

Chief Executive Dos and Don'ts in Recruiting Nonprofit Board Members

How involved should the chief executive be in the recruitment process?

While the board is ultimately responsible for recruiting and selecting new board members, the chief executive also plays an important role in the process. Including information from [Recruiting a Stronger Board](#), this resource explains when CEOs should be involved and when they need to take a step back.

DO

DON'T

- Develop networks of people and organizations that share similar values and use these networks to identify potential board members.
- Recommend qualified individuals to serve on the board by outlining to the nominating committee what the person would bring to the table.
- Suggest that potential board members serve on a committee before being elected to the full board in order to better ascertain their compatibility with the organization and provide them with more experience before joining the board.
- Participate, along with members of the nominating committee, in interviews with potential board members.
- Raise cautionary flags if aware that a board candidate could potentially bring negative publicity or serve as a negative influence on the board.
- Look in nontraditional places for potential board members, such as colleges, social media networking sites, the organization's client base, etc.
- Recommend for possible nomination individuals with whom the chief executive would like to enhance their relationship.
- Fail to disclose a previous relationship with a potential board member.
- Leave the selection of new board members to chance by not participating fully in the recruitment and selection process.
- Work with someone other than the nominating committee to recommend and vet new board members.
- Lead interviews of potential board members. Chief executives should play a supporting role by providing information about the organization.
- Give the impression that the chief executive is the one who makes final decisions on approving board members or that they are recruiting supporters for their management approach.

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Source: *Recruiting A Stronger Board: A BoardSource Toolkit*