



Guidelines for the Nomination of Directors

Approved By: Board of Directors

Responsible Office(s): Board Office

Responsible Officer(s): Dean-CEO
Chair and Vice Chair of the Board
Chair of the Governance Committee

Effective date: March 20, 2013

Supersedes: n/a

Revised:

These guidelines are intended to provide guidance to the Nominating Committee and the Board of Directors in the nomination process for elected Directors to achieve:

- Balance within the Board
- Personal qualities of all Directors
- A range of skills, expertise and experience to effectively govern NOSM

The feedback which was provided in the stakeholder consultation process strongly supported the proposed Guidelines, with particular emphasis on the importance of “reflecting the geographic and demographic diversity of Northeastern and Northwestern Ontario (specifically) including aboriginal, francophone and rural and remote communities”.

Balance within the Board

The Board, as a whole, should be skilled, credible, capable, experienced and well able to lead the Corporation;

The ex-officio members of the Board ensures the unique relationship and partnership between NOSM and Lakehead and Laurentian Universities

The elected Directors should be drawn widely to:

- Achieve a balance of skills and expertise needed for the Board to fulfill its governance roles and responsibilities;
- reflect the geographic and demographic diversity of Northeastern and Northwestern Ontario (specifically) including aboriginals, francophones and rural and remote communities
- Subject to exceptional circumstances, all Directors should be resident of Northern Ontario

Personal Qualities of all Directors

- a commitment to the Corporation’s mission, vision and core values;
- personal and professional integrity and informed judgment;
- understanding of governance including the roles and responsibilities of the Board and individual Directors and the difference between governance and management;
- ability to work positively, co-operatively and respectfully and communicate effectively as a member of the team with other Directors and the senior management team;
- ability to provide wise counsel and ask relevant questions at a strategic level;
- enthusiasm for the role and its demands;

- ability and willingness to commit the necessary time to prepare for and participate in Board orientation and continuing education, Board meetings, Board committee meetings, retreats, and selected corporate and regional events;
- a commitment to comply with the Board code of conduct and conflict of interest policies; and
- ability and willingness to represent the Corporation as required within the broader community and be an ambassador for NOSM.

Skills, Experience and Knowledge

While the Board will give priority to recruitment of different skills, expertise and experience over time, the members of the Board should collectively possess a range of specific skills, expertise and experience from among the following:

Academic

University policy and management in related health programs;
Undergraduate and postgraduate NOSM learners
NOSM Alumni
Leadership experience in Research

Governance

Municipal governance/management with a broad regional perspective/ experience
Aboriginal governance/management
Corporate or Not-for-Profit Governance;

Functional Expertise

Accounting designation preferably with public sector experience
Financial expertise and literacy
Human resources including labour relations
Information Management systems and technology
Legal
Project management
Quality and Risk management
Strategic planning
Health and health care
Health Policy
Health care delivery and clinical experience in rural and remote and aboriginal communities
External Relationship
Government relations
Marketing and communications;