

## **PURPOSE**

Within the terms of the President's Employment Contract, it outlines that should the University or President wish to renew the President's contract, they "should provide the other party with written notice of its desire to do so at least six (6) months prior to the Expiry Date [December 31, 2023]." The President has notified the Chancellor of their interest in seeking another term as President both verbally and in writing. The Governance and Nominating Committee approved the striking of a Presidential Reappointment Subcommittee (henceforth the "Subcommittee") on September 22, 2022 and the Board of Governors was notified at its meeting of October 6, 2022. The Subcommittee shall carry out the review and reappointment process, and make a recommendation to take forward to the Board of Governors.

## **MEMBERSHIP**

The subcommittee membership is intended to represent a cross-section of members of the RRU community. Membership should include: the Board Chair & Chancellor; members of the Governance and Nominating Committee; the Chair of the Finance and Audit Committee; the Vice-President Academic & Provost; an Indigenous RRU community member, and RRU constituency-based members (student, staff, faculty). The Board Office staff shall be involved as non-voting resource persons.

## **RESPONSIBILITIES**

1. Before commencing this process, the Board Chair and Chancellor shall seek confirmation from the President that they wish to be considered for reappointment.
2. The Governance and Nominating Committee shall strike a Presidential Reappointment Subcommittee (henceforth, the "Subcommittee") to carry out the review and reappointment process and make a recommendation to the board with respect to the reappointment of the President for a second term.
3. The Subcommittee shall endeavor to make its recommendation to the board at its meeting of December 8, 2022.
4. All meetings shall be conducted In-camera and on the basis of strict confidentiality.
5. The Board Chair & Chancellor shall act as chair of the Subcommittee and will have the same voting rights as any other member on the Subcommittee.
6. The Board Chair & Chancellor shall act as the main point of contact for the President regarding the reappointment process.

7. The composition of the Subcommittee and its Terms of Reference shall be posted on the RRU Board of Governors website, along with notification to the RRU community that they will be engaged to provide feedback as part of the reappointment process.
8. Should a member(s) resign from the Subcommittee committee, the membership is deemed reduced by one. The functioning of the Subcommittee shall not be impinged upon and no replacement member shall be selected.
9. Quorum shall be simple majority, other than the final meeting where at least six members are to be present.
10. In the event of an equal number of votes for and against a recommendation, the vote is considered resolved in the negative and the Chair shall declare it so.
11. The Subcommittee shall evaluate the President's performance using the litmus criteria utilized by the Presidential Search Committee. The Subcommittee shall consider any changes in the external environment and context in which the performance occurred.
12. The Subcommittee shall determine whom to approach to seek informed assessment of the President's performance and the type of assessment to use.
13. When the Subcommittee has formulated its recommendation, but before presenting it to the Board, the Chair will meet with the President to review the general findings of the Subcommittee and the nature of the recommendation.
14. The Subcommittee will submit a written report to the Board summarizing its findings and including its recommendation that the Board either reappoint the President or establish a search committee for a successor.
15. The President may respond to the findings, either in writing or in person to the Board, if they so desire.
16. If the Subcommittee recommends reappointment and the Board accepts the recommendation, the matter shall be referred to the Board Chair to establish terms of the contract acceptable to the President, the Board or Governance and Nominating Committee, and the Public Sector Employers Council (PSEC).
17. Upon submission of its recommendation, the Subcommittee shall be concluded and disbanded.