

# BOARD OF GOVERNORS – Board Effectiveness

## Policy # **BE 5 Board Member Recruitment**

Effective Date: January 19, 2018

Next Mandatory Review Date: 2020-2021

Frequency of Reviews: Every three (3) years



The Minister of Advanced Education (the Minister) through the Executive Council of the Alberta Government is responsible for making appointments to the Medicine Hat College Board of Governors. The Board shall provide the Minister with appropriate and timely input into the recruitment and selection process of public members. The Board shall work with the Minister to ensure a strong, cohesive and effective Medicine Hat College Board of Governors.

The Medicine Hat College Board of Governors believes that board effectiveness begins with the diversity of skills and the personal commitment of Board members. It is also recognized by the Board that while there are advantages in maintaining a balanced Board that is reflective of the broad community the College serves (e.g. the community at large, regional and occupational activity and interests), it is the highest priority of the Board to have the best people with the right human capital and that are the best fit.

1. The role of the Board is to be pro-active in:
  - 1.1. identifying the essential skill sets required by a Board member, and encouraging qualified candidates to learn more about the College and to consider applying for appointment;
  - 1.2. recommending the preferred applicant(s) to the Minister.
2. The Board of Governors utilizes a strategic process for recommending candidates to the Minister of Advanced Education for appointment to the Medicine Hat College Board. This competency-based process ensures that the Board as a whole:
  - 2.1. exhibits a background of effective relationships and political influence;
  - 2.2. has experience in board governance;
  - 2.3. possesses operational knowledge and understanding of the enterprise.
3. The Board as a whole demonstrates the following Board priorities:
  - commitment
  - ability to work as an effective team
  - understanding of post-secondary education
  - intellectual capacity

- integrity
- a results-driven philosophy
- broad understanding of government

### **Document History**

May 2015	Policy Approved
February 2017	Revised Policy Approved
January 2018	Revised Policy Approved