

**Southern Oregon University  
Board of Trustees**

**Board Statement on Recommending Candidates for At-Large Board Positions**

**1. Goal**

Under ORS 352.076, Southern Oregon University trustees are appointed by the Governor of the State of Oregon and confirmed by the Oregon Senate. It is a goal of the Board of Trustees to recommend at-large candidates for the Governor's consideration who meet the individual characteristics desired for the board and who complement the needs of the board as a whole. The board fully recognizes that only the governor of the State of Oregon has the authority to appoint members of the board and the state senate has the authority to confirm such appointments.

**2. Purpose**

The purpose of this policy is to guide the board's efforts in identifying potential candidates to recommend to the Governor for at-large board positions.

**3. Board Composition**

The board should be composed of members who have:

- A commitment to public higher education;
- A record of public or community service;
- Knowledge of complex organizations or academic institutions;
- Demonstrated collaborative, collegial approach to leadership;
- A willingness and availability for constructive engagement;
- A commitment to open-minded, non-partisan decision-making;
- A record of integrity, good judgment, and civic virtue;
- A commitment to engagement in board responsibilities and interests; and
- Qualifications and characteristics that reflect and support the Governor's goals, priorities, and initiatives.

There should be a balance of perspectives, backgrounds, experience, and skills among the members of the board. These could include, but are not limited to:

- Gender, ethnicity, age, geographic location of residence, and other expressions of diversity;
- Unique skills and competencies, including experience that will benefit the board;
- Complementary skills and perspectives;

- A broad range of professional fields (e.g., education, legal, finance, engineering, healthcare, criminal justice, business, etc.); and
- Knowledge of and/or connection to Southern Oregon University (alumni relation, campus service, community relationships, etc.).

#### **4. Process**

The process for identifying and vetting potential candidates will include the following:

##### **4.1. Conduct Needs Assessment**

When a vacancy on the board is anticipated or occurs, the board secretary, in conjunction with the president and board chair, will conduct a needs assessment by analyzing the present board membership against the composition identified in Section 3. The board also will conduct periodic self-assessments, which the board secretary, president, and board chair also will consider in assessing the board's needs.

##### **4.2. Identify and Vet Potential Candidates**

Based on the needs assessment, the president and/or board chair will identify potential candidates. To assist the president and board chair in identifying potential candidates, the board secretary will maintain a list of individuals submitted by sources such as trustees, the president, senior administrators, and others. The president will vet potential candidates, or will cause vetting of candidates to occur. Vetting will include a discussion with potential candidates about the responsibilities of serving as a trustee as well as interest, readiness for nomination, and ability to serve the university with:

- Commitment of time and talent;
- Attendance at and participation in board and committee meetings;
- Ability to maintain a university-wide perspective on issues and concerns;
- Promotion of the university mission through advocacy and oversight of policy; and
- Active involvement in the life of the university.

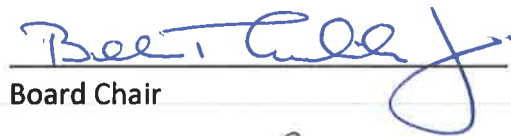
##### **4.3. Present Recommendations**

The president will present recommendations to the board chair. The board chair will consult with members of the board regarding potential candidates who are willing and able to serve and who satisfy the needs identified by the needs assessment. Candidates will be asked to complete an application packet including the Governor's Executive Appointments Interest Form, Background Information Form, and other documentation required for executive appointments. The board secretary may provide information on

filing the required forms. The board chair will recommend candidates on behalf of the Board of Trustees to the Governor for consideration.

Any member of the public who may be interested in serving as a trustee, but who has not come to the attention of the board through this process, is encouraged to apply independently. It is understood by the board that providing recommendations to the Governor's office regarding potential trustees in no way guarantees or implies appointment of any applicant. As executive appointments, Southern Oregon University trustees are appointed by the Oregon Governor and confirmed by the Senate.

Approved on June 17, 2016.

A handwritten signature in blue ink, appearing to read "Boet Cully", written over a horizontal line.

Board Chair

A handwritten signature in black ink, appearing to read "Sabrina McNamee", written over a horizontal line.

Board Secretary