

PRESIDENTIAL SEARCH AND APPOINTMENT POLICY

Approval Authority: Board of Governors

Established On: NEW

Amendments: n/a

Category: Board

1. PURPOSE

The purpose of this Policy is to set out the framework for the recruitment, appointment or reappointment, and annual review process of the President of the University.

2. SCOPE AND AUTHORITY

- 2.1.** This Policy applies to the President, the Board of Governors, members of a Search or Reappointment Committee.
- 2.2.** The Board Chair, or successor thereof, is the Policy Owner and is responsible for overseeing the implementation, administration, and interpretation of this Policy.

3. POLICY

3.1. Term of Office

The term of office of the President of the University shall be normally for a period of up to five years and may be renewed for an additional term of up to five years. An individual would not normally serve for more than two consecutive terms but may be invited to do so. Any renewals for an additional term would be subject to the reappointment process.

3.2. SEARCH, SELECTION, AND APPOINTMENT OF A NEW PRESIDENT

- a)** In the event of an upcoming or sudden vacancy in the position of the President of the University, the Board shall set a timeline, establish a budget for the recruitment process in consultation with the University Secretary, and initiate the recruitment process for a new President.
- b)** The board shall appoint an Acting president pursuant to the Delegation and Acting for the President policy.

3.3. The Board shall establish a Committee and delegate the authority to lead the recruitment process for the President:

- a)** and conclude employment contract negotiations
- b)** approve terms and conditions of employment for the President; and
- c)** set performance goals for the President and conduct performance assessments.

3.4 Not more than 18 months but not less than 12 months prior to the end of the President's term of office, or upon a sudden vacancy of the position, the Board shall establish a Search Committee that will operate under Terms of Reference approved by the Board of Governors.

- 3.5 The recruitment process shall be carried out in accordance with the applicable policies and procedures.

4. **ANNUAL REVIEW OF THE PRESIDENT**

- 4.1. The annual review assesses how the President provides leadership in the achievement of the University's mandate and strategic priorities, identifies the strengths and weaknesses of the President's leadership, provides the President with constructive information and feedback, and defines methods to support and enhance the President's performance.
- 4.2. The annual review of the President shall be carried out in accordance with the Annual Review of the President Procedures.

5. **REAPPOINTMENT OF THE PRESIDENT**

- 5.1. An incumbent shall normally indicate to the Board Chair, in writing, at least 18 months in advance of the end of their current term of office that they wish to stand for reappointment. If the incumbent chooses to stand for reappointment, the Board shall establish a Reappointment Committee that will operate under Terms of Reference approved by the Board of Governors.
- 5.2. A comprehensive assessment shall be conducted upon receipt of an incumbent's written expression of intent to stand for reappointment that will build on the President's previous annual reviews and takes a broader review of the President's performance.
- 5.3. The comprehensive assessment and reappointment of the President shall be carried out in accordance with the Midterm Assessment and Reappointment Procedures.

6. **DISMISSAL OF A PRESIDENT**

The Board, by whatever means it deems appropriate, shall make all decisions regarding the dismissal of a President.

7. **RELEVANT LEGISLATION**

- NOSM University Act, 2021

8. **RELATED POLICIES, PROCEDURES & DOCUMENTS**

- Annual Review of the President Procedures
- Midterm Assessment and Reappointment of the President Procedures
- Position Description President