

## **BOARD POLICY NO. 2 – WE RECRUIT AND DEVELOP BOARD MEMBERS TO FULFILL OUR MANDATE**

This document is the parent policy for any related board procedures. Questions regarding this policy are to be directed to the identified Policy Administrator.

<b>Functional Category:</b>	Board
<b>Approval Date:</b>	November 8, 2021
<b>Effective Date:</b>	November 8, 2021
<b>Policy Owner:</b>	Board of Governors
<b>Policy Administrator:</b>	Board Coordinator

### **Objective:**

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.

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.

### **Policy:**

#### **Recruiting Members**

The Board’s membership represents the diverse interests and perspectives of the community we serve. The Post-secondary Learning Act sets out the composition of the Board in Article 44(2). The Governance Committee of the Board is responsible for reviewing the board skills matrix on a regular basis and especially in anticipation of a Board vacancy.

Members of the Board may recommend potential board members to the Governance Committee based on the criteria outlined on the skills matrix. The Board Chair, Vice Chair and/or Chair of Governance shall encourage qualified board prospects to apply for vacancies and shall participate in the selection process as overseen by the Minister.

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:**

<b>Definitions:</b>
<b>Related NorQuest College Information:</b>
<b>Related External Information:</b>
<b>Next Review Date:</b>
<b>Revision History:</b>

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 requires 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.

**Board** means the Board of Governors, established under the Act.

**Vice-Chair** means the Public member appointed by the Board to serve as Chair in the Chair's absence.

Board Policies

Board Procedure No. 1.2 – Professional Development for Board Members

Board Procedure No. 1.3 – Internal Governor Work Assignment

Board Procedure No. 1.4 – Conflict of Interest

Post-Secondary Learning Act

February 2024 – At least once every three years to ensure compliance with legislation, Board Policies and intended purpose.

June 2010 – New Policy Established

May 2012 – Reviewed

March 2015 – Reviewed, no changes

March 2018 – Reviewed, edits made to Recruiting members

October 2021 – Reviewed, reformatted