

**Board Statement on Recommending Candidates for At-Large Board Positions**  
**Board of Trustees of Southern Oregon University**

**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 (“Board”) 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, as executive appointees, Southern Oregon University trustees are appointed only by the Oregon Governor and confirmed only by the Oregon Senate.

**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. The positions filled by the following members are not at-large positions on the Board of Trustees: the President of the university, a student enrolled at the university, a member of the faculty of the university, and a member of the non-faculty staff of the university. With the exception of the University President, the board will rely on the bodies that represent the applicable constituent groups to implement a process for recommending candidates for appointment to the Board.

**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; and
- A commitment to engagement in board responsibilities and interests.

There should be a balance of perspectives, backgrounds, experience, and skills among the members of the Board. These may 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.);
- Knowledge of and/or connection to Southern Oregon University (alumni relation, campus service, community relationships, etc.); and
- Qualifications and characteristics that reflect and support the Governor's goals, priorities, and initiatives.

#### **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, Board Chair, and/or Vice 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, in consultation with the Vice 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 and/or Board Chair will vet candidates under priority consideration, or may cause vetting of those candidates to occur. Vetting may 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:

- Support for the mission and strategic plan of the university;
- 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 Review Results of the Vetting Process**

The President will discuss priority candidates with the Board Chair. The Board Chair will consult with members of the Board regarding potential

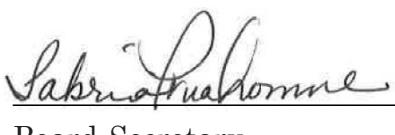
candidates who are willing and able to serve and who satisfy the needs identified in the needs assessment. Candidates will be asked to complete an application package including the Governor's Executive Appointments Interest Form, Background Information Form, and other documentation required for executive appointments. The Board Secretary may provide information on filing the required forms. Based on the factors set forth above and the information gathered for the Board Chair, the Board Chair will decide which candidates to recommend 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, may 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 appointees, Southern Oregon University trustees are appointed only by the Oregon Governor and confirmed only by the Oregon Senate.

Approved on March 22, 2019



Lynn Henneke  
Board Chair



Sabrina Huahonne  
Board Secretary

| Revision | Change   | Date           |
|----------|--|----------------|
|          | Initial Version  | June 17, 2016  |
| 1        | Revised to include Vice Chair; Review Results of the Vetting Process revised; basic edits and corrections. | March 22, 2019 |