

**PSU Board of Trustees
Committee on Governance and Long-Range Planning
Skill Set Inventory Report**

January 2019

A comprehensive inventory of the skill sets, experience, and expertise of board members has been completed in order to analyze the overall composition and needs that may be assistive for the various trustee electoral and appointment processes. The benefit of such an undertaking is to analyze existing strengths and identify opportunities for electoral or appointment considerations in order to provide diverse knowledge and professional experiences on the Board.

In addition to identified skill set opportunities, the Board embraces the University's statement on Diversity, Equity and Inclusive excellence and strives to ensure Board representation that is diverse and inclusive in all forms.

Review of the data showed that the areas of business operations, finance, legal, and governance were consistently rated as important areas of expertise for members of the Board to possess. Based on trustee self-assessment, these areas currently appear to be well represented on the Board.

Areas of expertise that were considered important where the current representation on the Board is not as robust included healthcare, higher education, information technology, and public relations/communications.

Therefore, in addition to efforts to strive for Board diversity in all forms, professional skill sets in the areas of healthcare, higher education, and public relations/communication may be of particular interest at this time. The Committee on Governance and Long-Range Planning will continue this process on a regular basis to allow real-time assessment that reflects the usual and customary turnover of Board membership.

While this exercise is important in identification of focus areas, it should not be construed or interpreted to be exclusionary or prescriptive.