

Policy Number	8.10
Approval Body	Board of Governors
Policy Officer	Director Human Resources
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## 8.10 AUTHORITY TO APPOINT EMPLOYEES

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### ENABLING LEGISLATION + LINKED POLICIES

#### *University Act*

##### Powers of board

Section 27 (2) Without limiting subsection (1) or the general powers conferred on the board by this Act, the board has the following powers:

(g) subject to section 28, to appoint the president of the university, deans of all faculties, the librarian, the registrar, the bursar, the professors, associate professors, assistant professors, lecturers, instructors and other members of the teaching staff of the university, and the officers and employees the board considers necessary for the purpose of the university, and to set their salaries or remuneration, and to define their duties and their tenure of office or employment.

##### Tenure, appointment and removal of teaching staff and others

Section 28 (1) Unless otherwise provided, the tenure of persons appointed under section 27 (2) (g) is during the pleasure of the board.

(2) A person must not be appointed a member of the teaching staff of the university or of any faculty of the university unless the person is first nominated for the position by the president.

(3) A member of the teaching staff of the university or of any faculty of the university must not be promoted or removed except on the recommendation of the president.

##### President and powers

Section 59 (2) Without limiting subsection (1), the president has the following powers:

(a) to recommend appointments, promotions and removal of members of the teaching and administrative staffs and the officers and employees of the university;

#### *Emily Carr University of Art + Design Policies + Agreements:*

1.6 Presidential Selection  
8.9 Hiring

#### *Collective Agreements*

### OBJECTIVE

This policy authorizes the President to appoint officers and employees necessary for the purposes of Emily Carr University of Art + Design (University), to set their salaries or remuneration and to define their duties and tenure of office or employment.

## SCOPE

This policy is meant to encompass all University employees, including members of the administrative group, faculty members and staff members. The Board retains the authority to appoint the President as per Policy 1.6 Presidential Selection, the Vice President Finance + Administration and the Vice President Academic + Provost as per Policy 8.9.3 Procedures for Recommendation + Selection of Vice Presidents.

## POLICY

1. The Board authorizes the President to appoint the following employees referred to in section 27(2)(g) of the *University Act* and to set their salaries or remuneration and to define their duties and tenure of office or employment:

- a) Deans of all faculties
- b) Librarian
- c) Registrar

These appointments are subject to Policy 8.9.1 Procedures for the Recommendation + Selection of Senior Academic + Administrative Personnel and the Terms and Conditions for the Administrative Group.

2. The Board authorizes the President to appoint the following employees referred to in section 27(2)(g) of the *University Act* and to set their salaries or remuneration and to define their duties and tenure of office or employment:

- a) Professors, associate professors, assistant professors, lecturers, instructors and other members of the teaching staff of the university

These appointments are subject to sections 28(2) and (3) of the *University Act* and the Collective Agreements between the University and the Faculty Association and CUPE.

3. The Board authorizes the President to appoint the following employees referred to in section 27(2)(g) of the *University Act* and to set their salaries or remuneration and to define their duties and tenure of office or employment:

- a) Officers and employees the board considers necessary for the purpose of the university. This will include members of the administrative staff not referenced in item 1 above and staff members not referenced in item 2 above.

These appointments are subject to Procedures 8.9.2: Procedures for the Recommendation + Selection of Administrative Staff + Staff Positions, the Collective Agreement between the University and CUPE and the Terms and Conditions for the Administrative Group.

4. The President will advise the Board periodically and no less than twice a year of appointments made pursuant to items 1 and 2 of the policy.

## POLICY SUPPORTS

- 8.9.1 Procedures for the Recommendation + Selection of Senior Academic + Administrative Personnel
- 8.9.2 Procedures for the Recommendation + Selection of Administrators + Staff
- 8.9.3 Procedures for the Recommendation + Selection of Vice Presidents