

## BOARD POLICY ON DELEGATION OF AUTHORITY ON HUMAN RESOURCE DEVELOPMENT AND MANAGEMENT MATTERS

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<b>Approval Authority</b>	Board of Governors
<b>Primary Contact</b>	President
<b>Related Policies / Legislation</b>	Board policy direction Human Resources Development and Management (BPD-225) <i>University Act, s. 27</i>

### PHILOSOPHY

The University Act defines specific responsibilities for the Board of Governors in the human resources area. Effective and best practices in governance require delegation of the management role of human resources to the President, while ensuring there is ongoing, accountable oversight. A clear policy statement defining the extent of the authority delegated, including limitations on that authority, and the means to meet the required accountability to the Board, is paramount to the Board in meeting its responsibilities.

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### POLICY

The Board, in maintaining its governance role while supporting and facilitating appropriate, effective and efficient development and management of the human resource area, delegates to the President the authority to act on the Board's behalf to:

- Ensure decisions and actions taken support the approved conditions and requirements of the Collective Agreement and the Terms and Conditions for Exempt Staff;
- Subject to rights vested in the University Act, to appoint, promote, remove, and manage the conditions of employment of all employees of the university, with the exception of the President and the University Secretary, for which employees the Board retains its full authority and responsibility;
- Ensure all internal and external reporting and regulatory requirements are met in a timely and effective way;
- Ensure that human resource development and management decisions are aligned with institutional values and plans, including financial and budget plans;
- Ensure the requirements of the University Act related to the Senate's role in human resource responsibilities are met;
- Ensure best practices standards for human resource development and management are met;
- Ensure human resources risks are identified and mitigation/resolution plans are developed;
- Ensure current and effective administrative policies and procedures for the management of human resources are developed and maintained.

Authority to act in accordance with this policy is delegated to the President, but responsibility rests with the Board. The university will develop and maintain information-reporting structures, satisfactory to the Board, including human resources key performance indicators and risk analysis for the Board's oversight.