

RECRUITMENT AND ORIENTATION OF NEW TRUSTEES



Among the top priorities for the Governance Committee of the board are the identification and the orientation of new trustees. The goal is to enlist the service of individuals who are highly capable, solidly aligned with the institution's values, and who have a deep commitment to the mission.

Questions for Discussion

1. What approach does your board use in identifying and recruiting new trustees? In light of this video, what changes might you propose?
2. Ask your most recently added trustees to reflect on their orientation experience. Did it adequately prepare them to serve on the board? What would they like to have had included and what questions were not addressed?
3. A board matrix is used to create a profile of the characteristics of the current board so you can identify specific qualities such as skill set, professional experience, diversity, geographic representation, etc. Based on your current board make-up, what characteristics might you seek in the next group of trustees recruited to serve?
4. What are the risks to your board and institution if new trustees are not chosen with proper due diligence?
5. Mission alignment is critical for each trustee. How can you determine if the prospective trustee is a good fit?

For additional research: <https://www.ecfa.org/Content/Tools-and-Templates-Downloads>