

Policy

APPOINTMENT AND REAPPOINTMENT OF THE PRESIDENT AND VICE- CHANCELLOR

Number: GV 6

Classification: Governance

Approving Authority: Board of Governors

Designated Executive Officer: Board Chair

Effective Date: March 2024

Supersedes: Review of the President Prior to
Reappointment – Terms of Reference (1999)

Date of Last Review/Revision: January 2024

Mandated Review Date: January 2031

Associated Procedures: *GV 6.1 Search and Recommendation for the Selection of the President and Vice-Chancellor and GV 5.2 Review of the President and Vice-Chancellor Prior to Reappointment*

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1.0 PURPOSE

Under sections 27(2) (f) and (g) of the [University Act](#), the Board of Governors (the Board) is responsible for appointing the President of UNBC, and for extending their appointment as appropriate.

2.0 PRINCIPLES

The principles underlying the Presidential appointment and reappointment process are as follows:

- 2.1 clarity and transparency of process;
- 2.2 broad consultation and timely communication with the University community and the broader community through the work of the Committee for the review of the President prior to reappointment;
- 2.3 accountability of the Board to the process and the highest good of the institution;
- 2.4 equity and fairness;
- 2.5 respect for the integrity of the process; and
- 2.6 avoidance of conflict of interest.

3.0 SCOPE

- 3.1 This policy applies to the Board of Governors and the Committee established for the review of the President and Vice-Chancellor prior to reappointment.

4.0 DEFINITIONS

- 4.1 **Diversity:** Differences in the lived experiences and perspectives of people that may include race, ethnicity, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical disability, mental disability, sex, gender identity or expression, sexual orientation, age, class, and/or socio-economic situations (as defined in the *Hiring Equity Policy*).
- 4.2 **Equity:** A fair, impartial, even-handed, and distinct process of recognizing differences within groups of individuals, and using this understanding to achieve substantive equality in all aspects of a person's life. Please see the [Government of Canada's Building a Foundation for Change: Canada's Anti-Racism Strategy](#) for other words that matter when it comes to promoting inclusion and eliminating discrimination (as defined in the *Hiring Equity Policy*).

- 4.3 **Inclusion**: Inclusion is an active, intentional, and continuous process to address inequities in power and privilege, and build a respectful and diverse community that ensures welcoming spaces and opportunities to flourish for all (as defined in the *Hiring Equity Policy*).

5.0 POLICY

5.1 Appointment of the President and Vice-Chancellor

- 5.1.1 When requested by the Board, a Search Committee for a President and Vice-Chancellor is established as outlined in the *Search and Recommendation for the Selection of the President and Vice-Chancellor Procedures* approved by the Senate and Board as enacted under section 27 (2)(f) of the *University Act*.
- 5.1.2 The Search Committee determines the specific process to be followed for the search and selection of candidates for President and Vice-Chancellor.
- 5.1.3 The Search Committee recommends candidates to the Board by providing a prioritized ranking of short-listed candidates. The Search Committee Chair communicates the recommendation to the full Board, who make the final decision and appoint the President.

5.2 Reappointment of the President and Vice-Chancellor

- 5.2.1 The regular presidential review process conducted by the Board reflects the accountability of the President to the Board.
- 5.2.2 At least 18 months prior to the end of the President's term, the Chair of the Board ascertains the President's view concerning a renewal of contract.
- 5.2.3 If the President expresses an interest in re-appointment, the Board implements the *Review of the President and Vice-Chancellor Prior to Reappointment Procedures* prior to reappointment.

6.0 AUTHORITIES AND OFFICERS

6.1 The authorities and officers for this Policy are as follows:

- Approving Authority: Board of Governors
- Designated Executive Officer: Board Chair

6.2 The authorities and officers for the *Search and Recommendation for the Selection of the President and Vice-Chancellor Procedures* are as follows:

- Procedural Authority: Board of Governors and Senate
- Procedural Officer: Board Chair

6.3 The authorities and officers for the *Review of the President and Vice-Chancellor Prior to Reappointment Procedures* are as follows:

- Procedural Authority: Board of Governors
- Procedural Officer: Board Chair

7.0 RELEVANT LEGISLATION

7.1 [BC University Act](#)

8.0 RELATED POLICIES AND OTHER ASSOCIATED DOCUMENTS

8.1 [Hiring Equity Policy](#)

8.2 [Intentional Diversity Hire Policy](#)

8.3 *Review of the President and Vice-Chancellor Policy* and associated *Procedures*

8.4 Upon approval of the Board of Governors, this policy is paramount and sections of the existing *Appointment of Senior Academic and Administrative Officers of the University, and of Faculty Policy and Procedures* referring to the search, selection and appointment of the President (section 1 Category A and Section 5) are no longer valid.