

UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE
BOARD OF TRUSTEES

Guidelines for Appointment and Service of New Trustee Mentors

Selection of Mentors

In consultation with the Board Governance Committee, the Board Chair will recruit a mentor for each newly appointed trustee. Mentor candidates will be trustees who:

- Actively demonstrate the characteristics of good trusteeship, as set forth in the Board's Statement of Trustee Responsibilities
- Are veteran members of the Board
- Can dedicate the time and interest necessary to serve as effective mentors

The Chair will seek to appoint a mentor whose appointment derives from a different source of appointment from that of the new trustee to whom the mentor is assigned.

All mentor candidates shall receive a copy of these guidelines prior to their acceptance of a mentorship role.

Duties of Mentors

- A mentor will minimally agree to serve during the first year of the new trustee's trusteeship
- A mentor will contact the new trustee before and after each Board meeting during the new trustee's first year of service to assist the new trustee in understanding Board operations and what occurred at the meeting, as well as to assist the new trustee in improving his or her ability to contribute effectively to the Board
- Mentors will use best efforts to attend the orientation sessions for new trustees
- Mentors will seek informally to introduce the new trustees at University social gatherings

At the end of the first year of the mentoring relationship, each mentor and new trustee will be asked to complete a survey assessing the mentoring experience. Those results will be reviewed by the Board Governance Committee and program revisions will be made as appropriate.

As approved by the Committee on Board Governance and referred to the Board of Trustees for implementation: February 10, 2007.