

The Work of the Governance Committee



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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?