED SKILLS & EXPERTISE

**Board Composition & Function** — Working knowledge of governance structures, fiduciary responsibilities, nonprofit law, and organizational document hierarchies

**Candidate Assessment & Evaluation** — Experience in interviewing or candidate evaluation, performance or grant review processes, and able to assess leadership qualifications against defined criteria

**Ethical Conduct & Confidentiality** — Demonstrates integrity, professionalism, and strict confidentiality in all deliberations

**Objectivity & Fair Judgment** — Ability to evaluate information critically, remain open-minded, and make decisions based on evidence and organizational priorities

**Equity, Diversity & Inclusion Awareness** — Demonstrates respect for diverse perspectives; supports inclusive, equitable governance

**Decisive & Accountable** — Makes data-driven and thoughtful decisions; accepts accountability for outcomes

**Collaborative & Team Orientation** — Works effectively with others, engages in professional dialogue, and contributes constructively to group decision-making

**Respectful Communicator** — Communicates professionally; able to deliver sensitive feedback in a constructive manner

**Conflict Resolution** — Identifies, addresses, and helps resolve conflict constructively and professionally

**Visionary & Future Focused** — Thinks strategically; anticipates future leadership needs, and supports long-term organizational sustainability

**Applications open March 2.**

Visit [adha.org/ApplyToLead](https://adha.org/ApplyToLead) to learn more and apply. For questions, contact [leadership@adha.net](mailto:leadership@adha.net).