

2023-2024 OPTN Board of Directors and Committee Needs Assessment

The 2021-2022 OPTN Board of Directors Nominating Committee has developed the annual Board and Committee Needs Assessment for terms beginning July 1, 2023. 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.

2021-2022 OPTN Board of Directors Nominating Committee

Jerry McCauley, Vice President & Committee Chair
Matthew Cooper, President
Mindy Dison, VP for Patient & Donor Affairs
Amishi Desai, At-Large
Laurel Avery, At-Large
Joseph Ferreira, At-Large
Patrick Healey, At-Large
Annette Jackson, Histocompatibility Rep.

Melissa McQueen, At-Large
Gail Stendahl, Transplant Coordinator Rep.
David Mulligan, Immediate Past President
Maryl Johnson, President Preceding Immediate Past President (Non-Voting)
Christopher McLaughlin, HRSA (Non-voting)
Shannon Taitt, HRSA (Non-voting)
Brian Shepard, OPTN Executive Director (Non-voting)

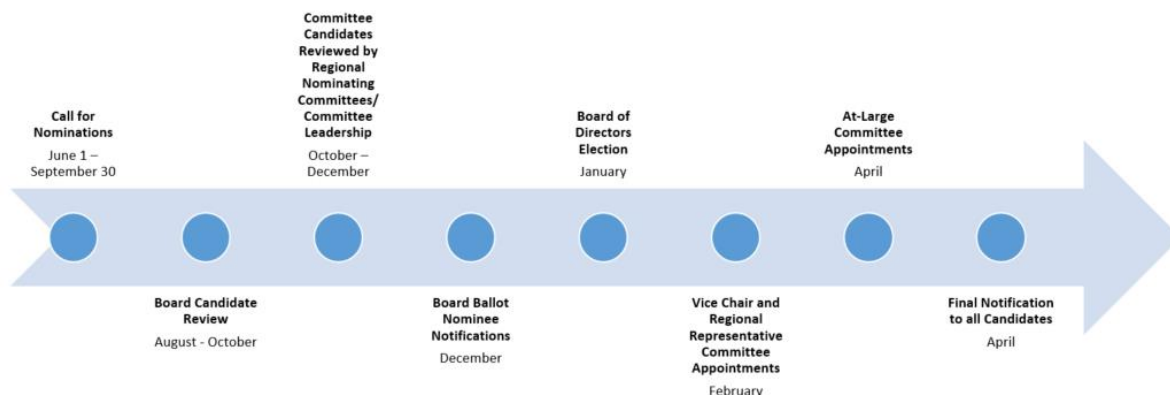
Complete or Update a Volunteer Form Annually to be Considered for Board and Committee Service

Community members interested in volunteering for the OPTN are encouraged to update their Volunteer Interest Form every year. Forms must be submitted no later than September 30, 2022 to be considered for Committee and Board vacancies. Visit the [“How to Apply”](#) page to submit 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 1, 2021, you do not need to complete a new form.

Applicants for the Board of Directors will be reviewed in fall 2022, and will be notified by December 1st, 2022. Applicants for Committees will be notified by April 1st, 2023.

Questions? Contact us!

If you have questions about submitting a volunteer interest form or want to learn more about volunteering for the OPTN, please contact our team at: volunteer@unos.org.



Board of Directors Needs Assessment & Vacancies

Service on the Board

The Board establishes and maintains transplant policies and bylaws 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.

The Committee identified the following needs by reviewing overall demographics of the individuals who are continuing their term on the Board in 2023 and those advancing to the Board from the Associate Councillor position.

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 and Disparities

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 Committee seeks a balance between profession, perspective, and area of expertise:

- Increase in clinical expertise in liver and kidney donation and transplantation
- Increase in transplant administrator representation
- Increase in representation from donor families

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, information management, Software as a Service (SaaS), information analytics and visualization
- Legal and risk management: corporate governance and/or regulatory compliance
- Governance and leadership: previous fiduciary board experience; corporate and/or nonprofit governance
- Banking and finance, particularly healthcare finance
- Public health, including community health and health equity
- Experience building and supporting diversity, equity, and inclusion efforts

Vacancies

The following positions are open as contested ballot seats for the 2023-2024 Board of Directors.

