

NAUBCS – Thursday, April 29

Board development and education, orientation, and retreats

Panel Overview

- Two part discussion
 - Orientation, Development and Education
 - Retreats
- Create a cycle and communicate the purpose and desired outcomes in advance
 - Key sessions
 - Individual meetings
 - Board Chair, Governance Staff, Administration (as appropriate)
 - Orientation Sessions
 - Board Development Sessions
 - Agenda items – facilitating continuous learning targeting specific items
 - Orientation, development and education will not happen at just one session -- but rather through a series of coordinated events
- Retreats –focus on the longer-term and trends

Orientation

- Core topics
 - To the Institution– its history, its traditions
 - To the Board –
 - To the role and expectation of the member
 - The basics
 - Authority
 - Legislation
 - Board Engagement
 - Principles of Good Governance
 - Key legal, audit, risk management roles – Fiduciary responsibilities
- Doesn't just happen at ONE session called orientation, board development or 'education' – but over a series of coordinated events
- Prepare materials – be selective!
- Post reference materials on a members' only site
- Sessions like Governance 101, Financial statements 101, Pensions 101, or other specific topics appropriate to your institution
- Sessions for Chairs of your governance committees

Board Development and Education

- Continuous Education for Board members
- Know your Board -- and invest time and resources in development
 - Examine issues in depth
 - Periodic board assessments - evaluate performance -- both of members and of systems and structures
 - Build and strengthen commitment to the Board and to the institution
- Examples for development at specific Board committees
 - Finance and Property - take a tour of a completed building or renovation project
 - Human Resources – provide thorough education regarding the specific Staff agreements/ policies that that will
 - Faculty presentations or Constituency presentations
- Mentorship program – with incoming and experienced members
- Conference participation (CUBA, AGB)
- Evaluations – assessments

Retreats

- Generally tend to be an opportunity for ‘strategic thinking and longer-term planning
- Retreats offer the opportunity to set direction, review plans, measure against performance
- Goal setting and review and reflection
- Longer-term items (Advocacy strategy, leadership development etc..)

Resources

- AGB – Board Basics - - New Trustee Orientation – A guide for Public Colleges and Universities
- AGB – Board Basics - - Trustee Responsibilities– A guide for Governing Boards of Public Institutions
- <<http://agb.org/>>
- Board Source – Building Effective nonprofit Boards - < <http://www.boardsource.org/>>
- *The Effective Board of Trustees*, Richard Chait, Thomas Holland, Barbara Taylor, (American Council on Education, Center of Higher Education Governance and Leadership)
- *Boards that Make a Difference*, John Carver