

Governance & Leadership Structure

The American Health Law Association (AHLA) is governed by a 22-member Board of Directors comprised of nationally recognized health law professionals from diverse practice settings. Our leadership structure ensures that AHLA effectively serves its 12,000+ members while advancing our mission to deliver educational content and serve as a professional home for all who engage with health law.

Board of Directors

The Board of Directors oversees the Association's policies, procedures, and activities. Directors serve one, five-year term and meet in person twice yearly, with additional virtual meetings. The Board works through committees focused on finance, governance, education, and membership.

Nominating Committee

This committee recommends candidates for Board positions, Fellows, and other leadership roles. Chaired by the current President, it includes past Presidents, the President-Elect, President-Elect Designate, and at-large members.

Practice Group Leadership

Our 17 Practice Groups are led by dedicated volunteers who identify educational topics, recruit speakers and authors, and facilitate the creation of valuable resources for members.

Special Councils and Review Boards

AHLA's councils address specific needs within the health law community:

- **Development and Advancement Council:** Develops policies and procedures related to gift solicitation and recognition, including planned gift guidelines.
- **Dispute Resolution Service Council:** Establishes policies and procedures for AHLA's Dispute Resolution Service and assists in promoting the service to members and non-members.
- **Dispute Resolution Review Board:** Rules on petitions to remove arbitrators in cases of conflicts of interest or conduct that calls fairness or impartiality into question.
- **Women's Leadership Council:** Coordinates opportunities for engagement of women within AHLA, facilitating professional development content and hosting networking events.
- **Early Career Professionals Council:** Coordinates opportunities for engagement of students and early career professionals, facilitating professional development content and hosting networking events.

Conference Planning Committees

These committees develop curriculum and select topics and speakers for AHLA's educational conferences, ensuring relevant and timely content for attendees.

AHLA Leadership Appointment Process

The AHLA Recruitment and Appointment Process is designed to identify qualified candidates who will help the Association serve its members and advance the profession. AHLA actively embodies the inclusive principles established in the Association's Code of Conduct, [Non-Harassment Policy](#), and [Statement of Commitment](#). AHLA seeks leaders who demonstrate excellence in health law, commitment to the Association's mission, and who champion inclusive practices that value diverse perspectives, promote equitable opportunities, and ensure accessible participation for all. All leaders must understand and comply with AHLA's [Conflict of Interest Policy](#) while fostering an environment where every voice is respected and heard.

General Appointment Process

- *Annual Call for Leaders*: Opens in July
- *Application Submission*: Members complete a Candidate Information Form through an online portal
- *Review and Evaluation*: All submissions are evaluated based on qualifications, experience, and commitment to AHLA
- *Selection*: Appointments are made by the Board of Directors or President-Elect and are dependent on available openings
- *Notification*: Candidates are notified, and appointments are announced, in April
- *Orientation*: New leaders participate in orientation and training sessions throughout the year

The Nominating Committee recommends nominees to AHLA's Board for service on both the Board of Directors and the Nominating Committee, and for Fellow recognition. For all other leadership positions, the President-Elect (in consultation with the President Elect-Designate, Chief Executive Officer, and staff liaisons) makes the final appointments.

General Leadership Qualifications

- A minimum of two years working in the health law industry (five years for the Board of Directors)
- Demonstrated volunteer service to AHLA or other professional organizations
- Recognized accomplishments in health law
- Experience building welcoming and accessible professional communities
- Willingness to fulfill the leadership commitments

General Leadership Expectations

All AHLA leaders commit to:

- Maintaining active AHLA membership
- Serving the designated term length
- Attending and preparing for meetings
- Acting with due care and in the best interest of AHLA
- Supporting the volunteer and leadership pipeline
- Demonstrating inclusive practices that value diverse perspectives, promote equitable opportunities, and ensure accessible participation
- Participating in leadership training

- Supporting AHLA through volunteer time, and monetary donation
- Promoting and attending AHLA educational activities

Board of Directors

Selection Process

- AHLA administers an annual Call for Leaders to fill vacancies for the next leadership year. Terms are staggered to prevent directors rotating off simultaneously.
- All interested candidates must complete and submit a Candidate Information Form.
- The Nominating Committee recommends Directors based on thorough review of applications.
- To enhance decision making, the Nominating Committee independently reviews de-identified applications using an agreed-upon rubric.
- Applications are evaluated based on involvement with AHLA and service as a leader outside of AHLA, achievements in health law, and varied perspectives that contribute to effective governance for considerations.
- The final slate is presented to the Board of Directors for approval.

