



OPTN Board of Directors Nominating Committee

2021-2022 Board and Committee Needs Assessment

The 2019-2020 OPTN Board of Directors Nominating Committee has developed the annual Board & Committee Needs Assessment for the 2021-2022 cycle. The needs assessment provides an overview of the composition of the entire OPTN governance system and identifies projected gaps in perspective, skills, experience and demographics. This document, completed during the Committee's spring 2020 meeting series, forms the basis for applicant recruitment, review and selection for the following year's cycle.

2019-2020 OPTN Board of Directors Nominating Committee

[See 2020-2021 Board Nominating Committee Members.](#)

David Mulligan, Vice President/Committee Chair	Simon Horslen, At-Large
Maryl Johnson, President	Cameron Wolfe, At-Large
Deanna Santana, VP for Patient & Donor Affairs	Sue Dunn, Immediate Past President
Medhat Askar, Histocompatibility Rep.	Yolanda Becker, President preceding Immediate Past President
Timothy Snyder, Transplant Coordinator Rep.	Christopher McLaughlin, HRSA (Non-voting)
Timothy Stevens, At-Large	Shannon Taitt, HRSA (Non-voting)
Macey Henderson, At-Large	Brian Shepard, OPTN Executive Director (Non-voting)
Marc Schechter, At-Large	

Participation Requirements

As a condition of service, Board members must sign an [OPTN attestation document](#) annually. All Board *and* committee volunteers must sign the [OPTN conflicts of interest and confidentiality agreement](#) annually.

Read more details about participation requirements for Board of Directors and Committee volunteer service on the OPTN's [Get Involved page](#).

Complete or Update a Volunteer Interest Form Annually to be Considered

[Volunteer Interest Forms](#) for the Board and Committee vacancies listed in this document must be submitted no later than **September 30, 2020** to be guaranteed review for this cycle. Visit the "[How to Apply](#)" page to complete your form. Once completed, you can log in to update the form at any time. If you have completed and submitted a Volunteer Interest Form since October 2019, you do not need to complete a new one.

To update your Volunteer Interest form (formerly known as the Biography Form), select "New Member" and follow the prompts to create a new account with the same email you have used on previous forms. The form will then autopopulate with any data submitted on from past forms. If you need assistance, please contact volunteer@unos.org.

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Board of Directors Needs Assessment & Vacancies

Service on the Board

The Board of Directors is seeking individuals to serve two to three year terms, depending on their position, beginning July 1, 2021. The Board establishes and maintains transplant policies (operational rules) and bylaws (membership requirements) that govern the OPTN. Board members also provide guidance to the OPTN by contributing to its strategic focus, effectiveness, and financial sustainability, as well as serving as ambassadors for the OPTN.

Desired Qualities

The OPTN Nominating Committee is seeking applicants with the following qualities:

1. **Respect for others** and a history of collaboration with colleagues and community members
2. **Passion for the cause** of organ donation and transplantation
3. **Demonstrated commitment** to the OPTN and/or the donation and transplantation community

Directors have duties of care, loyalty, and obedience to the Board. The Nominating Committee is also seeking applicants with a strong governance mindset and understanding of fiduciary responsibilities.

Identified Board Needs for the 2021-2022 Nominations Cycle

The Nominating Committee met in spring 2020 to identify the needs for the 2021-2022 Board of Directors. The Committee identified these needs by reviewing overall demographics of the individuals who are continuing their term on the Board in 2021 and those advancing to the Board from the Associate Councillor position.

The Committee seeks a balance between OPTN region, profession, perspective and areas of expertise:

- Increase in clinical expertise in heart and lung donation and transplantation
- Increase in representation in Regions 1, 6, 9 and 10
- Increase in OPO, transplant administrator and transplant coordinator representation

For all positions, the Nominating Committee is seeking candidates that bring increased racial and ethnic diversity as well as a gender balance to the Board of Directors.

