

Governance Process

Board Policy No. 2 – We Recruit and Develop Board Members to Fulfill our Mandate

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

Functional Category:	Board
Approval:	NorQuest College’s Board of Governors has approved and is accountable for this policy.
Responsible:	The Board of Governors will recruit members within the limits and for the purposes of this policy and legislation.
Who is Affected by the Policy:	This policy applies to all Board members in the conduct of the business of the Board and their conduct as Board members.
Why We have This Policy:	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.
What We Want This Policy to Accomplish:	<p>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.</p> <p>All appointments to the Board are made under the <i>Post-Secondary Learning Act</i>. The purpose of this policy is to provide advice to the Minister in that selection.</p>
Framework for Board Policies:	All Board policies are subject to the Post-Secondary Learning Act and other legislation that applies to the activities of the Board.
Recruiting Members:	<p>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 shall 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.</p> <p>We seek to recruit, develop and retain Board members who can and will carry out their duties as Board members, including:</p> <ul style="list-style-type: none"> participate fully in Board meetings and activities as well as other college activities

	<ul style="list-style-type: none"> 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:	<p>The Board provides members with opportunities to contribute to the college’s ongoing development through their personal and professional competencies.</p> <p>The Board provides members with opportunities to learn about the principles and processes by which we fulfil our mandate, through:</p> <ul style="list-style-type: none"> orientation for new Board members development opportunities related to Board and committee responsibilities education sessions at Board meetings
Terminating Board Membership:	<p>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.</p>
Departing from Policy:	<p>Any departure from a Board policy requires the approval of the Board of Governors.</p>
Related Legislation:	<ul style="list-style-type: none"> Post-Secondary Learning Act
Related Policies and Procedures:	<ul style="list-style-type: none"> all Board policies Board policy definitions 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
Next Review Date:	<p>February 2021</p>
Revision History:	<p>June 2010 – New Policy Established May 2012 - Reviewed March 2015 – Reviewed, no changes February 2018 – Reviewed, edits made to Recruiting Members</p>