

Recruitment of Board of Director Members

COR-GOV-BST-15221-09-01-2022

Manual	Cluster	Theme
Corporate	Governance	Board Structure

Policy Preamble

Effective governance depends on the right mixture of skills, experience, personal qualities and diversity among the members of the Hospital Board.

The Board's role and the effectiveness of the Board's processes and structures are impacted by the quality of the Board. Board quality is affected by a number of factors including (i) board size, (ii) the skills, experience and diversity of the Board, (iii) the processes that the Board uses to recruit and train its Directors, (iv) Directors' terms, (v) orientation and education and, (vi) feedback and evaluation of the Hospital's governance and election processes.

Board size, Directors' terms and election processes are covered in Hospital By-law No. 2017-1.

Directors are elected by the Members of the Hospital. The following are required ex-officio Directors: the President & CEO, the Chief Nursing Executive, Chair of the Medical Advisory Committee (Vice President Medicine and Academic Affairs), and the President of the Medical Staff Association.

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Policy Statement

The Governance Committee has the responsibility for recruitment on behalf of the Board of Directors.

Procedure

The Governance Committee will determine the appropriate recruitment strategy for Board candidates. The approach may include advertising, effective use of the Hospital's web site, services of a search consultant, LinkedIn, the Institute of Corporate Directors and outreach for recommendations to the current and former Directors of the Board. In determining approach, the committee will be mindful of resources that will enhance the ability to reach under-represented diverse groups.

The Governance Committee establishes eligibility criteria using a skills and experience matrix which will be reviewed no less frequently than every three years and approved by the Board. The Governance Committee maintains an inventory of current Board members' skills and experience and surveys current Board members to determine their intentions with respect to their interest in remaining on the Board.

Through the nomination process, the Governance Committee will review candidates with regard to their skills, experience, personal qualities and their contribution to the overall skills, experience and diversity of the Board. Consistent with the Excellent Care for All Act and the Hospital's Caring Safely program, the Board has a focus on client and staff safety and

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quality improvement; accordingly, expertise in these areas is especially important.

Potential Directors will possess the personal qualities necessary to perform their role as Board members. Such qualities include (i) ability to work as a member of a team, (ii) commitment to the workload required, (iii) absence of apparent conflicts; (iv) leadership potential, (v) ability to think strategically and (vi) ability to communicate effectively. The Board should also reflect the diversity of the community served including demographic, linguistic, cultural, economic, geographic, gender, gender identity, sexual orientation, lived experience of disability, ethnic and social characteristics of the communities served by the Hospital.

The Governance Committee considers the current inventory of Board members' skills and experience within the context of a succession plan for the Board of Directors, including executive positions on the Board.

All candidates are required to submit a resume and completed skills matrix. All candidates will participate in an in-person interview with no less than two of the following: the Chair of the Board of Directors, any Vice-Chair of the Board of Directors, the Chair of the Governance Committee, the President & CEO and one additional Director. During this interview process the Chair of the Board of Directors or the Chair of the Governance Committee will ensure that the prospective candidates are fully aware of

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the expectations of a Director as currently set forth in Board Governance Policy 00386 (Board Qualifications, Duties, and Conduct).

The Governance Committee will recommend to the Board a slate of candidates for election as Directors in advance of the Meeting of the Members at which the election is to occur.

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External Links

Attachments

Forms

Related Policies

Committee	Review Date

Policy Lead	Last Revised	Last Reviewed
Cherrell Williams	24 January 2024	28 February 2024

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