



PACIFIC COAST SOCIETY OF ORTHODONTISTS

Call for Trustee Applicants American Association of Orthodontists Board of Trustees

PCSO is looking for a representative to join the American Association of Orthodontists Board of Trustees. The term would officially begin in May, 2021. All qualified members are encouraged to apply.

Every eight years the AAO House of Delegates will elect a new PCSO Trustee. The AAO has established the following criteria for this position.

The ideal candidate to represent the PCSO to the AAO BOT should:

1. Be an active member of the AAO and constituent organization he/she is elected to represent. Understand the fiduciary responsibility he/she has to represent the interests of the AAO as a whole over the constituent he/she represents.
2. Have demonstrated leadership ability and possession of these basic leadership skills:
 - a. Ability to lead and motivate volunteers (managing is secondary);
 - b. Eight to ten-year horizon in their thinking;
 - c. Strategic thinker;
 - d. Ability to work within a team-setting by looking to the future with a shared vision;
 - e. Ability to inspire and empower both volunteers and staff; and
 - f. Ability to build teamwork among peers with different needs and interests.
3. Be able to guide the AAO in the future through a shared vision.
4. Understand the difference between “governing” and “managing”.
5. Have the ability to guide peers from micromanaging to leadership governance.
6. Demonstrate leadership commitment through past or current involvement with orthodontic, dental, and other nonprofit entities including local community organizations.
7. Have relevant expertise in the disciplines of nonprofit management including branding, fundraising, component/constituent relations, international and organizational alliances.
8. Possess sufficient technological expertise, including the use of social networks, file sharing programs, email, text, video conferencing, and other electronic communication tools.
9. Support routine performance feedback by fellow board members and report of his/her performance to constituent organization.
10. Understand that the time commitment required includes the following, but is not limited to:
 - a. Three (3) meetings per year in St. Louis (two (2) nights, three (3) days in September, November, and February);
 - b. One (1) Board Planning Session held in the summer (three nights (3), four days (4));
 - c. Ten (10) days at the AAO Annual Session;
 - d. Attendance at the ADA Annual Session, AAO midwinter and Advocacy Conferences, and leadership conference every other year;
 - e. Evening and/or daytime conference calls as required;
 - f. Subcommittee work using electronic communication tools; and
 - g. Attendance at constituent ad interim and fall meetings;
11. Ensure that the views and interests of each party are honestly and accurately communicated between parties.
12. Advocate for the values, intents, interests, and actions of the AAO.

A candidate's geographic location of practice or practice modality shall not affect his or her suitability for nomination. The candidates for, and election of, Trustee will be selected in accordance with the process below.

Trustee Candidate Screening Committee

An Ad Hoc Committee, composed of the three most Immediate Past-Presidents, the current Trustee (in a non-voting role), and two current Board Members appointed by the President, shall review the qualifications of interested candidates to determine if they meet the criteria established by the AAO. All qualified candidates will be interviewed by the Board. The Committee does not provide any specific recommendation or candidate ranking to the Board, though the Committee may provide a summary of candidate qualifications to the Board.

The Committee shall decide on the information to request from each candidate and ensure that the Board receives adequate and appropriate information on a timely basis in preparation of their evaluation of the candidates and election of a Trustee. The Committee may choose to conduct preliminary telephone interviews with candidates.

The Committee plays an important role in sharing information and perspectives with each candidate so that all candidates have fully examined their fit for the position of Trustee prior to interviews with the Board.

Board Election Process

Screened candidates that meet the AAO Trustee criteria will be notified in August, 2020 and invited to interview with the PCSO Board. The Board interview will take place at the Annual Session in Anaheim, CA, October 22-25, 2020.

The Board vote for Trustee shall be conducted in accordance with the parliamentary authority per the Bylaws and shall be confidential. The results of the vote shall be shared with all candidates immediately following the vote. The new PCSO Trustee will be elected by the AAO House of Delegates in May, 2021 and will subsequently assume office.

If you are interested, please send a current CV along with a letter of interest indicating your level of commitment to the AAO Board of Trustees no later than June 30, 2020 to:

Callie Castro, MBA, CAE
PCSO Executive Director
15621 W 87th St, #267
Lenexa, KS 66219
ccastro@pcsortho.org

If you have any questions, you may call Ms. Castro at 833-621-7276.