

**Board Selection Subcommittee (BSSC)  
Report on Lessons Learned  
From 2005-06 Search for Board Vacancy**

- 1. BSSC recommends that it be consulted and that the search firm be jointly selected for the next Board search.** For this search, BSSC members were “not impressed” and found the search firm to be a “disappointment.” New York market participants that were also active in the search for an ISO-NE Board candidate, report that New England had substantially more and better qualified candidates than were presented to us by the search firm in New York. Follow-through with the candidates was lacking.
- 2. The NYISO should pay for the search firm, so that both the MC/BSSC and the Board Governance Committee are treated as clients.** Currently, the Board pays for the search firm and the search firm appeared to believe that the BSSC was an appendage while the Board Governance Committee was the "client." Under the ISO Agreement, the MC has an important role to play in the identification of candidates for the Board. The MC/BSSC should be a full partner in selecting the search firm and directing its activities. Early on, the BSSC and the Board Governance Committee should agree on the qualifications being sought in the candidates.
- 3. All candidates should be interviewed together by the Board Governance Committee and the BSSC.** While the Governance Committee and BSSC may decide that different candidates should be interviewed, all candidates selected should be interviewed together. To the extent there are differences in initial selections of which candidates to be interviewed, the candidates should not be informed they are the choice of either group. Interviews should be scheduled at mutually convenient times.
- 4. There should be an opportunity for consultation between the Governance Committee and the BSSC representatives following interviews.** Leaving time after the interviews for the BSSC and the Governance Committee to confer on their initial impressions would be useful and could facilitate open communications between the two groups.