

FANSHAWE COLLEGE BOARD OF GOVERNORS' POLICY MANUAL

CATEGORY C – BOARD-PRESIDENT RELATIONSHIP

TITLE: NEGOTIATING THE PRESIDENT'S CONTRACT

POLICY NUMBER: C-35
EFFECTIVE DATE: 2015 11 19
REFERENCE: 41405, 43605, 48204, 49705, 54101

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 should 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 should reflect rigor, thoroughness, and objectivity.
- 1.3 The process should respect confidentiality.
- 1.4 The contract shall comply with applicable government statutes, regulations and Binding Directives, 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. As set out in Policy C-30, the Board shall approve the final contract before it is signed by the College and the new, or renewed, President.

3. Internal Resource

The Board's Corporate Secretary/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 Corporate Secretary/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 should be consulted with the development of any contract with the President.

5. Communications

There should 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 should be provided once a contract with the President has been finalized.