2020 Board Skills Matrix Rating Survey

For the below categories of skills, please click on the specific skill level.

1. FINANCIAL LITERACY

1.1 Ability to read and understand financial statements

- Beginner/No experience (1)
- Intermediate/Some experience (2)
- Advanced/Experienced (3)

1.2 Understanding of the accounting principles for investments

- Beginner/No experience (1)
- Intermediate/Some experience (2)
- Advanced/Experienced (3)
1.3 Understanding of the accounting principles for pensions

- Beginner/No experience (1)
- Intermediate/Some experience (2)
- Advanced/Experienced (3)

1.4 Do you believe additional resources and/or professional development related to financial literacy should be provided to the Board?

- Yes (1)
- No (2)

2. HUMAN RESOURCES

2.1 Human resources and labour relations expertise including compensation and performance management.

- Beginner/No experience (1)
- Intermediate/Some experience (2)
- Advanced/Experienced (3)

2.2 Knowledge of workplace environment, health and safety matters

- Beginner/No experience (1)
- Intermediate/Some experience (2)
- Advanced/Experienced (3)
2.3 Do you believe additional resources and/or professional development related to human resources should be provided to the Board?

- Yes (1)
- No (2)

3. LEGAL/COMPLIANCE

3.1 Knowledge of governance and policy

- Beginner/No experience (1)
- Intermediate/Some experience (2)
- Advanced/Experienced (3)

3.2 Risk management expertise

- Beginner/No experience (1)
- Intermediate/Some experience (2)
- Advanced/Experienced (3)

3.3 Understanding of audit and accounting controls

- Beginner/No experience (1)
- Intermediate/Some experience (2)
- Advanced/Experienced (3)
3.4 Do you believe additional resources and/or professional development related to legal/compliance should be provided to the Board?

- Yes (1)
- No (2)

4. KNOWLEDGE OF THE UNIVERSITY OF REGINA AND POST-SECONDARY INSTITUTIONS

4.1 Knowledge of the post-secondary sector

- Beginner/No experience (1)
- Intermediate/Some experience (2)
- Advanced/Experienced (3)

4.2 Understanding of the University of Regina's programs/services/research/etc.

- Beginner/No experience (1)
- Intermediate/Some experience (2)
- Advanced/Experienced (3)

4.3 Understanding of university governance

- Beginner/No experience (1)
- Intermediate/Some experience (2)
- Advanced/Experienced (3)
4.4 Do you believe additional resources and/or professional development related to the knowledge of the University of Regina and post-secondary institutions should be provided to the Board?

- Yes (1)
- No (2)

5. DIVERSITY ISSUES

5.1 Understanding of the diversity issues such as visible, disability, generational and gender

- Beginner/No experience (1)
- Intermediate/Some experience (2)
- Advanced/Experienced (3)

5.2 Understanding of aboriginal ancestry issues

- Beginner/No experience (1)
- Intermediate/Some experience (2)
- Advanced/Experienced (3)

5.3 Understanding of communities beyond the Regina-base

- Beginner/No experience (1)
- Intermediate/Some experience (2)
- Advanced/Experienced (3)
5.4 Do you believe additional resources and/or professional development related to diversity issues should be provided to the Board?

- Yes (1)
- No (2)

Q42 6. OTHER

6.1 Experience in the business community

- Beginner/No experience (1)
- Intermediate/Some experience (2)
- Advanced/Experienced (3)

6.2 Ability to lobby and influence stakeholders and prospective donors

- Beginner/No experience (1)
- Intermediate/Some experience (2)
- Advanced/Experienced (3)

6.3 Experience in community service and engagement

- Beginner/No experience (1)
- Intermediate/Some experience (2)
- Advanced/Experienced (3)
6.4 Strategic thinking and planning

- Beginner/No experience (1)
- Intermediate/Some experience (2)
- Advanced/Experienced (3)

6.5 Leadership experience

- Beginner/No experience (1)
- Intermediate/Some experience (2)
- Advanced/Experienced (3)

6.6 Executive or senior manager experience

- Beginner/No experience (1)
- Intermediate/Some experience (2)
- Advanced/Experienced (3)

6.7 Board governance experience

- Beginner/No experience (1)
- Intermediate/Some experience (2)
- Advanced/Experienced (3)
6.8 Understanding of corporate social responsibility

- Beginner/No experience (1)
- Intermediate/Some experience (2)
- Advanced/Experienced (3)

6.9 Understanding of continuous improvement, innovation and application of best practices

- Beginner/No experience (1)
- Intermediate/Some experience (2)
- Advanced/Experienced (3)

Please provide your advice regarding what skills you think should be sought in future Board members.

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Please add any additional comments that you want to share.

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