

LOYALIST COLLEGE

Board of Governors Policy

A3	A. PRESIDENT-BOARD RELATIONSHIP A3. EMERGENCY SUCCESSION
-----------	---

Date Last Approved: March 2019

Next Review Date: 2023

Background

In this policy, unless otherwise defined herein or the context requires otherwise, words have the same meaning as they do in By-Law 1 of the College.

Given the importance of continuity of operations to students and staff of the College, the Board shall be responsible for ensuring that the College has appropriate, accountable leadership in the event of an extended absence, whether planned or unplanned, of the President.

This policy aligns with requirements of the “Board-President Relations” resource document published by the Ministry of Training, Colleges and Universities, which allocates to the Board the responsibility to hire, retain and, if appropriate, dismiss the President.

Policy / Procedure

The President is expected to cultivate management talent at the senior ranks of the College, including one or more successors to his or her position through internal succession planning. To protect the Board from the sudden loss of presidential services, the President will ensure that each of at least two other members of the senior management team is familiar with Board and presidential issues and processes and capable of functioning effectively as an Acting President on an interim basis until the President can resume their duties or a new President is appointed. If the Board wishes to appoint an Acting President, the Board is not limited to the candidates identified by the President.

When the President has planned absences longer than the normal vacation period, the President will make a recommendation to the Board concerning who should be appointed Acting President.

If the Board determines that the President is unable to perform his/her duties and responsibilities, the Board may appoint an Acting President. In the event of the need for the appointment of an Acting President, the Board shall formally make such an appointment, and shall determine any temporary salary modification. Any communication relative to the appointment shall be sent in the name of, and approved by, the Chair. Any Acting President appointed by the Board will be referred to as the “Acting President” and not the “President”, but shall, for all other purposes, be deemed to be the President until a President is appointed.

If an emergent succession situation arises, the Executive and Nominating Committee shall recommend to the Board the composition of a presidential search committee, as required, to conduct a search and recommend the appointment of a President.

Monitoring

This policy will be reviewed as part of the regular review schedule established by the Board, and immediately following any implementation of the succession plan to determine its effectiveness by President.

Related Materials

Ministry of Training, Colleges and Universities Board-President Relations – 2003
<http://caat.edu.gov.on.ca/Documents/Gov&Acc Current/English/Board-President Relations.pdf>