The following perspectives and skill sets were identified as needs by the OPTN Nominating Committee:

- Information technology: Technology strategy, EHR/EMR integration, Web APIs or FHIR, mobile computing, cloud computing, Software as a Service (SaaS) information analytics and visualization
- Law: Corporate governance and/or regulatory compliance legal experience
- Previous fiduciary board experience; corporate and/or nonprofit governance
- Finance, particularly in the healthcare space

Nominee Selection

Individuals may apply for service to the Board of Directors through three primary pathways:

1. *Through the Board's Nominating Committee:* The [2020-2021 Board Nominating Committee](#) selects nominees for Officer, At Large and Patient & Donor Affairs positions. These

nominees compete in the national election on contested ballot positions.

2. *Through a Regional Nominating Committee:* Each OPTN Region's Nominating Committee selects nominees to participate in a regional election for Associate Regional Councillor/Regional Councillor-Elect. Associate Councillors first serve a two-year term to the Membership and Professional Standards Committee (MPSC). Associate Councillors then participate in the national membership election on a non-contested ballot for Regional Councillor to the Board of Directors.
3. *Through a Medical/Scientific Society:* Five professional transplantation societies provide a nominee from their membership to participate in the national membership election on a non-contested ballot:
 - The American Society of Transplantation (AST)
 - The American Society of Transplant Surgeons (ASTS)
 - The Association of Organ Procurement Organizations (AOPO)
 - The American Society for Histocompatibility & Immunogenetics (ASHI) or The College of American Pathologists (CAP)
 - NATCO

All individuals, regardless of their method of nomination, must complete a Volunteer Interest Form for consideration in a given Board cycle.

Terms

All terms for this cycle will begin July 1, 2021.

- The Vice President/President-Elect will serve a one-year term as VP, a one-year term as President, and a one-year term as Immediate Past President.
- Board officers, including the VP for Patient & Donor Affairs, serve two year terms.
- Regional Associate Councillors/Councillors-Elect serve two years on the MPSC as Associate Regional Councillor and two years on the Board of Directors as Regional Councillor.
- Patient & Donor Affairs Representatives serve three year terms.

Board Composition

The OPTN is required by Federal regulation ([42 C.F.R. §121.3](#)) to meet certain composition requirements for the Board. The Board must include:

- ... approximately 50% transplant surgeons or physicians. *In addition to this regulatory requirement, the Nominating Committee seeks to balance this population evenly between surgeons and physicians.*
- ...at least 25% transplant candidates, recipients, organ donors and family members. This group should represent the diversity of the population of transplant candidates, recipients, organ donors and family members.
- ...representatives of OPOs, transplant hospitals, voluntary health organizations, transplant coordinators, histocompatibility professionals, non-physician transplant professionals, and the general public.

The OPTN [Bylaws](#) Article 2.1 also contain composition requirements for the Board of Directors.

- The Board must have at least 34 but no more than 42 Directors.
- At least one Director must represent pediatric interests.
- Each of the 11 regions is represented by a regional councillor on the Board.
- The immediate past president is automatically a member of the Board.
- One individual must serve as a Minority Transplant Professional Representative on the Executive Committee.

In addition, it has been past practice to allow the following transplant societies to recommend one of their members (in an uncontested ballot seat) to serve on the Board of Directors:

- AST
- ASTS
- NATCO
- AOPO
- ASHI/CAP

The Nominating Committee also seeks to balance representation on the Board between regions, transplant professions, and clinical expertise.

Vacancies

The following 8 positions are open as contested ballot seats for the 2021-2022 Board of Directors. To be considered for any of these positions, please complete a [Volunteer Interest Form](#).

