

BOARD

Board Recruitment G17

PREAMBLE

While the Board recognizes that formal appointment of governors and the Chairperson to the Southeast College Board is the responsibility of the appropriate Minister, input from the Board on potential candidates will assist the Minister in this task.

The Board wishes to be in a position to recommend to the Minister replacements to the Board who are committed to the mission of the College, and who have the right human capital and are the best fit for the Board.

POLICY

The Board believes that Board effectiveness begins with the diversity of skills, experience and the personal commitment of Board Members. The role of the Board is to be pro-active in:

- Reviewing the composition of the Board in order to ensure that it has the best mix of skills and experience to guide the long-term strategy and ongoing business operations of the College. A matrix may be the best tool for evaluation. This review takes into account diversity of background, skill and experience of each Board Member currently on the Board, any upcoming retirements, and any industry, market and potential future development within the College Region.
- Developing and operating a process to encourage those who may have some of this capital, and that are judged to be a good fit, to learn more about the College and to consider applying for appointment
- Screening the candidates for qualifications and recommending appointments.
- Advocating for the preferred applicant

It is also recognized by the Board that while there are advantages in maintaining a balanced Board that is reflective of the broad region the College serves (e.g. the community at large, regional and occupational activity and interests); the highest priority of the Board of Southeast College is to have the best people with the right human capital and the best fit for the Board. Nonetheless, the Board should attempt to ensure representation throughout the region is achieved wherever possible. The Board shall make its best effort to ensure gender and minority interests are considered in recruiting new board member candidates.

PROCEDURES

1. The Board annually reviews the status of the current Board appointments. Where an appointment is due to expire in 18 months or less, and where the current incumbent is not eligible for re-appointment, the Board will initiate the appointment recommendation process.
2. The Board of Governors utilizes a strategic process for recommending candidates to the Minister for appointment to the Southeast College Board. This process ensures that the Board as a whole:
 - exhibits a background of effective relationships and political influence;
 - has experience in board governance; and
 - possesses operational knowledge and understanding of the enterprise.
3. The Board as a whole should demonstrate the following Board priorities;
 - influence;
 - commitment;
 - ability to work as an effective team;
 - understanding of the enterprise;
 - intellectual capacity;
 - integrity; and
 - a results-driven philosophy.
4. The selection of Board Members may include broad consultation with internal and external groups to identify potential candidates.
 - “Internal” groups/individuals (including but not limited to):
 - Southeast College Board of Governors (present and past)
 - other educational providers
 - “External” groups/individuals (including but not limited to)
 - political representations
 - business and industry associations
 - professional associations
 - community and Aboriginal leaders
5. The selection of Board Members may include the identification of potential candidates for recommendation to the Minister as follows:
 - Consideration of the needs of the College and the Board (competencies, diversity and College priorities);
 - Consultation with internal and external groups to generate a short list of potential candidates based on identified criteria. The Chair and/or Vice-Chair may meet with potential candidates to assess suitability.
 - Where the competencies of more than one candidate are equal or similar, the Board shall attempt to ensure, as much as possible, geographic representation of the region.

Board Recruitment G17

- Individual members of the Board will undertake to meet, either face-to-face or by telephone, with the local and surrounding area M.L.A. (s) to gain their individual support for the Board’s recommended public member candidate. M.L.A. (s) support will be communicated to the Ministry by the Board Secretary;
- The Chair of the Board will recommend candidates to the Minister for consideration;
- The Minister will appoint the new Board member through an Order in Council;
- A letter will be sent from the Board Chair to the Minister acknowledging support for the successful completion of the recruitment process.

BOARD MATRIX

	Member	Member	Member	Member	Member	Member	Member
Personal Attributes							
Leadership skills							
Team player							
Ethics & integrity							
Strong reasoning skills							
Business judgment							
Competencies							
Legal expertise							
Financial expertise							
Marketing & Public Relations							
Risk Management							
Political Influence							
Community Leader							
Academic Leader							
Business/Industry leader							
Trades/Technology Sector							
Resource Sector Management							
Health/Service Sector leader							
Economic Development							
Diversity							
Female							
Male							
Aboriginal (Metis/First Nation)							
Weyburn area							
Estevan area							
Assiniboia area							
Moosomin area							
Rural							
Visible minority/Disabled							
Women in non-traditional roles							