



Oregon State University Board Recruitment and Appointments

I. Goal

Under ORS 352.076, Oregon State University trustees are appointed by the Governor and confirmed by the Oregon Senate. It is a goal of the Board of Trustees to recommend at-large candidates for the Governor's consideration that meet the individual characteristics desired for the Board and complement the needs of the Board as a whole.

Recommendations to the Governor for the positions designated for students, faculty and non-faculty staff are made by representative organizations, separate from and independent of the Board and its processes for at-large positions.

II. Purpose

The purpose of this policy is to guide the Board's efforts in identifying potential candidates to recommend to the Governor for at-large Board positions.

III. Board Composition

The Board should be composed of members who have:

1. A commitment to public higher education;
2. A record of public or community service;
3. Knowledge of complex organizations or academic institutions;
4. Demonstrated collaborative leadership;
5. A willingness and availability for constructive engagement;
6. A commitment to open-minded, non-partisan decision-making; and
7. A record of integrity and civic virtue.

There should be a balance of perspectives, backgrounds, experience and skills among the members of the Board. These could include, but are not limited to:

1. Gender, ethnicity, age, geographic location of residence, and other expressions of diversity;
2. Unique skills and competencies;
3. Complementary skills and perspectives;
4. A broad range of professional fields (e.g., education, legal, finance, engineering, business); and
5. Knowledge of Oregon State University.

IV. Process

The process for identifying and vetting potential candidates will include the following:

A. Conduct Needs Assessment

When a vacancy on the Board is anticipated or occurs, the Executive, Audit and Governance Committee (Committee) will conduct a needs assessment by analyzing the present Board membership against the composition identified in Section III. In conducting the needs assessment, the Committee will consider the results of the most recent self-assessments conducted by the Board and invite members of the public university community to submit recommendations about the ideal characteristics described in the needs assessment.

The board will notify the Governor of vacancies on the board and communicate the ideal characteristics identified in the needs assessment.

B. Vet Potential Candidates

Based on the Committee's needs assessment, the President will identify potential candidates. To assist the President in identifying potential candidates, the Secretary of the Board will maintain a list of individuals submitted by sources such as Trustees, the President, senior administrators, alumni, and others. The President will vet potential candidates in consultation with the Board Officers. Vetting will include a discussion with potential candidates about the responsibilities of serving as a Trustee and their interest, readiness for nomination, and fit with the desired characteristics.

C. Present Recommendations

The President will present recommendations to the Committee for potential candidates who are willing to serve and who satisfy the needs identified by the needs assessment conducted by the Committee. If the Committee concurs with the President's recommendations, the Chair will submit names of potential candidates on behalf of the Board of Trustees to the Governor for consideration. If the Committee does not concur with the President's recommendations, it may direct the President to provide additional or alternative recommendations.

Nominations for Student, Faculty and Non-faculty Staff Board Positions

- A. Individual organizations, such as the Associated Students of Oregon State University (ASOSU), the Associated Students of OSU-Cascades (ASCC), the Faculty Senate Executive Committee and university labor organizations, submit recommendations to the governor's office for the positions designated for students, faculty and non-faculty staff.
- B. Processes associated with making these recommendations are conducted by those representative organizations, separate from and independent of the Board's processes.
- C. The Board will forward its needs assessment to ASOSU, ASCC, Faculty Senate and campus-based labor organizations making recommendations to the Governor.

Document History

- Adopted by the Board of Trustees October 16, 2015
- Amended by the Board of Trustees April 5, 2024