- Vice President (President-Elect)
- Treasurer
- Minority Transplant Professional
- 5 At-Large (At-Large MD, Other At-Large, Patient and Donor Affairs Representatives) *Note: The number of each category of At Large positions will vary depending on selections for officers and non-contested ballot positions in order to meet composition requirements outlined in the Final Rule and OPTN Bylaws.*

The following 10 positions will be filled as non-contested ballot seats for the 2021-2022 Board of Directors:

- Medical/Scientific Society Representative – AOPO
- Medical/Scientific Society Representative – NATCO
- Medical/Scientific Society Representative – ASHI or CAP
- Region 1 Councillor
- Region 2 Councillor
- Region 7 Councillor
- Region 8 Councillor
- Region 9 Councillor
- Region 10 Councillor
- Region 11 Councillor

In addition, Regions 1, 2, 7, 8, 9, 10 and 11 will hold elections for Regional Associate Councillor/Councillor-Elect. Regional Associate Councillors elected this year will serve on the

Membership and Professional Standards Committee (MPSC) July 1, 2021-June 30, 2023 and on the Board July 1, 2023-June 30, 2025. Regional Nominating Committees will use the 2021-2022 Board of Directors Needs Assessment in considering nominees for Associate Councillor/Councillor-Elect.

Committee Needs Assessment & Vacancies

Committee Structure

Federal regulation ([42 C.F.R. §121.3](#)) states that the Board of Directors shall establish other committees as necessary to perform the duties of the OPTN. Final Rule requirements pertaining to the structure of the Committees include representation by:

- Transplant hospitals
- Transplant coordinators
- OPOs
- At least one transplant candidate, recipient, organ donor, or family member

Committees will, to the extent practical, include racial and gender representation reflecting the diversity of the population of transplant candidates, transplant recipients, organ donors and family members served by the OPTN.

The OPTN [Bylaws](#) also contain composition requirements for the Committees:

- At least one representative from each OPTN [Region](#)
- Representatives from transplant hospitals, OPOs, transplant coordinators, transplant candidates, recipients, donors, or their family members

2021-2022 Identified Committee Needs and Disparities

The OPTN Nominating Committee met in March and April 2020 to identify the needs for the 2021-2022 Committees. The Nominating Committee identified needs by reviewing aggregate demographic data of the individuals who are continuing their terms in 2021 and individuals recently appointed to the committees effective July 1, 2020. They compared that data to the demographics data from the transplant waiting list population as well as regional populations. When identifying needs and disparities, the Nominating Committee also considered regulatory requirements and alignment with strategic goals.

Regions

The Nominating Committee reviewed the known regional breakdown of committee members beginning July 1, 2021. The Committee viewed the number of committee members in each region and compared it to the number of waiting list candidates in each region. Region 5 had lower representation on Committees when compared to the waiting list candidate population.

Committee leadership should continue to strive to ensure balance with respect to regional representation. Nominating committees consider the historic rotation of previous regional members to ensure that, where practical, there is fair representation from diverse centers in each region. When recommending nominees for at-large positions, Committee leadership should consider the regional balance of the entire Committee.

Gender

The Nominating Committee examined the gender representation on Committees beginning July 1, 2021. The Committee noted that there is almost equal representation among male and female Committee members (126 male Committee members, 124 female Committee members). The Nominating Committee recommends that Committee leadership and regional nominating committees continue to strive for gender balance.

Race and Ethnicity

The Final Rule requires OPTN Committees to reflect the racial and ethnic diversity among transplant candidates, recipients, organ donors and family members as much as practicable. It was noted that while progress has been made, there is still work to be done in this area.

While the Committees have increased representation from racial and ethnic minorities in recent years, they are still overwhelmingly Caucasian. In 2016-2017, the Committees were 81% Caucasian, and in 2019-2020, the Committees were 67% Caucasian.

When compared to demographic data from the waiting list population, the need to diversify racial and ethnic representation becomes much more apparent. 29% of the national wait list identifies as African American, and 20% identifies as Hispanic. However, 5% of Committee members self-identify as African American and 8% identify as Hispanic. The Nominating Committee recommends that Committee leadership and regional nominating committees increase racial representation to reflect the diversity of those served by the OPTN.

