Board of Governors
Annual Evaluation Form for 2025-2026 REVISED FORM

Introduction

The Board Evaluation Process is designed to provide Governors with an annual opportunity to consider the operations of the Board, and to make suggestions for improvement.

The process is designed primarily to provide constructive feedback for the improvement of the Board "as a whole or as a unit". The process provides each Governor with an opportunity to self-assess his/her performance and to comment on the performance of the Board, its Chair, and its support system.

Process

In June of each year, the Chair of the Board asks each Governor to complete an evaluation. You have the option of responding to this survey anonymously. The output of the survey is summarized by the Board Governance Secretary. Your individual answers will not be shared. The "raw" results are shared with the Chair of the Nominating and Governance Committee who will then: (a) have a private meeting with the Board Chair to review the results of the evaluation, including the results relating to the evaluation of the Chair's performance, and (b) schedule a meeting with the Nominating and Governance Committee to review the results of the evaluation. Following discussion of the results, the Committee Chair will summarize the key performance strengths and weaknesses identified in the evaluation and make any recommendations it considers appropriate in terms of Board policy/practice.

This analysis will be shared with the Board in the form of an Evaluation Report prepared by the Committee Chair. Time will be set aside at the first Board meeting of the 2026/2027 year for a full and comprehensive discussion of Board effectiveness.

Questionnaire: Indicate your agreement with the statement by circling the number:

1	If you STRONGLY AGREE with the statement
2	If you AGREE with the statement
3	If you SOMEWHAT AGREE with the statement
4	If you SOMEWHAT DISAGREE with the statement
5	If you DISAGREE with the statement
6	If you STRONGLY DISAGREE with the statement
N/A	Not applicable or don't know

1. THE BOARD AS A WHOLE

	The Board's Goals	Choose the rating level that best represents your opinion on the statement
1.1	The Board has the right mix of experience and skills to guide the Mount toward achieving its strategic goals.	1 2 3 4 5 6 N/A
1.2	The Board receives accurate, clear progress reports on the achievement of goals set out in the Strategic Plan.	1 2 3 4 5 6 N/A
1.3	The Board of Governors is fulfilling its role with regards to strategic leadership.	1 2 3 4 5 6 N/A
1.4	The Board of Governors is fulfilling its role with regards to accountability.	1 2 3 4 5 6 N/A
1.5	The Board strives to ensure a diverse membership.	1 2 3 4 5 6 N/A
1.6	The Board has approved policies to enable the University to manage and reduce risks to a tolerable level (e.g. environmental health and safety policies, insurance policies).	1 2 3 4 5 6 N/A

	Board Communication	Choose the rating level that best represents your opinion on the statement
1.7	The Board supports a culture that promotes candid discussion and responsible decision-making.	1 2 3 4 5 6 N/A
1.8	Differences of opinion among Board members are dealt with openly, respectfully and effectively; debate is constructive.	1 2 3 4 5 6 N/A
1.9	The Board questions and debates recommendations from its committees and from management when it believes that it is necessary.	1 2 3 4 5 6 N/A

1.10	The committees provide the Board with enough information so the Board can discharge its responsibilities.	

	Oversight	**Choose the rating level that best represents your opinion on the statement**
1.11	The Board has adequate documented processes in place for selecting, monitoring, evaluating and compensating the President and follows these processes in practice.	1 2 3 4 5 6 N/A
1.12	The Board of Governors effectively supports, guides and counsels the President of the University.	1 2 3 4 5 6 N/A
1.13	The Board gives the President enough authority and autonomy to lead and manage the organization successfully.	1 2 3 4 5 6 N/A

Comments regarding Section 1: The Board as a Whole:

Write your comments, if any, below. If you responded "N/A" to any of the statements, please provide insight: e.g. because you are new to the Board or because not enough information has been provided to you. Constructive criticism is appreciated!

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2. COMMITTEES OF THE BOARD

	Committees	Choose the rating level that best represents your opinion on the statement
2.1	I understand the role that Board committees play in the overall success of the Board of Governors.	1 2 3 4 5 6 N/A
2.2	The committees are appropriate and relevant to the responsibilities of the Board.	1 2 3 4 5 6 N/A
2.3	Committee Terms of Reference are clearly defined and appropriate.	1 2 3 4 5 6 N/A
2.4	Committee delegation of authority from the Board is appropriate, i.e. routine matters are dealt with and approved by the Committee and matters of significance are recommended to the Board for approval.	1 2 3 4 5 6 N/A
2.5	I trust the work of the committees, and the recommendations that they bring to the Board.	1 2 3 4 5 6 N/A

Comments regarding Section 2: Committees of the Board:

Write your comments, if any, below. If you responded “N/A” to any of the statements, please provide insight: e.g. because you are new to the Board or because not enough information has been provided to you.

