

Delegation of Appointment and Employment Authority to the President (Enduring Resolution)

Approval Authority: Board of Governors

Established: September 23, 2026

Amendments: None

WHEREAS pursuant to section 11 of the *NOSM University Act, 2021*, the Board of Governors (the “Board”) is responsible for governing and managing the affairs of the University and has the authority, among other things, to appoint, promote, suspend and remove members of the teaching staff and non-teaching employees of the University;

AND WHEREAS subsection 11(2) of the Act provides that the Board shall not exercise such authority except on the recommendation of the President;

AND WHEREAS the President has responsibility for the academic and administrative leadership of the University and is best positioned to exercise operational authority in these matters;

AND WHEREAS the Board considers it appropriate and necessary to delegate certain of its powers to the President to ensure the effective and timely administration of the University;

BE IT RESOLVED THAT:

1. Delegation of Appointment and Employment Authority

The Board hereby delegates to the President the authority to:

- to appoint, promote, suspend and remove members of the teaching staff and non-teaching employees of the University¹;
- to fix the number, duties and salaries and other benefits of the teaching staff and non-teaching employees of the University²;

all in accordance with the NOSM University Act, University policies, applicable collective agreements, and established practices of the University.

2. Recommendation Requirement

This delegation is exercised in a manner consistent with subsection 11(2) of the Act, recognizing that the President’s recommendations form the basis for such decisions.

3. Limitations and Exceptions

Notwithstanding the foregoing:

- the Board retains authority for:
 - the appointment and removal of the president;
 - the appointment and removal of the Vice-Presidents and Deans;

¹ [NOSM University Act, 2021; Regulations Section 11 Powers and duties of the board subsection \(1\), \(2\)](#)

² [NOSM University Act, 2021; Regulations Section 11 Powers and duties of the board subsection \(1\), \(2\)](#)

- any matters explicitly reserved to the Board by the Act or by Board by-laws;
- the President shall refer to the Board any matter that is:
 - of significant institutional risk;
 - novel or outside established policy frameworks;
 - or otherwise, at the President's discretion, determined to warrant Board consideration.

This resolution applies to the delegation of authority in academic and employment matters related above and does not supersede existing Board policies respecting financial or contractual authority.

4. Sub-delegation

The President may sub-delegate aspects of this authority to senior academic and administrative leaders, provided that:

- such sub-delegation is documented;
- accountability is retained by the President;
- such delegation is consistent with university policies and governance frameworks.
- Sub-delegation is reported to the President, Board and Senate as appropriate consistent with this and other related governance policies.

5. Reporting and Accountability

The President shall report annually to the Board, or to a committee of the Board designated for this purpose, on the exercise of authority delegated under this resolution. The report shall include, at minimum:

- a summary of appointments, reappointments, and terminations made under this delegation since the previous report, including appointments to Associate Vice-President and other senior administrative officer positions;
- a summary of any sub-delegations made under Section 4, including the office or role to which authority was sub-delegated;
- any matters referred to the Board under Section 3 during the reporting period.

The President shall maintain a current record of appointments made under this delegation, which shall be made available to the Board or its designated committee upon request.

6. Supremacy

Nothing in this resolution limits the authority of the Board to act directly in any matter within its jurisdiction.

7. Related Documents

- NOSM University Act, 2021
 - Collective Agreements – NOSM University
 - Faculty Appointment Policy
 - Delegation of Authority and Acting for the President Policy
 - Employment Equity Appointment Policy and other related hiring and appointment policies
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