Professional Perspectives

The Nominating Committee recommends that committees and regions continue to strive for a balance of surgeons and transplant physicians. Committees should continue to seek members with pediatric expertise. Non organ-specific Committees should seek a balance of representation from all organs. It was noted that each committee must include representation by a transplant coordinator and an OPO representative, in addition to patient, donor, and family representatives. The Committee recommends seeking transplant professionals that have a patient, donor, or family perspective in addition to representatives that have no professional affiliation with transplantation.

Patient and Donor Representation

The patient, donor, and family perspectives on the Committees are as follows:

- Living donor – 3%
- Donor family – 5%
- Recipient family – 8%
- Recipient – 5%

There are currently no transplant candidates serving on Committees. The Nominating Committee recommends a continued balance of patient, donor, and family perspectives across the Committees. Additionally, regional nominating committees and Committee leadership should seek patient and donor representatives from minority populations.

First Time Committee Members

The Nominating Committee recommends that committees and regions continue to strive to seek a balance between engaging new talent and expertise and retaining historical, institutional, and operational knowledge.

Selection Process

The OPTN President-Elect appoints incoming committee members to fill open positions. Each committee with openings will review Volunteer Interest Forms and make recommendations to the OPTN President-Elect. Regional nominating committees will make recommendations to the President-Elect for regional representative vacancies. To learn more, visit the [OPTN website](#).

Vacancies

The term for these positions are July 1, 2021- June 30, 2024 unless otherwise noted. Visit the [OPTN website](#) to learn more about individual committees.

[Ad Hoc Disease Transmission Advisory Committee](#)

The Ad Hoc Disease Transmission Advisory Committee meets monthly via web conference and twice a year in person. Additional web conferences for case review as needed.

Open positions:

- At-Large (4)

The Committee is seeking:

- Pathologist
- Laboratory specialist
- Infectious disease specialist

[Ad Hoc International Relations Committee](#)

The Ad Hoc International Relations Committee meets quarterly via web conference. The AHIRC does not meet in person.

Open positions:

- At-Large (1)

[Data Advisory Committee](#)

The Data Advisory Committee (DAC) meets monthly via web conference and twice a year in person.

Open positions:

- At-Large (1)

The Committee is seeking:

- Clinical or Procurement Transplant Coordinator

[Ethics Committee](#)

The Ethics Committee meets monthly via web conference and twice a year in person.

Open positions:

- Region 4 representative
- Region 5 representative
- Region 7 representative

- Region 10 representative

The Committee is seeking:

- Uterine Transplant Specialist
- Bioethicist

- Liver Surgeon or Physician

[Heart Transplantation Committee](#)

The Heart Committee meets monthly via web conference and twice a year in person.

Open positions:

- Region 1 representative
- Region 6 representative
- Region 8 representative
- Region 9 representative
- At Large (1)

The Committee is seeking:

- Heart Surgeon
- Pediatric Heart Surgeon
- Pediatric Heart Coordinator
- Heart Transplant Administrator
- Heart Physician

[Histocompatibility Committee](#)

This Histocompatibility Committee meets monthly via web conference and twice a year in person. Committee members also participate in subcommittees that meet on an ad-hoc basis.

Open positions:

- Region 11 representative

The Committee is seeking:

- Laboratory Specialist

[Kidney Transplantation Committee](#)

The Kidney Committee meets monthly via web conference and twice a year in person.

Open positions:

- Vice Chair
- Region 4 representative
- At Large (1)

The Committee is seeking:

- Kidney Surgeon
- Pediatric Specialist

[Liver and Intestinal Organ Transplantation Committee](#)

The Liver and Intestine Committee meets monthly via web conference and twice a year in person.

Open positions:

- Vice Chair

The Committee is seeking:

- Liver Physician

[Living Donor Committee](#)

The Living Donor Committee meets monthly via web conference and twice a year in person.

Open positions:

- Region 1 representative
- Region 2 representative
- Region 5 representative
- Region 6 representative
- At Large (1)

The Committee is seeking:

- Living Donor Surgeon
- Social Worker
- Transplant Administrator

Lung Transplantation Committee

The Lung Committee meets monthly via web conference and twice a year in person.

