

Policy Title:	Yukon University President Reappointment
Policy Approver:	Board of Governors
Policy Holder:	Board Chair
Executive Lead:	Board Chair
Policy Category:	Board
Original Date:	September 2024
Last Revised:	N/A
Next Review:	September 2029

Policy Statement

The Board of Governors (hereafter, the “Board”) is responsible for appointing and therefore reappointing the President and Vice-Chancellor (hereafter, the “President”). The Board will do so in a transparent and accountable manner as set out in this Policy.

Approval Statement

With the consent of the Governance Committee of the Board of Governors and approval of the Board of Governors, this Policy is hereby deemed in effect on September 25, 2024.



David Morrison
Chair, Board of Governors
Yukon University

September 25, 2024

Date

1. Governing Legislation and Relevant Documents

Yukon University Act

2. Scope

This Policy applies to a President currently serving a term.

3. Expression of Interest

No more than eighteen (18) months and no less than fifteen (15) months before the expiry of the President's current term, the Board Chair will initiate a conversation with the President to determine their willingness to serve an additional term.

If the President expresses a desire to continue their role, the Board Chair will inform the Board, and a Reappointment Committee will be struck pursuant to this Policy.

4. Reappointment Committee

The Reappointment Committee membership will be confirmed by the Board and is responsible for making a recommendation to the Board regarding the President's reappointment.

The Reappointment Committee will consist of the following:

- a. The Board Chair;
- b. The Chair of each Board standing committee;
- c. The student member of the Board.
- d. A Board member nominated by the Board; and
- e. Two faculty members nominated by the Senate.

The Reappointment Committee will endeavor to complete its responsibilities within three (3) months of being appointed.

5. Evaluation Process

The Reappointment Committee will meet to establish the timeline and key milestones of the reappointment process. These will be communicated by the Board Chair to the President.

The Reappointment Committee will evaluate the President based on the following criteria:

- a. Initial hiring criteria: a review of the criteria upon which the President was originally hired.
- b. Performance reviews: the President's annual performance reviews and their success in implementing their annual workplans.
- c. Community feedback: feedback from the community discussed further below.
- d. Self-assessment: compiled by the President that reflects on their entire term and outlines their vision and plan for a subsequent term.

6. Community Feedback

Early in its work, the Reappointment Committee will consider how it will solicit community feedback through interviews and/or written submissions subject to the following principles:

- a. The feedback is intended to provide a diverse perspective from across the Territory and nationally by those with working knowledge of the Yukon University;
- b. The President is to be involved in the identification of individuals for stakeholder interviews, if sought; and
- c. Submissions, if sought, must be in writing and include the submitter's name. No anonymous submissions will be accepted.

The Reappointment Committee will ensure that the community feedback is collected, compiled, and presented in a confidential manner. The President will not be entitled to any feedback which would identify its source.

Before submitting their self-assessment, the President will be provided with a high-level summary of all community feedback received by the Reappointment Committee.

7. President's Presentation and Recommendation

The President will submit their self-assessment in writing no less than seven (7) days before meeting with the Reappointment Committee to discuss the document.

After meeting with the President, the Reappointment Committee will consider all relevant materials and formulate a recommendation to the Board on reappointment in the form of a written report. The written report will include a recommendation on the term of any reappointment and any other findings.

Prior to submitting the recommendation report to the Board, the Board Chair will meet with the President confidentially to advise them of the recommendation. If the President wishes to withdraw from consideration from reappointment, the recommendation report will not be submitted to the Board and a Search Committee will be struck.

8. Board Presentation

The Board will formally consider the Reappointment Committee’s recommendation and make a motion regarding reappointment of the President.

The Board will endeavor to make a decision on reappointment no less than twelve (12) months before the expiry of the President’s term.

The Board Chair, supported by the Human Resources Committee of the Board, will negotiate and finalize the contract for reappointment.

9. Other Related and/or Accompanying Documents

None.

10. Document History

Include all updates here, including non-substantive changes, beginning with formal approval.

<i>Date (Month DD, YYYY)</i>	<i>Update (Approver: change)</i>
September 2024	The Policy established (approved) by the Board