

Strategic Approach to Board Appointments Grant MacEwan University

GOAL: To utilize a strategic process for recommending candidates to the Minister of Advanced Education & Technology for appointment to the Board of Governors of Grant MacEwan University, with the goal of ensuring that:

- all members of the Board have the requisite competencies to carry out their duties as Board members including the ability to participate fully in board and committee meetings as well as university activities;
- the Board is able to assist the University in achieving its mission and in the development and implementation of its strategic plan;
- the Board as a whole reflects, to a reasonable extent, the diversity of the community served and the programs offered by MacEwan.

How to Achieve the Goal: Matrix of Skills & Traits

Area of Expertise	Governance Board Experience	Community Involvement	Personal Traits
Financial (CA, FCA)	Strategic Perspective	Respect & reputation within general community and member's professional community	Leadership
Legal	Business Acumen		Reasonable breadth of life and work experience
Development	Availability to Attend	Demonstrated commitment to and interest in MacEwan	Proven communication skills
Business	Post-secondary experience	Familiarity with government processes	Ability to work with and learn from others
Other Sectors: Aboriginal, Energy, Health, etc	Fit with MacEwan's culture		Appreciation for group development strategies
	Awareness of MacEwan, its mandate and strategic plan		Demonstrated sense of social commitment
			Residence within Greater Edmonton Region

GROUPS TO CONSULT FOR POTENTIAL CANDIDATES

Internal: groups who are familiar with and understand the University.

- < Board Alumni
- < Program and Service Advisory Committees
- < Fund Development
- < Student, Faculty and Staff Associations
- < Award Recipients such as Distinguished Citizens and Distinguished Alumni
- < Other educational providers.

External: criteria would include some linkage to University programs and priorities.

- < Public advertisement process facilitated through the Minister of Advanced Education & Technology
- < Business and Industry Associations
- < Professional Associations
- < Service Clubs and Community Organizations

THE PROCESS

- A. The Board identifies the needs of the University and the Board (competencies, diversity, university strategic priorities, current composition, etc.)
- B. The Board Human Resources Committee consults with internal and external groups to generate a list of potential candidates based upon identified criteria.
- C. The Board Chair and President meet with prospective candidates to assess similarity in values, goals and criteria. If suitable, candidates are encouraged to apply through the public process.
- D. Simultaneous with Step B, the Minister of Advanced Education & Technology places a public advertisement inviting qualified candidates to apply.
- E. The Board Human Resources Committee reviews the list from the Minister and identifies candidates who meet criteria and suit the current needs of the University.
- F. The Board Human Resources Committee, through the Board Chair, recommends candidates to the Minister for consideration.
- G. The Minister appoints the new board member through an Order-In-Council.

The Board of Governors of Grant MacEwan University believes its effectiveness as a board begins with the diversity of skills and the personal commitment of board members. The role of the Human Resources Committee in this pro-active approach is to identify candidates for public members whose resources and backgrounds enhance the board's ability to carry out its mandate to the highest degree possible. Our ability to work with the Minister of Advanced Education & Technology in this process has been instrumental in ensuring a strong, cohesive and effective Board of Governors.