

Cambrian College of Applied Arts and Technology

Board of Governors Policy Board-Staff Relationships

Approved by the Board of Governors	May, 2007 Motion: 07-05-47
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Introduction

The President, as chief executive officer, is directly accountable to the Board. Communications between the Board and Staff will be made through the President.

The President is empowered to administer the College in accordance with the policies promulgated by the Board to foster its Strategic Plan priorities and goals.

The President's performance will be evaluated annually. Such evaluation will be based upon a monitoring of the President's and the College's adherence to Performance Measures.

Policy Title: President's Role

The President, as chief executive officer, is directly accountable to the Board. Communications between the Board and Staff will be made through the President.

Accordingly:

1. The Board speaks with one voice in the implementation of its policies and in its general oversight;
2. The opinions of individual Governors, unless mandated by Board Resolution, are not binding on the President, and
3. The provisions enunciated in the Communication and Counsel to the Board section of the Executive Expectations Policy, as may be amended from time to time, apply in relation to communications between individual Governors and the President.
4. Requests for information by Governors will be made through the President.

Policy Title: Delegation to the President

The President will administer the College in accordance with the policies promulgated by the Board to foster its Strategic Plan priorities and goals.

Accordingly:

1. The Board delegates to the President alone all authority required for administration of the College;
2. The Board will direct the President to achieve specific results through the establishment of Ends Policies;
3. The Board will empower the President through its Executive Expectation Policies;
4. The President may establish appropriate administrative procedures and practices consistent with Board Policies;
5. The President shall make decisions and take action to ensure the goals and policies of the College are achieved;
6. Confidentiality of student and staff personal information will be respected; and
7. The Board may amend any or all of its policies from time to time as it may see fit.

Policy Title: Monitoring Presidential Performance

The President's performance will be evaluated annually. Such evaluation will be based upon a monitoring of the President's and the College's adherence to Performance Measures.

Accordingly:

1. The principal Performance Measures against which the achievements of the President and the College are to be judged are those expressed in the Ends Policy, by means of the powers delegated to the President in the Executive Expectations Policy;
2. Evaluation may be tested against other Performance Measures where mutually agreed to and communicated in sufficient time as to allow the President an opportunity to meet those objectives;
3. Periodic and intermittent monitoring of performance information will determine the extent to which the President and the College are realizing the progress towards the goals of the College.

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4. Adherence to Performance Measures may be monitored, periodically as may be provided in Policies or intermittently as the Board may direct, by any of the following:
 - a Internal Report - by recounting of compliance to the Board by the President or the President's designate(s);
 - b External Report - by examination of compliance by impartial external auditor(s) selected by and reporting directly to the Board, such report(s) to be limited to objective analysis of Presidential and College performance against Performance Measures and not the subjective standards of the auditor(s); and
 - c Direct Inspection - by examination of compliance by one or more Governors mandated by the Board to inspect documents, activities and circumstances to provide a "prudent person" test of Performance Measures compliance;
5. The Board will evaluate the performance of the President before July in each year, such assessment to consider monitoring data accumulated since the last annual evaluation.