

Frequently Asked Questions (FAQs) – Nominating Subcommittee Committee Review Process

1. What is the role of the Nominating Subcommittee in the Alumni Trustee election process?

The Nominating Subcommittee is a standing committee of the Board of Trustees that is responsible for reviewing Alumni Trustee candidates to ensure that all candidates meet the eligibility and qualification criteria to be placed on the ballot as outlined in the Bylaws. The Nominating Subcommittee does this by reviewing a candidate's application materials using the Board-approved screening matrix.

Candidates who have timely submitted and completed the candidate deliverables and met other elements required by the Bylaws are presumed to be qualified and eligible for the ballot. The Nominating Subcommittee may refute that presumption only if, after its review, a two-thirds vote of the subcommittee determines that a candidate is not qualified and therefore ineligible for the ballot.

2. Who has access to the candidate materials?

The candidate's application materials contain information and documentation that is confidential, including personally identifiable information about the candidate and the detailed results of a background check. Therefore, copies of a candidate's application materials are only available to members of the Nominating Subcommittee for their review. Candidate information cannot be shared outside of the subcommittee. The list of required candidate application materials can be accessed on the Board's website at www.trustees.psu.edu or in the Elections Appendix to the Bylaws.

3. Are trustees who are not members of the Nominating Subcommittee eligible to attend the subcommittee's executive session?

No. The executive session of the Nominating Subcommittee will involve the discussion of confidential candidate information, including personally identifiable information and sensitive background check details. To maintain confidentiality and to ensure an orderly and efficient process, only members of the Nominating Subcommittee are invited to participate in this executive session.

Other Trustees, as well as the general public, are welcome and encouraged to attend the Nominating Subcommittee's public meeting.

Note that, per the Pennsylvania Sunshine Act requirements, the Nominating Subcommittee is not permitted to take any official action or vote during the executive session. All official action will take place at the public meeting.

4. Will the Nominating Subcommittee hear from incumbents regarding their candidacy?

No. The Nominating Subcommittee does not consider separate statements or presentations from incumbents or any other candidates regarding their candidacy. The evaluation process is based solely on the written materials in the candidate's application package, which are reviewed by the Nominating Subcommittee using the Board-approved screening matrix.

5. Can I submit additional information on behalf of a candidate?

No. The subcommittee only reviews the written application materials submitted directly by the candidate to the Office of the Board and the background check information.

6. What criteria are used to evaluate candidates?

Each candidate is reviewed based on the Board-approved screening matrix that includes the following elements:

- **Materials Submitted by the Candidate** – This element focuses on the candidate's alignment with Penn State's mission and values.
- **Skills Matrix** – This element focuses on the contribution of needed skills the candidate would bring to the Board.
- **Past Experience** – This element focuses on the professional and personal leadership roles the candidate has held, including board service.
- **Commitment and Service to Penn State** – This element focuses on the candidate's demonstrated engagement and contributions to Penn State and for incumbent Trustees, includes a review of their record of service with the Board (a copy of which was prepared by the Office of the Board and provided to candidates for verification and signoff).
- **Candidate Background Check** – This element focuses on the candidate's alignment with the Code of Conduct and Penn State values more generally.

7. Can a trustee who is not a member of the Nominating Subcommittee ask a question about the qualifications of a specific candidate?

No. Trustees who are not part of the Nominating Subcommittee may only ask process-related questions and should avoid questions about an individual candidate's qualifications.

8. Can members of the public or alumni raise questions or provide additional information about candidates?

No. The Nominating Subcommittee does not accept external questions or additional information about candidates outside of what has been submitted in the candidate's application materials.

9. What happens after the Nominating Subcommittee review in the executive session?

After the executive session review, the subcommittee will convene in a public session. The subcommittee Chair will present each candidate alphabetically. Members of the subcommittee may object to a candidate's qualification by making a motion for disqualification. If a motion is made and seconded, the subcommittee discusses the candidate's qualifications and any basis for disqualification. A vote will then be taken, requiring a two-thirds majority of the subcommittee to disqualify a candidate. If no objections to a candidate are raised or if a vote to disqualify a

candidate does not meet the two-thirds majority, the candidate is deemed qualified and included on the ballot.

10. Can members of the Nominating Subcommittee who are up for reelection participate in the voting process?

No. Trustees who are up for reelection or reappointment, Trustees Rick Sokolov, David Kleppinger, Kevin Schuyler, and Dan Onorato, are not eligible to make motions or vote in the Nominating Subcommittee, as stipulated by the Governance Committee's Operating Guidelines.

11. What happens next in the Alumni Election process?

Candidates will be notified of their eligibility for the ballot immediately following the subcommittee's public session. Voting for the alumni trustee election begins at 9:00 a.m. (ET) on Monday, April 21, 2025. Alumni have until 9:00 a.m. (ET) on Thursday, May 8 to cast their vote.