



PRESIDENT SEARCH, SELECTION AND APPOINTMENT

Category:	BOARD PRESIDENT RELATIONSHIP
Parent Policy Number:	BPR-4 President Search, Selection and Appointment
Board Approval Date:	February 27, 2025

Definitions:	<table> <tr> <td>Open Competition</td><td>competition for a position that is open to all members of the public who are qualified and which is conducted in accordance with this procedure.</td></tr> <tr> <td>Closed Competition</td><td>a competition that is open only to certain individual(s) based on criteria determined by the Board.</td></tr> </table>	Open Competition	competition for a position that is open to all members of the public who are qualified and which is conducted in accordance with this procedure.	Closed Competition	a competition that is open only to certain individual(s) based on criteria determined by the Board.														
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	1.7	The PSC will recommend up to three finalist candidate(s) to the Board for finalist interviews.
	1.7.1	It will be within the purview of the Board to choose to incorporate extra review processes as needed prior to any deliberations regarding the candidates.
	1.7.2	The Board will conduct finalist interviews and will, by a majority of $\frac{3}{4}$ of the members present and eligible to vote (as defined in Board Bylaw 4.2.2 approved October 2023), approve a suitable candidate as President of the College. Voting by proxy is not allowed.
	1.8	In the event that no candidates are deemed desirable by the PSC or by the Board of Governors, the procedures described herein shall be reactivated.
	2. APPOINTMENT	
	2.1	Based on the direction of the Board, upon approval of a successful candidate, the Board Chair, in consultation with the President Search Committee, shall negotiate and conclude a contract with the candidate. Legal counsel shall be engaged to provide support in drafting the President's contract.
	2.2	If a contract cannot be finalized between the candidate and the Board, the Board shall look to the PSC for a recommendation as to next steps.
	2.3	In the event that the Board does not choose or succeed in the appointment of a candidate, the procedures described herein shall be reactivated.
	2.4	The Board Chair shall act as the official spokesperson for all matters relating to the appointment process and will announce the appointment of the President.
	2.5	The Presidential Search Committee shall be dissolved upon completion of the appointment of the President.
	2.6	The Board will develop a transition plan which may include assistance from the departing President, as well as establish a transition team who will work with the incoming President to ensure they are appropriately supported in preparing for the role.
Related Information:		Board Bylaws approved December 2023
Related Policy:		BPR-4 President Search, Selection and Appointment Policy
Review Period:		3 years
Revision History:		NEW: February 2025