- Vice President (President-Elect)
- Treasurer

- Minority Transplant Professional Representative
- 4 At-Large (Including Patient and Donor Affairs Representatives)

Note: The category of At-Large positions will vary depending on selections for officers and uncontested ballot positions in order to meet composition requirements outlined in the Final Rule and OPTN Bylaws.

The following positions will be filled as uncontested ballot seats for the 2023-2024 Board of Directors:

- Medical/Scientific Society Representative: Histocompatibility (ASHI or CAP)
- Medical/Scientific Society Representative: NATCO
- Medical/Scientific Society Representative: AOPO
- Region 1 Councillor
- Region 2 Councillor
- Region 7 Councillor
- Region 8 Councillor
- Region 10 Councillor
- Region 11 Councillor

Nominee Selection

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

1. Through the Board's Nominating Committee: The Board Nominating Committee selects nominees for Officers, At Large, and Patient & Donor Affairs/General Public 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 on the Membership and Professional Standards Committee (MPSC). Associate Councillors then participate in the Board of Directors election on an uncontested ballot for a two-year term as Regional Councillor to the Board of Directors.
3. Through a Medical/Scientific Society: Select professional transplantation societies provide a nominee from their membership to participate in the national membership election on an uncontested 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, the Organization for Donation and Transplant Professionals

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](#).

Terms

All terms for this cycle will begin July 1, 2023.

- 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 Vice President for Patient & Donor Affairs, serve two year terms.
- At-Large Representatives and Regional Councillors serve two year terms.
- 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](#) contains additional composition requirements for the Board of Directors.

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

2023-2024 Identified Committee Needs and Disparities

The OPTN Nominating Committee met in April 2022 to identify the needs for the 2023-2024 Committees. The Nominating Committee identified needs by reviewing aggregate demographic data of the 2023-2024 OPTN volunteers. 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, including the Final Rule and OPTN Bylaws.

- **Regions:** The Nominating Committee recommends that the Regional 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.
- **Gender:** The Nominating Committee examined the gender representation on committees beginning July 1, 2023. The Committee noted that as of July 1, 2022, committee composition is 52% female and 46% male. 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 ([42 C.F.R. §121.3](#)). The committees have increased representation from racial and ethnic minorities in recent years. Committees were 81% Caucasian in 2016-2017. The data for the committees as of July 1, 2022 show a 61% Caucasian representation. 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 both surgeons and 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, an OPO representative, and patient, donor, and family representatives.
- **Patient and Donor Representation:** 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 seek a balance between engaging new talent and expertise and retaining historical, institutional, and operational knowledge.

Selection Process

The OPTN Vice President/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 Vice President. Regional nominating committees will make recommendations to the OPTN Vice President for regional representative vacancies. To learn more, visit the [OPTN website](#).

Vacancies

The term for these positions are July 1, 2023-June 30, 2026 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 (DTAC) meets monthly via web conference and twice a year in-person. The DTAC meets for additional web conferences for case review as needed.

Open positions:

- At large (4)

The Committee is seeking:

- Transplant coordinator
- Patient and donor affairs representative
- Pathologist
- Infectious disease specialist

Ad Hoc International Relations Committee

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

Open positions:

- At large (3)

The Committee is seeking:

- Professionals with experience with non-U.S. citizen/non-U.S. resident populations (social worker, transplant administrator, independent living donor advocate, or OPO executive)
- Professional immigration legal/risk management experience
- MD or DO, pediatric liver or pediatric kidney surgeon or physician
- Living donor

Data Advisory Committee

The Data Advisory Committee meets monthly via web conference and twice a year in-person

Open positions:

- At large (8)

The Committee is seeking:

