

OPEN SESSION

AGENDA ITEM

III.B. JANUARY 2018

DATE: January 19, 2018

TO: Members, Board Executive Committee

FROM: Sarah L. Cohen, Attorney IV
Office of Board Support, JNE Commission and Appointments

SUBJECT: Structural Changes to Trustee Skills Matrix

EXECUTIVE SUMMARY

On May 15, 2017, the 2017 Governance in the Public Interest Task Force (Task Force) filed its third triennial report. The 2017 Task Force Report contains recommendations for changes in the operational and governance structure of the State Bar, including adoption of a Trustee Skills Matrix to assist the Board of Trustees and the appointing authorities in Trustee and officer selection and development. The Board Executive Committee is charged with the responsibility for maintaining and updating the Trustee Skills Matrix. This agenda item places before the Board Executive Committee for approval two structural changes to the Trustee Skills Matrix.

BACKGROUND

At its November 2017 meeting, the Board Executive Committee adopted a Trustee Skills Matrix.

DISCUSSION

The Trustee Skills Matrix, as adopted at the November 2017 meeting, includes the following categories of skills, expertise and experience: Governance & Board Leadership; Financial & Audit; Operations & Management; Public Administration; Legal Practice; Access to Justice; Legal Ethics; and Talent & Human Resources. The Matrix also includes information on gender, diversity and region.

It is proposed that the Trustee Skills Matrix be revised to include an additional category of skills, expertise and experience for Diversity. It is also proposed that term expiration information be included on the Matrix. See Attachment A, the Trustee Skills Matrix, as proposed.

FISCAL/PERSONNEL IMPACT

None

RULE AMENDMENTS

None

BOARD BOOK IMPACT

None

STRATEGIC PLAN GOALS & OBJECTIVES 2017-2022

Goal: 1. Successfully transition to the “new State Bar”— an agency focused on public protection, regulating the legal profession, and promoting access to justice.

Objective: c. Implement and pursue governance, composition, and operations reforms needed to ensure that the Board’s structure and processes optimally align with the State Bar’s focus on its public protection and regulatory functions.

RECOMMENDATION

It is recommended that that the Board Executive Committee approve the following resolution:

RESOLVED, that the Board Executive Committee approve a revised Trustee Skills Matrix that includes a category of skills, expertise and experience in Diversity as well as information on term expiration, as presented in Attachment A; and authorize staff to update the Trustee Skills Matrix as needed.

ATTACHMENT(S) LIST

- A.** Revised Trustee Skills Matrix

State Bar of California – Trustee Skills Matrix

The 2017 Governance in the Public Interest Task Force observed:

The Board of Trustees needs a variety of talent to perform its oversight and policy functions successfully. Ideally, the Board’s composition would include the right combination of talent in the form of education, expertise and experience necessary to shepherd the State Bar through recurrent issues it should anticipate in its yearly cycle of activities, as well as others that will arise from time to time. Additionally, demographic and geographic diversity on the Board is also critical to ensuring that a variety of perspectives and viewpoints guide the Board’s decision-making process.

Below is the current Trustee Skills Matrix, including information on gender and diversity.

Trustee Name (Term Expiration)	Governance & Board Leadership	Financial & Audit	Operations & Management	Public Admin	Legal Practice	Access to Justice (e.g., Legal Aid)	Diversity	Legal Ethics	Talent & Human Resources	Gender	Trustee Diversity	Region
Broughton (2019)	✓		✓		✓	✓		✓		Male		Central Valley
Chen (2020)	✓		✓		✓	✓				Female	Asian	Los Angeles
Colantuono (2018)	✓	✓	✓	✓				✓	✓	Male	LGBTQ	Northern California
Fox (2020)	✓		✓	✓	✓	✓		✓	✓	Male		Bay Area
LaBran (2020)	✓	✓	✓						✓	Female		Los Angeles
Lee (2018)	✓	✓	✓	✓	✓	✓				Male	Asian	Los Angeles
Mendoza (2019)	✓		✓		✓				✓	Female		Sacramento
SeLegue (2019)	✓	✓	✓	✓	✓	✓		✓		Male	LGBTQ	Bay Area
Spector (2019)	✓		✓	✓					✓	Female		San Diego
Stallings (2018)	✓				✓					Male		Central Valley
Steinbrecher (2019)	✓		✓		✓	✓				Male		Los Angeles

Stevens (2018)	✓	✓	✓	✓	✓	✓				Male	LGBTQ	San Diego
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Governance & Board Leadership: Experience on a governing board, creating vision and mission statements, setting and monitoring goals and performance measures, providing committee leadership, monitoring board performance.

Financial & Audit: Background in accounting, finance, investment, risk management, audit.

Operations & Management: Background in planning, budgeting, oversight, policy creation.

Public Administration: Experience with government administration, managing government entities, budgets.

Legal Practice: Experience managing or operating a law practice.

Access to Justice (e.g., Legal Aid): Experience as a legal services attorney, a board member of a legal services provider, a pro bono volunteer with a legal services provider, or with other pro bono activities providing legal services to under-represented or low-income individuals.

Diversity: Experience with developing or advancing strategies and opportunities within the legal profession to encourage under-represented individuals to enter and remain in the profession, create a culture that encourages and values diversity and inclusion, and identify and address all forms of bias.

Legal Ethics: Expertise in the California Rules of Professional Conduct and State Bar Act, and familiarity with the Committee on Professional Responsibility & Conduct, the Commission for Revision of Rules of Professional Conduct.

Talent & Human Resources: Background in executive-level recruitment, selection, evaluation, and experience with executive-level succession planning.