



Board of Directors
Policy Manual

Subject: **CEO SEARCH COMMITTEE
TERMS OF REFERENCE**

Policy # 2-030

Approved by: Board of Directors

Issue Date: Jan 28, 2021

Revised (R) / Reconfirmed (RC) Dates

POLICY

The CEO Search Committee (the “Committee”) is an ad-hoc special committee responsible to the Board for ensuring continuity of leadership for the Hospital as per the CEO Selection and Succession Planning Policy.

PURPOSE

The primary purpose of the CEO Search Committee (the “Committee”) is to assist the Board in ensuring continuity of leadership for the Hospital in light of the planned vacancy in the position of CEO through the following tasks:

1. Determining and recommending to the board a preferred model for the CEO position.
2. Determining and overseeing the process for selecting CMH’s new CEO and providing a recommendation to the Board on the results of the selection process.

PROCEDURE

1. Committee Composition and Standing
 - a. The composition and duration of the Committee will conform to the CEO Selection and Appointment Planned Vacancy (long-term appointment) procedures in the Board’s CEO Selection and Succession Planning Policy.
2. Task 1
 - a. Guidance for Task 1 will be available in the draft Succession Plan presented to the Governance Committee on December 3, 2020.
 - b. In considering its recommendation between the three options in the draft Succession Plan, the Committee will take into account their impact on both the Hospital and the community(s) it serves, as well as the feasibility of the timing of the options.
3. Task 2
 - a. In light of the urgency of this task, it will be undertaken concurrently with Task 1, rather than subsequent to that Task.
 - b. The Committee will adhere to the CEO Selection and Appointment Planned Vacancy (long-term appointment) procedures in the Board’s CEO Selection and Succession Planning Policy.