- OPO, director of quality
- Transplant coordinator, clinical database experience
- Transplant administrator, quality/process improvement experience

- Data quality analyst
- Quality assurance/performance improvement professional
- MD or DO, hepatology or nephrology
- Epidemiologist, research experience
- Patient and Donor Affairs Representatives: transplant candidates, recipients, organ donors, or families

Ethics Committee

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

Open positions:

- Vice Chair
- Region 1 representative
- Region 2 representative
- Region 11 representative
- At large (2)

The Committee is seeking:

- Transplant coordinator
- Ethicist/professor
- Bioethics professor
- Liver transplant surgeon
- Thoracic expertise
- Pediatric expertise
- Individuals with strong writing skills/publications

Heart Transplantation Committee

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

Open positions:

- Region 2 representative
- Region 10 representative
- Region 11 representative
- At large (2)

The Committee is seeking:

- OPO representative
- Heart transplant coordinator
- MD or DO, cardiac critical care
- Heart transplant surgeon

Histocompatibility Committee

This Histocompatibility Committee meets monthly via web conference and twice a year in-person.

Open positions:

- Region 3 representative
- Region 4 representative
- Region 9 representative
- Region 10 representative
- At large (3)

The Committee is seeking:

- Histocompatibility laboratory representatives
- OPO representative, histocompatibility experience
- Transplant coordinator, histocompatibility experience
- Patient and Donor Affairs Representatives: transplant candidates, recipients, organ donors, or families

Kidney Transplantation Committee

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

Open positions:

- Vice Chair
- Region 3 representative
- Region 7 representative
- Region 9 representative
- Region 10 representative
- Region 11 representative
- At large (1)

The Committee is seeking:

- OPO representative
- Kidney transplant surgeon
- Nephrologists
- Kidney Paired Donation experience
- Patient and Donor Affairs Representative: transplant candidates, recipients, organ donors, or families

Liver and Intestinal Organ Transplantation Committee

The Liver and Intestinal Organ Transplantation Committee meets monthly via web conference and twice a year in-person.

Open positions:

- Vice Chair
- Region 1 representative
- Region 2 representative
- Region 4 representative
- Region 5 representative
- Region 7 representative
- Region 8 representative
- At large (2)

The Committee is seeking:

- Patient and Donor Affairs Representatives: transplant candidates, recipients, organ donors, or families
- MD or DO, pediatric liver and intestine surgeon or physician
- OPO executive/director
- Clinician with statistical modeling experience

Living Donor Committee

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

Open positions:

- Region 3 representative
- Region 8 representative
- Region 10 representative
- At large (1)

The Committee is seeking:

- Living donors (interest in uterus donor)
- Nephrologist, living donor
- Social worker/independent living donor advocate
- Living donor transplant coordinator

Lung Transplantation Committee

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

Open positions:

- Region 1 representative
- Region 3 representative
- Region 6 representative
- Region 10 representative
- Region 11 representative
- At large (2)

The Committee is seeking:

- Patient and Donor Affairs Representatives: transplant candidates, recipients, organ donors, or families
- MD or DO, pediatric lung surgeon or physician
- Pulmonologist

Membership & Professional Standards Committee

The Membership and Professional Standards Committee (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 1 day to 2 weeks depending on the issue. Members will receive 65-100 cases annually to review. These case reviews, along with preparation for meetings, may require up to four hours of work per week.

