The Work of the Governance Committee
The Governance Committee

• Monitor board composition.
• Develop and manage a network of new trustee candidates.
• Develop and manage a new trustee orientation program.
• Assess trustee performance.
• Decide whether to re-nominate sitting trustees.
• Anticipate future board leadership.
• Motivate trustees.
• Develop programs that continue the commitment of former trustees.
• Plan for periodic board assessment.
• Respect the bylaws.
Board Assessment

• Board Self-Assessment
• Individual Self-Assessment
Purposes of Board Self-Assessment

• Provide opportunity to step back from everyday business and reflect on how well the board is meeting its responsibilities

• Refresh the understanding of the board’s role and responsibilities

• Identify important areas of board operation that need attention or improvement
Purposes of Board Self-Assessment (continued)

- Measure progress over time, through regular assessment
- Shape the future operations of the board
- Share a common understanding of an effective board
- Build trust, respect, and communication among board members
Board Assessment Approaches

- Evaluations of board meetings
- Discussion of critical incidents
- Plenary sessions at board meetings (e.g., governance trends & research, board roles, etc)
- Exit interviews
- Targeted board self-assessments
- AGB board self-assessment
- Other?
Individual Board Member Assessments

• What process do you use, if any, to evaluate the performance of individual board members?

• What steps or practices would you recommend to provide a constructive process for the performance assessment of individual board members?

• How do you link board member assessment with the development of board leadership?
Questions to Consider for Individual Board Member Assessments

• How satisfied am I that I:
  - Understand the institution’s mission?
  - Have a good working relationship with other board members and the president?
  - Read and understand the institution’s financial statements?
  - Prepare for and participate effectively in board and committee meetings?
Questions to Consider for Individual Board Member Assessments

• In what ways can I do more as a board member to add value in advancing the institution and the work of the board?
• What can be done to increase my engagement and personal satisfaction as a board member?
• How interested am I in holding a leadership role on the board? What experience would be valuable to develop my board leadership potential?