

## **Guiding Principles for Nominations, Elections and Succession Planning for APPD Leaders**

1. We are committed to a democratic, transparent, and holistic process in the election of leaders within our organization.
2. We believe that diverse voices and perspectives are essential to the excellence and growth of our organization.
3. We value continuity in leadership roles and encourage elected leaders to see terms to completion before pursuing other positions.
4. When positions open unexpectedly, we strive to balance urgency in filling them with the transparency needed to maintain accessibility of opportunity for all members.
5. We recognize that the timing of leadership transitions can have varying impacts, particularly when close to an election cycle, and will consider these factors when making exceptions for standard succession planning.