Needs Assessment
For Current Board Vacancy

Oregon State University

Executive & Audit Committee

Dec 17, 2015

Trustee Recommendation Policy

1. Assess vacancies & gather information about current Board composition

2. Exec & Audit Committee conducts needs assessment

3. President identifies potential candidates

4. Committee considers recommendations

5. Chair submits recommendations to the Governor

Trustee Recommendation Policy

Balance of perspectives, backgrounds, experience and skills among Board members including:

- Gender, ethnicity, age, geographic location of residence, and other expressions of diversity

- Unique and complementary skills

- Broad range of professional fields

- Knowledge of Oregon State University

Current Board Composition

Gender

- 8 Male
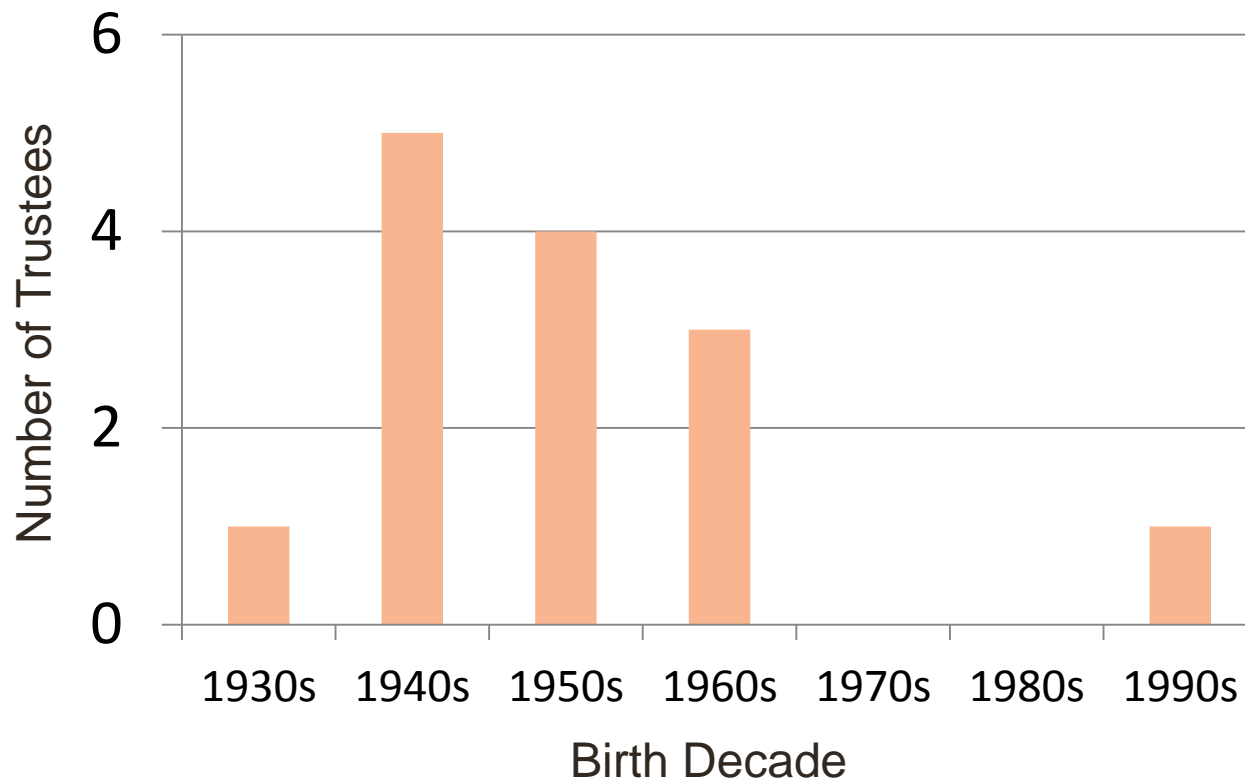- 5 Female
- 1 Transgender; Gender Non-Conforming

Current Board Composition

Race/Ethnicity

- 12 Caucasian
- 1 Asian
- 1 African-American

Current Board Composition

Age

Current Board Composition

Geographic Location of Residence

11 Oregon
- 1 Eastern
- 1 Southern
- 1 Central
- 3 Portland-metro
- 1 Coast
- 4 non-metro valley

1 California
1 Washington
1 Mississippi

Current Board Composition

Knowledge of OSU

All of the existing Trustees have knowledge of OSU by virtue of their service on the Board to date

64% had specific experiences with OSU prior to joining the Board as

- *OSU Alum,*
- *OSU parent,*
- *OSU Employee/Student*
- *Served on OSU advisory or affiliated board*

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Current Board Composition

Professional Fields

Education (4) Real Estate (1)
Technology (1) Finance/Audit (2)
Engineering (2) Transportation (1)
Agriculture (2) Business (1)
Law (2)

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Current Board Composition

Skills & Competencies

Expertise in Post-secondary Education (3)

Fiscal/Budget Oversight/Administration Experience (5)

Experience in Strategic Planning/Oversight (4)

Experience with OSU's Land-grant Mission (5)

Hiring/Supervision of CEO or Equivalent (6)

Experience in Oversight of Large Organization(s) (5)

Experience in Higher Ed Governance (4)

Public Policy & Law Experience (2)

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Current Board Composition & Needs

- Current board represents a broad range of perspectives, backgrounds, experience and skills

- Continue to foster diversity in areas such as gender, race and ethnicity, and professional fields

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