

**CANADORE COLLEGE
CORPORATE POLICY MANUAL**

TITLE: External Governor Recruitment Policy

EFFECTIVE DATE: June 17, 2008

1. SCOPE

1.1 Authority

1.1.1 This policy is issued under the authority of the Board of Governors.

1.2 Application

1.2.1 This policy applies to the nomination of external candidates for the Canadore College Board of Governors.

1.3 Background

In accordance with the College Compensation and Appointments Council (CCAC) guidelines, the board profile should capture the diversity, culture, gender, and sectors in the region and represent the range of relevant background and experience needed to support the strategic direction of the College.

1.4 Purpose and Principles

1.4.1 New external governors will be identified through advertisements in regional newspapers, referrals by current board members and business and/or industry contacts.

1.4.2 The Executive Committee of the Board of Governors shall review applications to the Board and nominate candidates to the CCAC.

1.4.3 The Board should reflect a balance of gender, culture and sector representation. The Board has determined that external governors should be able to provide advocacy and/or fundraising support to the College by virtue of recognition as leaders in their community or sector.

1.4.4 Prospective governors' skills, experience, expertise are evaluated through a matrix which recognizes gaps in sectors represented on the Board membership. Candidates are assessed on merit – the skills and experiences the candidate will bring to the Board; diversity – the candidate's background, skills, and experience; strategic direction – the candidate's capacity to assist the college achieve its strategic direction; and probity – the candidate's commitment to the values and principles of public service.

2. ROLES AND RESPONSIBILITIES

2.1 Board of Governors

The Board of Governors is responsible for the initial approval of the policy and subsequent substantive amendments.

2.2 President

The President is a member of the Executive Committee of the Board of Governors by virtue of office.

2.3 Secretary of the Board

The Secretary of the Board is the liaison between prospective governors and the Chair and is responsible for coordinating the external recruitment process. The Secretary of the Board is also responsible for appointment submissions to the College Compensation and Appointments Council.

2.4 College Compensation and Appointments Council

The College Compensation and Appointments Council is responsible for approving external governor appointments recommended by the Board of Governors.

3. Evaluation

This policy will be evaluated every three years as part of the Board's regular policy review process.