

## Trustee Recommendation Policy

### BACKGROUND

Over the course of several meetings, the Executive & Audit Committee has considered a process for the Board to put forward candidates for at-large Board positions for the Governor's consideration. As a result of these discussions, a draft policy was developed in which the Committee oversees the process. The Committee is responsible for conducting a needs assessment by analyzing the present Board membership against the desired Board composition, based on characteristics described in the policy. The President is responsible for vetting potential candidates in consultation with the Board officers. Once the vetting process is complete, the President recommends to the Committee potential candidates who are willing to serve and whose skills, background and experience address the needs identified by the Committee.

### REVISED POLICY

At the May 2015 Committee meeting, a draft policy was reviewed by the Committee. Several changes were recommended and are shown in red text and strikethrough in Exhibit A of Attachment 1. The earlier draft of the policy included "institutional memory" as a characteristic to consider. The Committee recommended changing this characteristic to "knowledge of Oregon State University." Based on the discussion, "age" was added as an additional consideration in supporting a diverse Board. With these changes, the policy provides the Board a thoughtful process for putting forward candidates.

### RECOMMENDATION

Staff propose that the Executive & Audit Committee recommend to the Board that it adopt the Resolution establishing a policy for nominating at-large Board positions as provided in Attachment 1.

**RESOLUTION NO. \_\_\_\_**



**Oregon State University  
Recommending Candidates for  
At-Large Board Positions**

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**BACKGROUND**

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 individual characteristics desired for the Board and complement the needs of the Board as a whole.

**RESOLUTION**

*Now, therefore, be it resolved by the Board of Trustees* that the policy for recommending candidates for the at-large board positions, attached as Exhibit A, is established.

This Resolution is effective October 16, 2015.

**APPROVED by the Board of Trustees October \_\_\_\_, 2015**

_____	/ /2015
Secretary to the Board	Date



## Oregon State University Recommending Candidates for At-Large Board Positions

### 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.

### 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 Institutional memory.

### 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 Committee (Committee) will conduct a needs assessment by analyzing the present Board

## TAB E

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.

### 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.

## Document History

- Adopted by the Board of Trustees \_\_\_\_\_