Qualifications

- A minimum of five years working in the health law industry.
- Demonstrated service to AHLA and/or positions of responsibility.
- Recognized accomplishments in the health law profession/industry/community.
- Experience implementing or supporting initiatives that create welcoming environments, expand access to opportunities, or build inclusive organizational cultures within AHLA, the candidate's own organization, or other affiliations.

Term: Five years

Nominating Committee

Qualifications

- The annual Call for Leaders includes a vacancy for an At-large member from AHLA's general membership.
- The Nominating Committee recommends the At-large member based on review of the candidate's AHLA involvement.
- The time commitment for this leadership role is approximately 20 hours. Travel to attend an in-person Committee meeting(s) is preferred but not required.

Responsibilities

- Identify qualified individuals to serve as directors, officers and members of the subsequent Nominating Committee.
- Recommend to the Board a slate of nominees for such positions.
- In consultation with the Fellows Coordinating Council, recommend to the Board a slate of qualified individuals for election as Fellows of the Association.
- Recommend to the Board qualified individuals to fill any director or officer vacancy that may arise other than at the time of the Annual Meeting.

Composition

The Committee is comprised of seven voting members who agree to be disqualified from any nomination while serving. The members include the President, who serves as Chair, President-

Elect, President-Elect Designate, last two Past Presidents, one (1) At-Large member drawn from the Board of Directors, and one (1) At-large member drawn from the membership.

Term: One-year term, non-renewable

President-Elect Designate

Selection Process

- Individuals serving on the Board of Directors (or the immediate past Board class) who are interested in being considered for the President-Elect Designate position must complete an online PED Candidate Information Form.
- Applications are evaluated on leadership abilities, vision for the Association, consensus building, and other criteria.
- Staff forwards applications to the Nominating Committee with scoring rubrics.
- The Nominating Committee discusses candidates and selects a nominee.
- The Board votes on the nominee.

Qualifications

- Current or recent Board of Directors service
- Demonstrated leadership abilities
- Vision for the Association
- Financial and governance acumen

Term: One (1) year term as President-Elect Designate. The person will automatically advance each year and serve 1-year terms as the President-Elect, President, and Past-President for a total of four (4) years.

Early Career Professional Delegate to the AHLA Board of Directors

Selection Process

- Anyone interested must complete and submit an application.
- The President-Elect, in consultation with others, reviews applications and makes the final appointment decision.

Qualifications

- Should have less than 10 years of professional experience when appointed.
- Demonstrated involvement in the Early Career Professionals Council and/or Council activities. (*See separate document: Role Description*)

Term: Two years, non-renewable

Conference Planning Committees | Councils | Practice Groups | Review Boards

Term information

- One, three-year term for Vice Chairs and Members (at-Large).
- Chairs and Co-Chairs serve one, two-year term.

Selection Process

- Anyone interested must complete and submit an application.
- The President-Elect, in consultation with others, reviews applications and makes final appointment decisions.
- Appointees must meet all qualifications and leadership expectations.

Conference Planning Committee

Qualifications

- Two years minimum in health law industry
- Past attendance at relevant conference(s) or any AHLA conference preferred

Development and Advancement Council

Qualifications

- Minimum two years in health law
- Demonstrated volunteer service to AHLA
- Fundraising or donor development experience preferred

Dispute Resolution Service Council

Qualifications

- Interest and experience in alternative dispute resolution
- Intermediate level of experience in ADR preferred

Dispute Resolution Review Board

Qualifications

- Significant experience in arbitration, litigation, or mediation of health law disputes

Early Career Professionals Council

Qualifications

- Should have less than 10 years of professional experience when appointed

Women's Leadership Council

Qualifications

- Interest in coordinating opportunities for engagement of women in AHLA.

Factors That May Prevent Selection

- Working in the same firm/organization as an existing member of the same leadership group
- Incomplete application
- Current leadership in a competing organization that would create a conflict of interest
- Unwillingness or inability to comply with AHLA's Code of Conduct, Conflict of Interest Policy, and Non-Harassment Policy