

Trustee Recommendation Policy

BACKGROUND

Under ORS 352.076, Oregon State University trustees are appointed by the Governor and confirmed by the Oregon Senate. The number of trustees authorized by law ranges from a minimum of 11 to a maximum of 15, and the actual number of trustees within this range is fixed or changed by the Governor as provided by law. The President of the University serves as an ex-officio, nonvoting member of the Board. There are three affiliated trustee positions with two-year terms set by statute: a student, a faculty member, and a non-faculty employee. The remaining trustees are at-large and serve four-year terms.

In April, the Executive & Audit Committee (Committee) discussed the merits of creating a strategic process for the Board to put forward candidates for the at-large positions for the Governor's consideration. The Committee discussed individual characteristics to consider in candidates and qualities for the Board collectively.

RECOMMENDATION POLICY

A draft policy for recommending candidates for at-large Board positions is provided in Attachment 1. The policy sets out individual qualities of trustees and the desired collective composition of the Board.

Under the draft policy, the Committee oversees the process and 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. The vetting process includes meeting with the potential candidates to discuss the responsibilities of serving as a Trustee and their interest, readiness for nomination, and fit with the desired characteristics of Trustees. Once the vetting process is complete, the President presents recommendations to the Committee for potential candidates who are willing to serve and address the needs identified in the needs assessment conducted by the Committee.

NEXT STEPS

Based on Committee input and discussion, staff will update the draft policy for consideration at the October 2015 meeting.

TAB I

Attachment 1



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, ethnic, geographic, 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. 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 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 _____