

BOARD POLICY ON THE REAPPOINTMENT OF THE PRESIDENT

Approval Authority	Board of Governors
Primary Contact	Board of Governors
Related Policies / Legislation	Board of Governors Policy Direction on Human Resources Development and Management BPD-225 <i>University Act, s. 29 (f)-(h); 59-63</i>

PHILOSOPHY

The President is the chief executive officer of the University and must generally supervise and direct the academic work of the university. The President serves as a member of the University of the Fraser Valley (“UFV”) Board of Governors (“the Board”) and the UFV Senate. The UFV Board monitors and reviews the President’s performance and considers a reappointment recommendation once a review is complete.

POLICY

The UFV Board reappoints the President once it completes a review as outlined in this policy. The Board’s review process seeks feedback and assesses performance against the anticipated duties and skills as referenced in the search process, the annual goals assigned by the Board, and the expectations listed annually in the Ministry Mandate letter. Once the review process is complete, the Board reappoints the President for another term of agreed upon length when performance meets or exceeds expectations.

REGULATIONS

1. RESPONSIBILITY

- The UFV Board has the authority and responsibility to consider reappointing the President of UFV for an additional term of agreed upon length, typically three to five years.
- The UFV Board Executive Committee coordinates the review process and brings a recommendation to the entire Board for consideration and approval. The Committee seeks to balance the need to garner sufficient input with the potential impact a review could have to the ongoing work of the President.
- If the UFV Board intends to offer another term, the Board Chair consults with the Public Sector Employer’s Council (PSEC) of British Columbia to discuss matters such as compensation, contract, or any other issues PSEC may raise.

2. PROCESS

- The UFV Board typically initiates the process 18 months prior to the end of the President’s term.

- The Board Chair and President discuss reappointment, and if in agreement, the UFV Board Executive Committee recommends a reappointment review to the Board for approval.
- Once approved, the UFV Board Executive Committee determines the details of the review process that will inform a reappointment recommendation. The Committee may engage an outside consultant in the process.
- The review process may include surveys, one-to-one or group interviews, written submissions, or some other mechanism that aims to provide meaningful feedback. The UFV Board Executive Committee accepts no anonymous feedback but protects the privacy of those who provide input.
- The President and the UFV Board Executive Committee agree on the process for review and a list of individuals they will ask to provide input. The Committee may consult with direct reports, senior administrators, and other select stakeholder group representatives that could include Senate, employees or students, or key community partners (e.g. mayors).
- The review process aims to assess the President's effectiveness in leading UFV's pursuit of the mission, vision and values and integrated strategic plan. The Board also considers the President's performance on annual goals, and the expectations outlined in the annual Ministry Mandate Letter. To inform feedback solicited, the UFV Board Executive Committee may choose to share in a limited fashion the President's annual goals as assigned by the Board.
- The review process also includes the opportunity for both parties to deliberate on issues such as compensation, envisioned goals for a next term, and any other item either party considers important to discuss.
- When the review is complete, the UFV Board Executive Committee prepares a report and brings a recommendation to the UFV Board for approval, after meeting with the President to discuss the results.
- If the UFV Board Executive Committee brings forward a recommendation to reappoint and PSEC consultation is complete, the Committee presents it at an in-camera UFV Board meeting.
- Once the UFV Board has approved the recommendation to reappoint the Board Chair makes an offer to the President, and if accepted, a contract is completed. Once this is done, the Board issues public communication of the result.
- If either party chooses not to pursue the review process, or the review results in a decision not to recommend reappointment, the UFV Board Executive Committee initiates a Presidential search.
- The UFV Board typically completes the review process in three months or less.