



Oregon State
University

Needs Assessment for At-Large Position Vacancy

Executive & Audit Committee Meeting

October 15, 2020



Process for Identifying Potential Candidates



- Committee reviews composition of the current Board and assesses needs based on desired balance in perspectives, backgrounds, experience and skills
- President identifies potential candidates to address needs and presents to the committee
- Chair submits potential candidates to the Governor



Framework for Considering Potential Candidates

- [Board policy](#) focused on balancing diversity, backgrounds, experience, and skills
- Short and longer term vacancies (succession planning)

	2021	2023
At large Positions	1 new 4 reappointments	4 new 2 appointments
Faculty Trustee	new	reappointment
Student Trustee	new	new
Staff Trustee	reappointment	new



Diversity

Gender

- 7 women
- 6 men
- 0 self-identified



Race

- 2 Black/African-American
- 1 Arab
- 1 Asian
- 9 White





Geographic Location of Residence

10 Oregon

- 1 Central
- 4 Portland-metro
- 1 Coast
- 4 Non-metro valley

1 California

1 Washington

1 Mississippi





Knowledge of OSU

90%+ had specific experiences with OSU prior to joining the Board as:

OSU Alum

OSU Parent

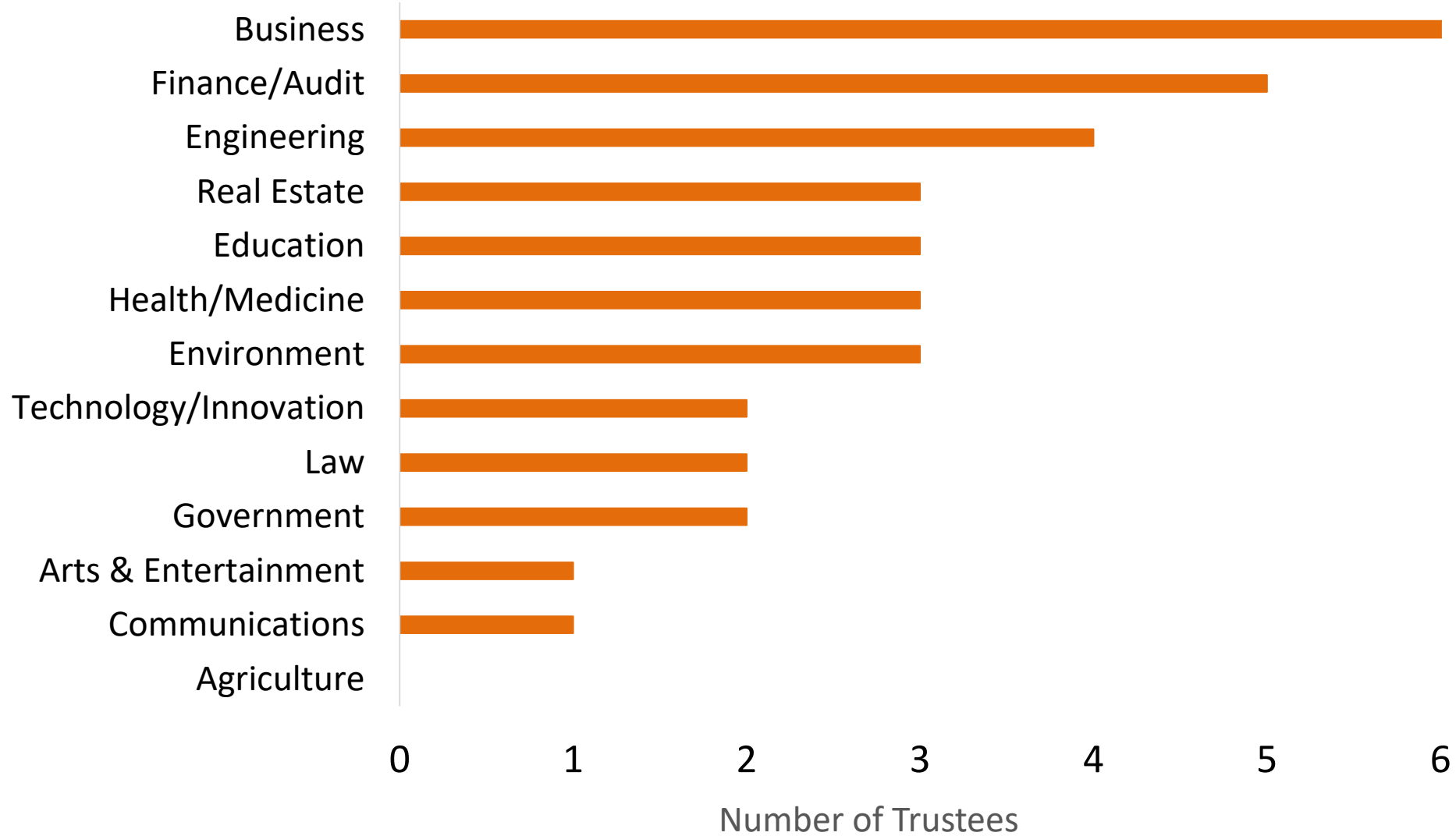
OSU Employee

OSU advisory or affiliated board member





Professional Fields





Skills & Competencies





Current board composition and needs

- Given combined turnover in 2021 and 2023, seek experienced candidate that brings a range of skills and competencies
- Continue to increase diversity
- For 2021, focus primarily on candidate residing in Oregon