

Board Policy No.2 - We Recruit and Develop Board Members to Fulfill Our Mandate



WHY WE HAVE THIS POLICY

NorQuest College and the public rely on the Board of Governors to provide strategic leadership and responsible stewardship of the College and its resources. As a Board, we need members who bring skills, perspectives and insights that support and advance the ongoing success of the College.

WHAT WE WANT THIS POLICY TO ACCOMPLISH

Each member of the College's Board of Governors adds to our ability to govern in the College's best interests. As individuals, we exemplify the College's values in our conduct. Together, we inspire confidence in our leadership and commitment to the College's vision.

All appointments to the Board are made under the *Post-Secondary Learning Act*. The purpose of this policy is to provide advice to the Minister in that selection.

Board Policy No.2: We Recruit and Develop Board Members to Fulfill Our Mandate

Recruiting members

The Board's membership represents the diverse interests and perspectives of the community we serve. We select Board members through a transparent, non-partisan process that focuses on the abilities and suitability of individual membership candidates.

We seek to recruit, develop and retain Board members who can and will carry out their duties as Board members, including:

- participate fully in Board meetings and activities as well as other College activities
- engage in ongoing development of the Board, including their own orientation to all aspects of governance as well as development of new members to support the Board's ongoing success
- monitor and seek to improve their own performance and processes to conform with standards of good governance and with Board policies and bylaws
- seek to develop positive relationships with the College's external community and stakeholders
- represent their professional and personal perspectives with integrity and with respect for the perspectives of all Board members
- be conscious of and avoid conflicts of interest

Building Board capacity

The Board provides members with opportunities to contribute to the College's ongoing development through their personal and professional competencies.

The Board provides members with opportunities to learn about the principles and processes by which we fulfil our mandate, through:

- orientation for new Board members
- development opportunities related to Board and committee responsibilities
- education sessions at Board meetings

Terminating Board membership

The Board respectfully invites the resignation of any Board member who cannot meet the Board's expectations for participation in Board activities or who fails to comply with the College's Code of Conduct.

WHO APPROVED THIS POLICY

NorQuest College's Board of Governors has approved and is accountable for this policy.

WHO IS RESPONSIBLE FOR THIS POLICY

The Board of Governors will recruit members within the limits and for the purposes of this policy and legislation.

WHO IS DIRECTLY AFFECTED BY THIS POLICY

This policy applies to all Board members in the conduct of the business of the Board and their conduct as Board members.

POLICY MANAGEMENT AND POLICY QUALITY ASSURANCE CHART

Board Policy Name	We Recruit and Develop Board Members to Fulfill our Mandate
Board Policy Number	2
Original Approval Date	June 28, 2010
Date Effective	June 28, 2010
Historical Review Dates	
Next Review Date	This policy will be reviewed at least once every 3 years to ensure compliance with legislation, Board policies and intended purpose.
File Storage Location	
Related Legislation	<ul style="list-style-type: none"> ▪ <i>Post-Secondary Learning Act 2003, Part 4</i>
Related Policies and Procedures	<ul style="list-style-type: none"> ▪ all Board policies ▪ Standard Practice 1.4: Internal Governors Work Assignment ▪ Board orientation procedure ▪ Board development procedure ▪ Board recruitment procedure ▪ Election of Board staff member procedure ▪ Board Faculty member selection procedure ▪ Board Students Association member selection procedure ▪ Termination of office of a Board member procedure ▪ Annual Board Goals and Objectives ▪ Board policy definitions
Superseded Policies	<ul style="list-style-type: none"> ▪ Policy 1: College Governance and Board Operations ▪ Standard Practice 1.7: Orientation of New Board Members ▪ Standard Practice 1.8: Professional Development for Board Members
Monitoring and Frequency	<ul style="list-style-type: none"> ▪ yearly review of orientation process to ensure that newly recruited Board members understand Board policies, the Strategic Plan and other key Board documents ▪ yearly analysis between target Board competencies and actual Board competencies
Policy Custodian	Policy and Planning Specialist