

July 21, 2020

RE: Reconsideration of National Nominating Committee (NNC) selection of Craig Steinley, MAI, SRA, AI-GRS, AI-RRS as nominee for 2021 Appraisal Institute (AI) Vice President

To whom it may concern:

On 7/20/2020 I shared the following letter with the AI Board of Directors regarding my experience with the petition process now being used against Craig Steinley. I understand others would appreciate hearing my perspective on this situation, so following is the text of that letter.

"My selection by the NNC as AI Vice President was overturned by the AI BOD in 2007. Since that time, I have made it a policy to avoid commenting on the actions of the BOD and its officers. However, when I realized that the same action was being taken against the extremely qualified 2020 nominee, Craig Steinley, for the benefit of a Tennessee candidate, as was also true in my case, I decided my recollection of events might be helpful in your decision making.

**I was chosen by the National Nominating Committee (NNC) as the 2008 Vice President Nominee over four other candidates, Richard Borges, Misa Zane, Marcos Campos, and Leslie Sellers.*

**I was personally introduced to the Board and membership at that time and was introduced to the public in the AI publications as the official nominee.*

**Historically the candidate chosen by the NNC was affirmed by the BOD.*

**I began preparations for less time in the office and more time with AI, by not renewing my office lease.*

**Traditionally the Executive Officers began grooming the Nominee for the new responsibilities, so they could "hit the ground running". This time the officers avoided me and excluded me from all meetings. President-Terry Dunkin, President Elect-Wayne Pugh, and Vice President-Jim Amarin.*

**A petition asking for reconsideration of all five candidates was later submitted to the BOD. Marcos Campos refused to be included in the petition. Reportedly the bylaws at that time allowed for the consideration of one rather than multiple additional candidates.*

Petition signatories included several **first year BOD members who said that they did not know me. I had just completed my term of multiple years on the BOD as well as other national committees including Strategic Planning, but I had rolled off the Board in 2007.*

**BOD members indicated they were advised, for liability protection, to limit communication with me to written questions for my written response. I responded to numerous questions. Of course, the other candidates on the Board continued to interact with the Board.*

**Each candidate was given about 15 minutes to describe their attributes and plans at the meeting prior to the vote. No discussion of the legitimacy of the process was allowed.*

**Two of the candidates, Zane and Sellers, were current BOD members and were allowed to vote in the election. Borges and I were not. Neither recused themselves for conflicts of interest, even though the person selected would receive almost 1/2 million dollars in compensation not to mention travel benefits, etc. Sellers was elected.*

I would like to say that I was unaffected by this series of events, but it wouldn't be true. To be the only Vice President Nominee ever rejected by the BOD was humiliating. I had naively believed that the AI was a professional organization working to improve, recognize, and promote quality appraisers. Instead I found it to be a trade union with leadership primarily interested in preserving their power and benefits. One of the questions I was asked in my interview was "What will you do with all of your power." I had never thought of it as a power issue, but rather as a mutual collaboration.

The NNC spends untold hours in review of candidate information and interviews, which is their main job. The BOD has numerous responsibilities, which they cannot be doing if they are second guessing the work of their own committee, the NNC. Nor does a ten minute candidate presentation at a meeting equate to the NNC's extensive work. It used to be that a candidate that was not selected one year would just try again the next year. One has to wonder why it was so critical for the Tennessee candidates to be chosen in 2007 and 2020 rather than to wait for the next year, as many had done before them.

It's a disservice to the individuals involved in the nomination process, either as nominees or committee members, to be rejected for nebulous reasons by anonymous individuals in a petition secret from even the BOD. Doesn't the BOD have liability for all actions of AI? To suggest that it is secret to protect the nominee is ludicrous. The whole petition process suggests that either the nominee or the NNC has been guilty of some inadequacy or wrongdoing, but there is no way for either to clear their names. Certainly, it doesn't benefit the reputation of AI, as 13 years later I still hear derogatory remarks about this action. Ask yourself.....

**Who does this petition process benefit?*

**What does this do to your members' desire to submit to the leadership process?*

**Has AI benefited from this process?*

**Is this professional behavior on the part of your professional organization?*

**Will this petition process become an annual recourse for unsuccessful candidates?*

In spite of these actions, I never resigned from AI nor did I sue them as many recommended and expected, although I did withdraw from volunteer activities. But, my recently deceased husband was so incensed that he did give up his hard-earned MAI designation and membership. I still have faith that the many upstanding members of this organization will step forward to rebuild the reputation of this fine institution with the strong leadership of the NNC's nominee, Craig Steinley. He doesn't deserve the 2007 stigma.

Respectfully,

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