

Sample Guidelines For Director Selection

Note: The following is intended to be an example that boards should adapt to meet their individual needs.

Purpose

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

Policy

Through the nomination and election process, the board will select directors according to their skill, experience, and personal qualities.

The board will seek a balance within the board concerning the skills and experience of directors, while considering any unique or special requirements of the hospital at the current time.

The board will ensure all directors possess the personal qualities necessary to perform their role as board members. The board will reflect the diversity of the community served.

The skills, experience, and personal qualities that the board will use to select potential directors are set out below.

Skills and Experience

The board will reflect a complementary mixture of knowledge, skills and experience. The skills and experience the board will consider in selecting members include, but are not limited to, the following:

- Business management
- Human resources management
- Health care administration and policy
- Health system needs, issues and trends
- Clinical experience
- Government and government relations
- Political acumen
- Construction and project management
- Legal expertise
- Strategic planning
- Risk management
- Information technology
- Accounting
- Financial expertise

- Leadership
- Education
- Knowledge and experience in research
- Quality and performance management
- Patient safety
- Labor relations
- Board and governance expertise
- Public affairs and communications
- Ethics
- Diversity Issues
- Patient and health care advocacy
- Community Relations

Personal Qualities

The board requires all of its members to possess the following personal qualities:

- An understanding of and commitment to the vision, mission, and core values of the hospital
- Honesty and integrity
- An understanding of governance
- An understanding of a director's role and fiduciary duties, and the role of the board
- An ability to think strategically
- An ability to work as part of a team
- An ability to communicate effectively
- Financial literacy appropriate for health care
- A willingness to devote the time and effort required to be an effective board member including attendance at board orientation, board retreats, board meetings, committee meetings, and hospital events
- An absence of potential conflicts and ability to recognize and manage potential conflicts of interest

Amendment

This policy may be amended by the board.

Approval Date:

Last Review Date: