

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

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

### ***TITLE: NEGOTIATING THE PRESIDENT'S CONTRACT***

POLICY NUMBER: **C-35**

EFFECTIVE DATE: 2023 09 21

REFERENCE: 41405, 43605, 48204, 49705, 54101, 59401, 60501

#### **BACKGROUND INFORMATION:**

The President's contract may be negotiated under two different circumstances. Firstly, in connection with the selection of a new President by the Board of Governors, and secondly when the President's contract is renewed.

The purpose of this policy is to outline the principles and procedures under both circumstances.

For purposes of this Policy C-35, references to "The Board of Governors" or "The Board" mean the Board as a whole, excluding the current President.

#### **THE POLICY:**

##### **1. Principles**

The following principles shall guide the process for negotiating a contract with the President:

- 1.1 The Board of Governors is responsible for and approves the President's contract.
- 1.2 The process shall reflect rigor, thoroughness, and objectivity.
- 1.3 The process shall respect confidentiality.
- 1.4 The contract shall comply with applicable government statutes, regulations and Minister's Binding Policy Directives and operating procedures, and consider any other reference documents provided by the College Employer Council.

2. Negotiating the Contract

The Selection Task Force (as defined by Policy C-30 – Selecting a New President), together with any required external resources, shall take the lead in negotiating the Presidential candidate's contract, further to input from the Board.

The Task Force shall consult and seek agreement with the President as to the terms of the contract, including the presentation of the draft to the President. Following consultation and agreement of what the Task Force and the President would accept, the draft contract is presented to the full Board. As set out in Policy C-30, the Board shall approve the final contract before it is signed by the Board Chair, Vice-Chair and the new, or renewed, President.

3. Internal Resource

The Board's Treasurer shall normally provide logistical assistance to ensure the process and various activities are well coordinated and conducted in accordance with established Board, College and government policies and procedures. The Board's Treasurer shall normally provide this assistance unless this person has applied for the position of President, in which case the Board will need to identify an appropriate college resource for this assistance. To avoid any possible conflict of interest, it should be emphasized that the only function of this internal resource is to facilitate the mechanics of the process, and ensure that sufficient resources are properly budgeted.

4. External Resource

Legal counsel shall be consulted with the development of any contract with the President.

5. Communications

There shall not be any public announcement of the successful candidate until a contract is executed to ensure the negotiation process is not compromised. A communication to the College's constituents and the community shall be provided once a contract with the President has been finalized.