Open positions:

- Region 8 representative
- Region 9 representative
- At Large (1)

The Committee is seeking:

- Lung Surgeon
- OPO Representative with extensive operational experience

Membership & Professional Standards Committee

The MPSC meets in person at least three times a year for three days each, usually in Chicago. Additionally, it will hold 8-10 two-hour conference calls. Committee members will also be assigned to ad hoc subcommittees that may meet by conference call 6-7 times per year. The MPSC may also have 1-2 special in person meetings over the course of the year.

Each Committee member is responsible for conducting peer evaluation activities. Cases must be reviewed within the specified time limit, which could range from a day to 2 weeks depending on the issue. Members will receive 65-100 cases annually to review. These case reviews may require up to four hours of work per week.

Terms for the below positions are 2 years: July 1, 2021 - June 30, 2023.

Open positions:

- Vice Chair
- Region 1 Associate Councillor
- Region 2 Associate Councillor
- Region 7 Associate Councillor
- Region 8 Associate Councillor
- Region 9 Associate Councillor
- Region 10 Associate Councillor
- Region 11 Associate Councillor
- At Large (12)

The Committee is seeking:

- Liver Surgeon*
 - Kidney and Pancreas Surgeon*
 - Heart Surgeon
 - Nephrologist*
 - Hepatologist*
 - Pulmonologist*
 - OPO QA/Compliance Manager
 - OPO CEO/Executive Director
 - Histo Lab Director/Manager
 - Transplant Administrator
- * Including pediatric specialists

Minority Affairs Committee

The Minority Affairs Committee (MAC) meets monthly via web conference and twice a year in person.

Open positions:

- Vice Chair

Operations & Safety

The Operations and Safety Committee meets monthly via web conference and twice a year in person.

Open positions:

- Vice Chair
- Region 5 representative
- At Large (1)

The Committee is seeking:

- Transplant Surgeon (any organ type)
- Pediatric Specialist

OPO Committee

The OPO Committee meets monthly via web conference and twice a year in person.

Open positions:

- Region 1 representative

The Committee is seeking:

- Clinical Transplant Coordinator

Pancreas Transplantation Committee

The Pancreas Committee meets monthly via web conference and twice a year in person.

Open positions:

- Vice Chair
- At Large (1)

The Committee is seeking:

- Pancreas Surgeon
- Pancreas Islet Specialist
- OPO Representative with extensive operational experience

Patient Affairs Committee

The Patient Affairs Committee meets monthly via web conference and twice a year in person.

Open positions:

- Vice Chair
- Region 8 representative
- Region 11 representative
- At Large (2)

The Committee is seeking:

- Deceased Donor Family Representatives
- Lung Recipient
- Kidney Recipient
- Patient/Donor Affairs Representative with experience in data analysis/statistics

Pediatric Transplantation Committee

The Pediatric Committee meets monthly via web conference and twice a year in person.

Open positions:

- Region 4 representative
- Region 5 representative
- At Large (1)

The Committee is seeking:

- Kidney Physician
- Lung Physician and Surgeon
- OPO Representative with extensive operational experience

Transplant Administrators Committee

The Transplant Administrators Committee meets monthly via web conference and twice a year in person.

Open positions:

- Region 1 representative
- Region 2 representative
- Region 6 representative
- At Large (2)

The Committee is seeking:

- Transplant Administrators with finance experience
- Transplant Administrators with pediatric experience

Transplant Coordinators Committee

The Transplant Coordinators Committee meets monthly via web conference and twice a year in person.

Open positions:

- Vice Chair
- Region 3 representative
- Region 4 representative

The Committee is seeking:

- Transplant Coordinator with intestine expertise
- Transplant Coordinator with VCA expertise
- Procurement Coordinators

Vascularized Composite Allograft Transplantation Committee

The VCA Committee meets monthly via web conference and twice a year in person.

Open positions:

- At Large (1)

The Committee is seeking:

- Patient/Donor Affairs Representative