

Policy Information	
Policy No:	AD-HR-1.26
Approved by:	CNC Board of Governors
Approval Date:	December 15, 2023
Date of Next Review:	December 2028

PRESIDENT EVALUATION AND RENEWAL

Principles / Guidelines

1. The College of New Caledonia (the "College") Board of Governors (the "Board") is responsible for all aspects of the employment relationship with the President of the College (the "President"), including the President's appointment, review, removal, and terms and conditions of employment. Terms and conditions of employment must be consistent with legislation and associated policy that guides all public sector employers, including the *Public Sector Employers Act* and policies and guidance from the Post-Secondary Employers Association.
2. Where there is a conflict between this policy and process and the President's contract, the President's contract shall prevail. In the event of a conflict between the President's contract and legislation and associated policy that guides all public sector employers, including the Public Sector Employers Act and policies, the legislation will prevail.
3. The relationship between the Board and the President is critical to the success of the College. The Board is accountable for the overall direction and operation of the College. As such, the Board hires the President as its chief executive officer and delegates to the President the authority and responsibility for managing the ongoing affairs of the College, the implementation of Board-approved policies and the provision of the leadership required to achieve the College's strategic objectives.
4. Assessment of the President's performance is one mechanism the Board uses to ensure its accountability by verifying that the specified outcomes for the College are being achieved within the parameters of the legislation and government mandate and direction.
5. The annual performance review provides a formal opportunity to assess and record achievement of goals, establish action plans and discuss performance adjustments and development as necessary.

Legislative References

[BC College and Institute Act](#)
[BC Post-Secondary Legislation](#)

Links to Other Related Policies, Documents and Websites

[Post-Secondary Employers' Association](#)

Policy Amendment Log

Amendment Number:	Date:
0	June 4, 2021
1	December 15, 2023
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