

# ROYAL ROADS UNIVERSITY

## BOARD POLICY

**Title: Human Resources**

**Policy #: D1100**

**Effective Date: November 15, 2005**

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### **Board Policy Statement**

The Board delegates to the President the authority to develop and maintain human resources operating procedures that will support the selection, development, participation and retention of employees essential to the achievement of the goals of the University.

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### **Philosophy**

The Board has a responsibility to ensure that the University maintains and supports the appropriate complement of employees possessing the necessary skills and abilities; that employees are treated fairly; that human resource procedures meet or exceed all statutory requirements; and that Royal Roads University is an employer of choice. In accordance with the Board's governance model, the Board delegates the responsibility of developing and maintaining human resources operating procedures to the President.

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### **President's Responsibilities**

The President will ensure the development and maintenance of human resource operating procedures required to achieve organizational objectives, and ensure the completion of a staff survey and administrative report as given below.

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### **Information, Action and Monitoring Requirements for the Board**

The President will ensure the completion of a staff survey and administrative report related to the selection, development, participation and retention of employees, at least once every two years, and provide these documents to the Board.

## FACT SHEET

### **DATES:**

15.11.05	Board Approval
15.11.05	Implementation
15.11.08	Review Date