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Approval Body	Board + Senate
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Review Date	Senate – March 2022

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## 1.14 PRESIDENTIAL REVIEW FOR REAPPOINTMENT

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### ENABLING LEGISLATION + LINKED POLICIES

*University Act of BC*  
1.6 Presidential Selection  
1.7 Role of the President  
1.9 Presidential Succession  
1.11 Presidential Evaluation  
1.14.1 Procedures for Presidential Review for Reappointment

### POLICY

1. The Board of Governors is accountable for the recruitment, appointment, compensation and performance review of the President, including a review for reappointment at the end of a contract.
2. Approximately 18 months prior to the end of a President's contract, the Board will ascertain whether the President is interested in and willing to accept a renewed or subsequent contract. If the response is in the affirmative, the Board will notify the University community and initiate a transparent and consultative review process to support the Board's decision making with respect to renewal.
3. The review should occur in the penultimate year of the President's contract so that a new contract, if offered, may be executed prior to the commencement of the final year of the contract, and so that if the Board determines to not offer the President a subsequent contract, or if the parties are unable to conclude a mutually acceptable contract, the Board may initiate a timely Presidential search.
4. The review process is overseen by a Presidential Review for Reappointment Committee (the Committee), with broad representation from across the University:

Board Chair, who will chair the Committee  
2 External Board Members, appointed by the Chair  
1 Dean, appointed by the Provost  
1 Vice-President, Associate Vice-President or Vice Provost, elected by that group  
Dir. of Aboriginal Programs+ Special Advisor to the President on Aboriginal Initiatives  
3 Faculty Members: 1 elected by the members of each Faculty\*

- 2 Students: 1 Undergraduate and 1 Graduate, elected by students
- 2 (non-faculty, non-executive) Staff Members (1 unionized and 1 excluded), elected by those employee groups
- Alumni Association President or designate

The Associate Vice-President, Human Resources provides advice and expertise as needed by the Committee and the Board, and may not be elected as a voting member of the Committee.

\*The *Faculty of Graduate Programs and Research* does not elect a faculty member to the Committee, as all faculty members at ECU are assigned to one of: Faculty of Culture + Community; Ian Gillespie Faculty of Design + Dynamic Media; or Audain Faculty of Art.

The University Secretary supports the Committee.

5. The Committee's mandate is to provide a recommendation to the Board with respect to renewal, informed by an understanding of the President's role and responsibilities, and by broad input from university stakeholders.
6. To support the work of the Board and the Committee, the Board may contract with an external consultant to provide additional expertise; to conduct confidential interviews with key stakeholders and to anonymize and collate that input for the Committee; and to receive, anonymize and collate the confidential input solicited from and submitted by members of the University community, for the Committee. Whether the Board contracts with an external consultant or not, only attributed submissions will be accepted. If an external consultant has not been engaged, a confidential internal system will be utilized to ensure anonymity of contributors.
7. The Committee will meet with the President at the outset of their work to review the process and timeline, and to provide an opportunity for the President to provide input. In addition to meeting with the Committee, the President will provide a written submission which will include the President's reflections on their first term and goals for a subsequent term.
8. The Board and the Committee will ensure that their activities do not undermine the ability of the President to function effectively as an institutional leader during the period of the review.
9. The Committee may, in addition to making a recommendation regarding reappointment, provide advice to the Board with respect to amendments to the President's position profile or any suggested changes in focus or areas for development in a subsequent term.
10. The *Freedom of Information and Protection of Privacy Act* of B.C. applies to all aspects of the review process. All members of the Review Committee are expected to maintain strict confidentiality with respect to information received and Committee deliberations.
11. The Board will enact Procedures to give effect to this Policy, and the Board delegates to the Board Executive Committee the authority to enact Review Committee Terms of Reference consistent with this Policy and the

Procedures. This Policy, the Procedures enacted under it and the Committee Terms of Reference will be posted publicly on the Board's website and will be reviewed at least once every three years.