



Recruitment and Engagement Committee Charter

Approved by the Board of Directors on March 19, 2021

I. Purpose of the Recruitment and Engagement Committee

The purpose of the Recruitment and Engagement Committee is to enhance the ECU Foundation's advancement capacity by identifying and aiding in the enlistment of new board members.

II. Committee Membership

The Recruitment and Engagement Committee shall be comprised of at least 8 members of the board of directors. The committee is comprised of members with a variety of professional and volunteer expertise.


The chair of the committee shall be recommended by the president and chair of the foundation board and approved by the Executive Committee of the foundation. The committee chair shall serve in that position for one term of four years. In special circumstances, the chair may be renewed for one additional term to serve a total of eight years. This position will be evaluated by the president and chair of the board of directors and serves at their discretion. The vice chair of the committee shall be elected by the committee and will fill in for the chair whenever the chair is unable to participate.

III. Committee Meetings

The Recruitment and Engagement Committee meets quarterly via teleconference according to the fiscal year. Dates and times are pre-determined on an annual basis and communicated to the members of the committee by the University Advancement staff liaison.


IV. Committee Authority and Responsibilities

- a. During a university campaign, align recruitment efforts with campaign fundraising goals such that the areas of campus with the greatest fundraising needs receive appropriate volunteer representation and leadership
- b. Articulate the ideal board composition across various skill sets and demographics
- c. Develop and execute a recruitment strategy that achieves balanced board representation and track recruitment activity; maintain a prospective member list rated and ranked based on demonstrated affinity for ECU, personal and professional influence, and capacity to give
- d. Participate in on-boarding activities prior to a board member's first meeting; oversee assignment of a mentor to each new board member; facilitate mentor/mentee interaction during one's first year of board service
- e. Track engagement activity for all board members, including meeting attendance, annual self-assessment, annual volunteer awards, and advancement-related initiatives (e.g. hosting an event, participating in meetings with development staff, and recommendation names for further staff engagement)
- f. Establish annual recruitment goals and partner with University Advancement staff in recruitment conversations
- g. When appropriate, submit nominations for school-based advancement councils to University Advancement staff

DocuSigned by:



Kevin M. Monroe, Chair
Recruitment and Engagement Committee
ECU Foundation, Inc.

Date: 4/5/2021 | 9:31 AM PDT

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Burrey S. Warren, III, Chair
Board of Directors
ECU Foundation, Inc.

Date: 4/5/2021 | 1:05 PM PDT

DocuSigned by:


Christopher M. Dyba
Vice Chancellor of University Advancement &
President of the ECU Foundation, Inc.

Date: 4/5/2021 | 11:59 AM EDT