Open positions:

- Vice chair
- Region 1 representative
- Region 2 representative
- Region 7 representative
- Region 8 representative
- Region 10 representative
- Region 11 representative
- At large (13)

The Committee is seeking:

- Transplant administrator (1)
- Histocompatibility laboratory director (2)
- OPO director (1)
- OPO quality leader (1)
- Physician - kidney (3)*
- Physician - liver (1)*
- Surgeon - abdominal (kidney, liver, pancreas, intestine) (4)*
- Surgeon - heart (1)
- Anesthesiologist (1)
- Infectious disease (1)

* *Need pediatric representation*

Minority Affairs Committee

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

Open positions:

- Vice Chair
- Region 2 representative
- Region 4 representative
- Region 10 representative
- At large (3)

The Committee is seeking:

- Transplant coordinator
- MD or DO, transplant surgeon
- MD or DO, pediatric medicine
- MD or DO, pediatric surgery
- Hepatologist
- Pulmonologist
- Patient and Donor Affairs Representatives: transplant candidates, recipients, organ donors, or families

Operations & Safety Committee

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

Open positions:

- Region 4 representative
- Region 6 representative
- Region 9 representative
- At large (2)

The Committee is seeking:

- Transplant administrator
- MD or DO, thoracic surgeon or physician
- Transplant quality coordinator
- OPO representative, quality or operations

Organ Procurement Organization Committee

The Organ Procurement Organization (OPO) Committee meets monthly via web conference and twice a year in-person.

Open positions:

- Vice Chair
- Region 3 representative
- Region 7 representative
- Region 9 representative
- Region 10 representative

- Region 11 representative
- At large (1)

The Committee is seeking:

- Abdominal transplant surgeon
- OPO executive
- OPO quality expertise
- OPO clinical officer
- Allocation/operations director
- Transplant coordinator, organ offer experience

[Pancreas Transplantation Committee](#)

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

Open positions:

- Vice Chair
- Region 3 representative
- Region 4 representative
- Region 5 representative
- Region 6 representative
- Region 9 representative
- Region 10 representative
- At large (2)

The Committee is seeking:

- Transplant coordinator
- Nephrologists
- Pancreas transplant surgeon
- Endocrinologist
- Islet expertise
- Patient and Donor Affairs Representatives: transplant candidates, recipients, organ donors, or families

[Patient Affairs Committee](#)

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

Open positions:

- Region 1 representative
- Region 7 representative
- Region 10 representative
- At large (1)

The Committee is seeking:

- OPO representative
- Living donor
- Transplant recipient (liver, VCA, or multi-organ)
- MD or DO, transplant surgeon or physician

[Pediatric Transplantation Committee](#)

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

Open positions:

- Region 1 representative
- Region 2 representative
- Region 6 representative
- Region 7 representative
- Region 8 representative
- At large (1)

The Committee is seeking:

- MD or DO, pediatric lung, heart, or intestine transplant
- Pediatric transplant coordinator
- Parent of pediatric candidate/recipient

[Policy Oversight Committee](#)

The Policy Oversight Committee meets monthly via web conference and twice a year in-person.

Open positions:

- Vice Chair

The Committee is seeking:

- Prior OPTN Committee leadership experience

[Transplant Administrators Committee](#)

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

Open positions:

- Region 3 representative
- Region 4 representative
- Region 5 representative
- Region 9 representative
- Region 10 representative
- At large (2)

The Committee is seeking:

- Transplant administrators
- OPO representative
- Operations administrator
- Patient and Donor Affairs Representatives: transplant candidates, recipients, organ donors, or families

Transplant Coordinators Committee

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

Open positions:

- Vice Chair
- Region 7 representative
- Region 8 representative
- Region 9 representative
- Region 10 representative
- Region 11 representative
- At large (1)

The Committee is seeking:

- Patient and Donor Affairs Representatives: transplant candidates, recipients, organ donors, or families
- Kidney transplant coordinator, adult
- Living donor coordinator
- Liver transplant coordinator, adult
- Lung transplant coordinator, adult
- Multi-organ transplant coordinator, adult

Vascularized Composite Allograft Transplantation Committee

The Vascularized Composite Allograft (VCA) Committee meets monthly via web conference and twice a year in-person.

Open positions:

- At large (6)

The Committee is seeking:

- Transplant coordinator
- MD or DO, Ob/gyn
- Uterus transplant experience
- Psychologist/psychiatrist

- Rehabilitation medicine, VCA experience
- Physical therapy, VCA experience