

# Sample Committee Charter: People and Culture Committee

## **Mission:**

To improve the health of the people in the communities we serve.

## **Vision:**

Texas Health Resources, a faith-based organization joining with physicians, will be the health care system of choice.

## **Roles/Responsibilities:**

- Oversight of people and culture structure and monitor consistency with Guiding Principles, mission, vision, and values, as well as ongoing efficiency and effectiveness on a System-wide basis
  - Advise governance/nominating committee regarding potential future board member competency needs identified
  - Develop strategies for THR to reflect the diversity of the communities it serves
  - Develop and recommend overall Strengthening Our System Culture and People philosophy(ies) consistent with the Guiding Principles, which are used by management to establish program design and administration in areas of organizational design, compensation, benefits, performance management, learning, recognition, and employee involvement
  - Monitor and review ongoing effectiveness of program design and recommend System-wide targets
- Facilitate linkages of learning, performance management, and employee satisfaction and involvement programs with the work of the quality/performance committee
  - Serve as forum for identification of best practices and oversee the management of strategic workforce dynamics issues, including organizational climate, situational analysis, and workforce supply/demand forecasting
  - Conduct such other activities as delegated to it from time to time by the THR board

## **Meeting Schedule:**

Quarterly, 2-3 hours each, with one of the meetings being a joint meeting with the quality/performance committee

## **Membership:**

5-9 members with a THR board member as chair; membership will include a combination of non-THR board members and at least three THR board members

## **Management functional leader:**

Senior Vice President, People and Culture