

TOOL 1: BOARD COMPETENCY ASSESSMENT TEMPLATE FOR NILE UNIVERSITY BOARD

Instructions for Use

Purpose: Identify current board strengths and gaps to inform strategic recruitment and development

Process:

1. List all current board members across the top
2. Rate each member's competency level in each area (1-3 scale)
3. Calculate competency totals
4. Identify gaps relative to institutional strategic priorities
5. Develop action plan for gap closure

Rating Scale:

- **3 = Expert:** Deep professional expertise, could advise others
- **2 = Proficient:** Good working knowledge, experienced
- **1 = Basic:** General familiarity, limited experience
- **0 = No expertise:** No relevant background

Board Competency Matrix

Core Competency	Member 1	Member 2	Member 3	Member 4	Member 5	Member 6	Board Total	Target	Gap
GOVERNANCE & STRATEGIC LEADERSHIP									
Strategic Planning								15	
Governance Best Practices								12	
Higher Education Sector Knowledge								18	
Change Management								12	
Risk Management								15	

FINANCIAL OVERSIGHT									
Financial Management/Accounting								15	
Budget Oversight								12	
Investment Management								9	
Financial Risk Assessment								12	
Audit and Compliance								9	
FUNDRAISING & DEVELOPMENT									
Major Gift Fundraising								12	
Corporate Partnerships								9	
Grant Writing/Management								6	
Donor Relations								12	
Alumni Engagement								9	
ACADEMIC & RESEARCH									
Academic Leadership								15	
Research Administration								9	
Curriculum Development								9	
Accreditation Processes								12	
Faculty Development								9	
TECHNOLOGY & INNOVATION									
Digital Transformation								12	
Information Technology								9	
Cybersecurity								9	
Educational Technology								12	

Innovation/Entrepreneurship								9	
LEGAL & REGULATORY									
Legal/Regulatory Compliance								12	
Contract Negotiation								9	
Intellectual Property								6	
Employment Law								9	
Corporate Governance Law								12	
OPERATIONS & INFRASTRUCTURE									
Facilities Management								6	
Real Estate/Construction								6	
Operations Management								9	
Supply Chain Management								3	
Sustainability/Environmental								9	
MARKETING & COMMUNICATIONS									
Marketing/Branding								9	
Public Relations								9	
Communications Strategy								9	
Crisis Communications								9	
Digital Marketing								6	
STAKEHOLDER RELATIONS									
Government Relations								12	
Community Engagement								9	
Industry Partnerships								12	

International Relations								9	
Student Affairs								9	
HUMAN RESOURCES									
HR Strategy/ Management								9	
Leadership Development								9	
Compensation/Benefits								6	
Labor Relations								6	
Organizational Development								9	

Gap Analysis Summary

Instructions: Transfer gap scores (Target minus Board Total) to create visual heat map

Colour Coding:

- **Red** (Gap below 8): Critical gap requiring immediate attention
- **Amber** (Gap between 4-8): Moderate gap, should address in next recruitment cycle
- **Green** (Gap between 0-3): Adequate coverage, maintain through development

Action Planning Template

Priority Competency Gap	Gap Score	Action Plan	Timeline	Responsible
Example: Digital Transformation	8	1. Recruit board member with EdTech background or 2. Training for current board on digital trends or 3. Form Digital Strategy Committee	1. Next 6 months or 2. Q2 2026 Or 3. Q1 2026	Nominations Committee or Board Chair Or Full Board