

Policy Name: Board of Governors Nomination and Selection
Approving Authority: Board of Governors

Policy # AD-007
Approval Date: 5/29/2023
Date Last Reviewed: 5/29/2023
Next Review Date: 5/2024

Statement

The Board of Governors Nomination and Selection Policy of Beal University (“BUC” or the “University”) supports the University’s commitment to ensure all members are nominated and approved through a defined process. The Board of Governors will review this policy annually.

Purpose

The purpose of this policy is to ensure members have the appropriate experience and ability to satisfactorily perform the member duties and responsibilities.

Roles and Responsibilities

The Chair of the Board of Governors is responsible for the implementation of this policy. Board of Governors members are responsible for engagement and approval of the process.

Policy

The Board of Governors (“BOG”) will request recommendations for new board members from management and current board members. The BOG members will review the resumes of potential candidates, assessing their skills and experience to determine if they meet qualifications for the position. In reviewing candidate profiles, the committee will also consider criteria that includes:

- Proven leadership
- Previous board experience
- Knowledge and experience
- Diversity-including age, gender, ethnicity, race, disabilities, geography
- Experience with large and complex organizations
- Current or prior CEO, COO, or CFO level experience
- Skillset-including finance, legal, auditing, government affairs, public relations, community experience, and knowledge of the organizations

The Chair will provide a list of candidates to the BOG members for discussion and review. The BOG members will assign one member to make contact with each candidate to make an assessment for a high level of personal and professional integrity, as well as to assess their level of commitment to the organization, and availability. The assignee will bring a candidate summary, with competency matrix, and recommendations back to the full BOG. Additional interviews by the BOG may be necessary to ensure due diligence. If deemed necessary, additional interviews may be conducted with the assistance of a third party. The BOG will meet for discussion, vote and provide formal approval of additional board members.

Additionally, current board members will be evaluated annually to assess whether they are performing satisfactorily and to be considered for re-election. Evaluations will be performed by an independent third party to ensure fairness.

Related Policies and Documents

AD-003 Board of Governors TOR
Board Competency Matrix

Addendum

BOARD COMPETENCY MATRIX

CURRENT BOARD MEMBERS						PROSPECTS			
Name:									
<u>Attributes</u>									
Gender									
Age									
Race/Ethnicity									
Location									
<u>Knowledge/Expertise</u>									
Finance									
Governance									
Mission related scholarship									
Business development									
Underserved Communities									
<u>Core Competencies</u>									
Visionary									
Connector to: Academia, Foundations, Business support, Community, Government									
Strategic thinker									
Accountability									
Organizational Learning									