

# **FANSHAWE COLLEGE BOARD OF GOVERNORS' POLICY MANUAL**

## ***CATEGORY C – BOARD-PRESIDENT RELATIONSHIP***

### ***TITLE: BOARD RESPONSIBILITIES AND PRESIDENT'S RIGHTS***

POLICY NUMBER: C-01  
EFFECTIVE DATE: 2019 02 28  
REFERENCE: 43404, 43605, 49205, 56701

#### **BACKGROUND INFORMATION:**

The Board of Governors wishes to express its overall values and responsibilities concerning the Board's relationship with the President.

The Board directs the work of one employee, the President, who is accountable to the Board of Governors. The Board wishes to ensure that it establishes policies concerning its relationship with the President, its expectations of the President, the President's authority, the President's rights, the President's expectations of the Board, and the President's compensation and terms and conditions of employment.

#### **THE POLICY:**

1. The Board will consider the President's input and the College Employer Council's reference documents in its policies related to the President, and in the development of the President's terms and conditions of employment and compensation.
2. The Board will ensure that its relationship with the President is fair, respectful, free from harassment and discrimination and that concerns are resolved in a timely fashion. In the event the President believes that these principles are not reflected in the Board's interactions with her/him, and failing resolution, the President may make formal appeal to the Board of Governors using the following three step process.

Step 1 - To the Board Chair

Step 2 - Failing resolution at Step 1, to the Board Process Committee

Step 3 - Failing resolution at Steps 1 and 2, a written submission to the Board for discussion in-camera as a personnel matter to be processed as follows:

- a) The President will be provided the opportunity to discuss the written submission with the Board.
- b) The President will then withdraw from the meeting.
- c) The Board will discuss the issue.

- d) The President will return to the meeting and will be advised of any decision reached and the reason for the decision.
- e) In the event that no decision has been reached, a final decision will be achieved by the next Board meeting, and that decision will be communicated to the President.

Both parties will deal with any issues or concerns in a timely manner.

The Board's decision on the appeal is final.

3. The Board will seek legal opinion where appropriate in its relationship with the President.