

SECTION: Board of Directors

DIRECTIVE: III-B-36

SUBJECT: Recruitment & Election of Board Chair

AUTHORITY: Board of Directors

EFFECTIVE DATE			REVIEWED/REVISED DATE			POLICY	X	PROCEDURE
MON	DAY	YEAR	MON	DAY	YEAR			
09	24	2012				Applies to: All Board Members		

PURPOSE

It is in the interests of the corporation that there be succession planning and a smooth transition in the office of the Chair.

POLICY

The incoming Chair shall:

- Be a current member of the board;
- Be approved by the board at least one year prior to the conclusion of the current board Chair's term; and
- Serve as a Vice-Chair until the commencement of his/her own term.

PROCESS

The Governance Committee is mandated to conduct the board Chair selection process and to recommend to the board, for its approval, a nominee for incoming Chair.

Selection Criteria – Desirable Attributes

- Proven leadership skills;
- Good strategic and facilitation skills;
- Ability to influence and achieve consensus;
- Ability to act impartially and without bias;
- Tact and diplomacy;
- Powerful communicator;
- Political acuity;
- Must have the time to continue the legacy of building strong relationships between the corporation and stakeholders;
- Ability to establish trusted advisor relationships with the CEO and Chief of Staff (or Chair of the Medical Advisory Committee) and other board members;
- Governance and board level experience in health care;
- Outstanding record of achievement in one or several areas of skills and experience used to select board members; and
- Understanding and appreciation of quality improvement and patient safety.

SELECTION PROCESS

- The Governance Committee will canvass each board member to obtain views on the selection criteria and on the perceived strengths and weaknesses of possible candidates.
- The results of director evaluations and peer reviews shall be considered.
- The Chair of the Governance Committee will meet with each nominated candidate to ascertain interest.
- If the Chair of the Governance Committee is a potential nominee, he/she shall not participate in the selection process, and the process shall be conducted by the Vice-Chair or another member of the committee.
- The Governance Committee will canvass senior leadership at the corporation and key partner organizations to obtain input. The Governance Committee will discuss findings and ultimately agree on a nominee to recommend.

AMENDMENT

This Chair selection process guideline may be amended by the board.