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3. YOU AS A GOVERNOR:

Onboarding and Training		Choose the rating level that best represents your opinion on the statement
3.1	I received an orientation session that adequately prepared me to become a contributing and productive member.	1 2 3 4 5 6 N/A
3.2	I understand the University's mission and goals.	1 2 3 4 5 6 N/A
3.3	I understand the bicameral governance system and the division of authority and allocation of responsibilities between the Senate and the Board of Governors.	1 2 3 4 5 6 N/A
3.4	I understand the financial framework of the University and the budget approval process.	1 2 3 4 5 6 N/A
3.5	I understand and support the division of authority and the allocation of responsibilities between the Board and senior administration.	1 2 3 4 5 6 N/A
3.6	I understand my role and responsibilities as a Board member.	1 2 3 4 5 6 N/A
3.7	I recognize that the Board must "speak with one voice" on its decisions and have respected that principle.	1 2 3 4 5 6 N/A
3.8	I have respected the confidentiality of matters that are deemed to be confidential by the Board.	
3.9	I have enough information and motivation to be a good ambassador for the Mount.	1 2 3 4 5 6 N/A

Your Participation in the Board	Choose the rating level that best represents your opinion on the statement

3.10	My abilities and areas of expertise are being used appropriately and effectively and fit well with the strategic demands facing the university.	1 2 3 4 5 6 N/A
3.11	I have an adequate opportunity to participate at Board meetings, freely expressing my thoughts and observations.	1 2 3 4 5 6 N/A
3.12	I have adequate opportunities to become acquainted with my fellow Board members.	1 2 3 4 5 6 N/A
3.13	I review the meeting material in advance in order to become familiar with the issues and how they relate to the Mount and its goals and objectives.	1 2 3 4 5 6 N/A
3.14	I actively and positively participate in meetings.	1 2 3 4 5 6 N/A
3.15	If I am unable to attend meetings, I ensure that I am briefed on the information covered.	1 2 3 4 5 6 N/A
3.16	Overall, my experience as a Board member has been positive.	1 2 3 4 5 6 N/A
3.17	Have you supported or participated in the University's fundraising initiatives such as the annual fund and the capital campaign, to the best of your financial ability?	Y/N
3.18	Did you attend at least one Convocation ceremony this year?	Y/N
3.19	Did you attend and participate in the annual retreat	Y/N

Comments regarding Section 3: You as a Governor:

Write your comments, if any, below. If you responded "N/A" to any of the statements, please provide insight: e.g. because you are new to the Board or because not enough information has been provided to you.

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4. YOUR SUPPORT SYSTEM

	Board Operations	Choose the rating level that best represents your opinion on the statement
4.1	Meeting materials are received in sufficient time to allow for adequate preparation for meetings.	1 2 3 4 5 6 N/A
4.2	Meeting minutes are of an appropriate length and content.	1 2 3 4 5 6 N/A
4.3	The use of the Consent Agenda enables more in-depth discussion and the scheduling of strategic topics.	1 2 3 4 5 6 N/A
4.4	Presentations made to the Board are of a high quality.	1 2 3 4 5 6 N/A
4.5	Board resources (i.e. Board of Governors Manual, New Member Handbook, Board of Governors' website, etc) provide helpful information about Board processes, Board member roles and responsibilities, and about the University in general.	1 2 3 4 5 6 N/A

	Board Chair	Choose the rating level that best represents your opinion on the statement
4.6	The Board Chair is effective in running the Board's meetings within the allotted time.	1 2 3 4 5 6 N/A
4.7	The Board Chair supports reflection, provokes debate, and encourages participation and the expression of diverse views and opinions.	1 2 3 4 5 6 N/A
4.8	The Board Chair knows when to end a debate and is able to effectively summarize the key points of the discussion.	1 2 3 4 5 6 N/A
4.9	The Board Chair remains neutral and does not impose his/her views on the other Governors.	1 2 3 4 5 6 N/A

1- Strongly Agree 2- Agree 3-Somewhat Agree
4- Somewhat Disagree 5–Disagree 6-Strongly Disagree N/A – Not Applicable/Don't Know

Comments regarding Section 4: Your Support System

Write your comments, if any, below. If you responded "N/A" to any of the statements, please provide insight: e.g. because you are new to the Board or because not enough information has been provided to you.

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5. IN THE NEXT BOARD YEAR:

5.1 Are there issues facing the University on which you'd like to receive information?

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5.2 Are there things that you require as a Board member that are not currently provided?

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5.3 What would you like to see done differently over the coming year?

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5.4 Did you find the Retreat to be effective? Do you have any suggestions for improving it?

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5.5 Would you like to meet privately with the Board Chair to discuss your experience as a Board member?

_______ **YES** _______ **NO**

5.6 Would you be willing to be considered for an opportunity to serve as **CHAIR** of the following committee(s):

( ) Audit & Risk ( ) Finance & Campus Planning

( ) Human Resources & Compensation ( ) Nominating & Governance ( ) Not at this time

5.6 Would you be willing to be considered for an opportunity to serve as **VICE-CHAIR** of the following committee(s):

( ) Audit & Risk ( ) Finance & Campus Planning

( ) Human Resources & Compensation ( ) Nominating & Governance ( ) Not at this time

5.7 Would you like to receive information on the possibility of serving as the Vice-Chair of the Board and then the Chair of the Board?
_______ YES _______ NO

6. SELF-IDENTIFICATION OPPORTUNITY:

MSVU strives to ensure that our Board of Governors is reflective of the MSVU community and therefore, it is important that we strive to ensure our Board includes representation of the many diverse groups that are involved with MSVU. The diversity includes persons of any sexual orientations and gender identities and/or expressions, Indigenous persons, African Canadians, other racialized groups, persons with disabilities, and other groups that would contribute to the diversification of our campus. Board members who identify as being from any of these groups are encouraged to voluntarily self-identify.

If you wish to self-identify as a member of an equity-deserving group, please do so below.

Thank you for taking the time to complete this evaluation. Your feedback is important in ensuring that Mount Saint Vincent University's Board of Governors is the best it can be.