

BOARD OF GOVERNORS

Policy Type: Governance Process

Approved: September 11, 2018



GP-15 – Recruitment and Appointment of the President and CEO

Under the authority of the *Alberta Post-Secondary Learning Act*, the Board has the authority to appoint the President of the post-secondary learning institution.

In accordance with the responsibilities prescribed in the Act, the Board of Governors will:

1. Utilize a strategic process in the search, selection and reappointment of the President that is inclusive, open and transparent that includes the following principles:
 - Act as the recruitment team for the selection of a new President or the reappointment of an incumbent President;
 - Identify critical success factors and strategic priorities for the President before the search or reappointment process is begun;
 - Solicit input from key stakeholder groups, including faculty, students, staff, and others as identified by the recruitment team;
 - Conduct a search or reappointment process that conforms with relevant college human resource policies and practices;
 - Consider and make the decision on the use of an executive search firm in the search process;
 - Use a fair, consistent evaluation process for evaluating candidates for the position; and
 - Make the final decision, after considering all inputs obtained.

2. Select a President with the qualities, aptitudes and competencies that will uphold and support the values and principles of Lethbridge College that includes:
 - Supporting equity, diversity, inclusion and the dignity of people and promotes a working and learning environment that is accessible to all persons who work, study or visit the college;
 - Providing equal employment opportunities to all individuals regardless of race, colour, ancestry, place of origin, religious beliefs, gender, gender identity, gender expression, age, physical disability, mental disability, marital status, family status, source of income and sexual orientation, or record of offenses as stipulated in the *Alberta Human Rights Code*;
 - Reinforcing academic rigour and learning excellence;
 - Overseeing the fiscal health of the college through strong financial management and strategic budgeting;

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- Promoting diverse representation on college committees from the college community including persons with disabilities, visible minorities, Indigenous peoples, people of all sexual orientations and gender identities and expressions, and others who may contribute to the further diversification of the college;
 - Upholding the established values towards People, Excellence and Success.
3. Recognize that sustainable institutional success requires time, continuity and persistence; therefore, the Board may deem it advantageous to the institution to reappoint an incumbent President.
 4. Determine through a comprehensive assessment process, whether the Board will consider the reappointment of the President or will instead opt to recruit a new President. The comprehensive assessment shall be conducted upon receipt of an incumbent's written expression of intent to stand for reappointment and will factor in:
 - Previous performance evaluations and accomplishment of strategic priorities and goals;
 - Leadership qualities and demonstrated competence and fit given the college's strategic priorities over another presidential term; and
 - An assessment of alignment with critical success factors and strategic priorities for the upcoming Presidential term and the strengths and talents of the incumbent President.
 5. The past performance of the incumbent President shall be assessed in the context of the future strategic direction of the institution and the leadership skills required.
 6. The President's appointment or reappointment is at the sole discretion of the Board of Governors.