



PRESIDENT SEARCH, SELECTION AND APPOINTMENT

Category:	BOARD PRESIDENT RELATIONSHIP		
Policy Number:	BPR-4		
Board Approval Date:	February 27, 2025		
Objective:	Alberta's <i>Post-Secondary Learning Act</i> states that: 1. The board of a public post-secondary institution shall appoint the President of the public post-secondary institution (Section 81(1); and 2. The board shall prescribe the term of office of the President and the remuneration to be paid to the President by the board (Section 81(2). In accordance with the responsibilities prescribed in the Act, the board shall preside over these functions as outlined in this Policy which sets out the framework for the recruitment, appointment or reappointment of the President of Olds College of Agriculture & Technology (the "College").		
Scope:	This Policy applies to the President, the Board of Governors, members of the Presidential Search Committee and members of the Presidential Reappointment Committee.		
Definitions:	Board	the Board of Governors of Olds College of Agriculture & Technology	
	President	the current and acting President and CEO of Olds College of Agriculture & Technology	
Policy:	1.	SEARCH, SELECTION AND APPOINTMENT OF A NEW PRESIDENT	
	1.1	In the event of an upcoming or sudden vacancy in the position of the President of the College, the Board shall set a timeline, establish a budget for the recruitment process and initiate the recruitment process for a new President.	
	1.2	Not more than 18 months but not less than 12 months prior to the end of the President's term of office, or upon a sudden vacancy of the position, the Board shall establish a Presidential Search Committee that will operate under Terms of Reference approved by the Board of Governors.	
		1.2.1	The Presidential Search Committee of the Board has the delegated authority to: a. Lead the recruitment process of the President and enter into employment contract negotiations with a recommendation to the Board for approval; and



			b. Based on the direction of the Board, recommend terms and conditions of employment for the President.
	1.3	The recruitment process shall be carried out in accordance with the <i>Search, Selection and Appointment of a new President Procedure</i> .	
2.	TERM OF OFFICE		
	2.1	The term of office of the President of the College shall be normally for a period of up to five years, and may be renewed for an additional term of up to five years. Any renewals for an additional term would be subject to the reappointment process outlined in section 3 of this policy.	
3.	REAPPOINTMENT OF THE PRESIDENT		
	3.1	An incumbent shall normally indicate to the Board Chair, in writing, at least 18 months in advance of the end of their current term of office that they wish to stand for reappointment. If the incumbent chooses to stand for reappointment, the Board shall establish a Presidential Reappointment Committee that will operate under Terms of Reference approved by the Board of Governors.	
	3.2	A comprehensive assessment shall be conducted upon receipt of an incumbent’s written expression of intent to stand for reappointment that will build on the President’s previous annual reviews and take a broader view of the President’s performance.	
	3.3	The comprehensive assessment and reappointment of the President shall be carried out in accordance with the <i>Presidential Reappointment Procedures</i> .	
4.	DISMISSAL OF A PRESIDENT		
	4.1	The Board, by whatever means it deems appropriate, shall make all decisions regarding the dismissal of an incumbent President.	
5.	APPOINTMENT AND REAPPOINTMENT OF A PRESIDENT		
	5.1	The Board, by whatever means it deems appropriate, shall make all decisions regarding the appointment of a new President or reappointment of an incumbent President.	
		5.1.1	Where an Interim President has been appointed due to the sudden vacancy of the President position, the Board may, in its sole discretion, choose to follow the Search, Selection and Appointment process or the President Reappointment process. This decision will be made known to the Interim President no less than four months prior to the conclusion of the interim term of office.



Related Information:	<i>Post-secondary Learning Act, SA 2003, c.P-19.5</i> BPR-3 President Performance Assessment Policy and Procedure
Related Procedures:	BPR-4.1 President Search, Selection & Appointment Procedure BPR-4.2 President Reappointment Procedure
Review Period:	3 years
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