
	<b>TITLE OF THE POLICY: CHAIR OF MEDICAL ADVISORY COMMITTEE PERFORMANCE EVALUATION</b>	<b>Policy Number: BRD-0530</b>
	<b>Policy Tool Type: Policy</b>	<b>Policy Level: Level III</b>
	<b>Accountability: Board of Trustees</b>	<b>Page 1 of 3</b>

<b>Approval Date</b>	<i>December 7, 2021</i>
<b>Revision Date</b>	
<b>Approved by</b>	<i>Chair, Board of Trustees</i>
<b>Approver Signature</b>	
<b>Scheduled Review Date</b>	<i>December 2024</i>
<b>Cross- Reference</b>	

## PURPOSE

The purpose of this policy is to outline the process for the Chair of Medical Advisory Committee performance evaluation.

## SCOPE

This policy applies to the Board of Trustees and the Chair of Medical Advisory Committee.

## POLICY STATEMENT(S)


The Chair of Medical Advisory Committee Evaluation will be evaluated once a year.

## PROCEDURE

The Appointment and Privilege Committee shall initiate the Chair of Medical Advisory Committee Performance Evaluation in March of each year.

### **Chair of Medical Advisory Committee**

Each March, the Chair of Medical Advisory Committee will submit to the Appointment and Privilege Committee a summary of the MAC activities.

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The summary will be presented to the Board of Trustees through the Appointment and Privilege Committee.

This process shall be repeated annually subject to any changes proposed by the Appointment and Privileges Committee and approved by the Board of Trustees.

### **Chair of Medical Advisory Committee Competencies**

The competencies which are essential to the success of the Chair of Medical Advisory Committee shall comprise the second element of the Performance Evaluation.

A competency is defined as any knowledge, skill, trait, motive, attitude, value, or other personal characteristic that is essential to perform the job and that differentiates good from superior performance. The essential competencies and their subsets are as follows:

#### Achieving Results

- Building Strategic Partnerships
- Collaboration
- Impact and Influence
- Organizational Awareness
- Results Orientation
- Service and Quality Orientation

#### Leading Effectively


- Building Organizational Capacity
- Holding Self and Others Accountable
- Visionary Leadership

#### Thinking Critically

- Business Acumen
- Strategic Orientation

#### Personal Effectiveness

- Interpersonal Sensitivity
- Leadership Presence

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The Appointment and Privilege Committee will initiate annually the evaluation of the Chair of Medical Advisory Committee in terms of these competencies.

In April, Board of Trustees and members of the Medical Advisory Committee will be asked to participate in the Chair of Medical Advisory Committee via a web-based tool to assist in the competency assessment.

Additionally, at the discretion of the Chair of Medical Advisory Committee, up to six (6) others may be asked to participate. These six are in addition to the Board members.

By the end of April, a summary report prepared by the Vice-President, People and Transformation will be sent to the Appointment and Privilege Committee.

The Chair of the Appointment and Privilege Committee and Vice-President Medical Services and Chief of Staff will meet with the Chair of Medical Advisory Committee for a preliminary review of the competency assessment.

The Appointment and Privilege Committee will meet with the Chair of Medical Advisory Committee to review the results from the competency assessment.

A summary representing both elements will be presented to the Board by the Chair at the May Board meeting.