



MEMORANDUM

Date: March 11, 2020

Date Last Updated: April 10, 2019

To: Board of Governors

From: President

Subject: **MONITORING REPORT – EL-2h Emergency Executive Succession**

In order to protect the Board from the sudden loss of Presidential leadership, the President shall not permit there to be fewer than two (2) executives, as a group, sufficiently familiar with Board and President issues and procedures, to enable them to take over with reasonable proficiency as an interim successor.

I interpret “sudden loss” to mean that I, the President, suddenly become unavailable to do my work for the College, regardless of whether or not I may be able to return in the future. I interpret “no fewer than two executives sufficiently familiar with Board and President issues and procedures” to mean that at least two people in the College have been identified and trained to assist in such circumstances.

I interpret “trained” to mean that the individuals have attended Board and senior management meetings on a regular basis and have successful experience replacing me when I am away on a short-term basis, e.g. vacation and out of town meetings.

Evidence:

Currently, there are three executives, individually or as a group, that could take over with reasonable proficiency as an interim successor, if I should suddenly become unavailable to perform my duties for the college, the Vice President – Finance and Administration, Vice President - Academic and the Vice President - Centre for Policy and Research in Indigenous Learning, who are on the senior management team and attend those meetings regularly. Both could act during my absences and are fully apprised of any issues at the College. I meet individually with these Vice Presidents on a monthly basis and discuss College-wide matters at that time. They also attend Board meetings and are, therefore, familiar with all College and Board issues.

It should be noted, that in the event that I am not able to perform my duties for the college, the Board has the discretion to choose to take these recommendations into consideration when appointing an interim President or select their own candidate.

I therefore report compliance.

MOTION:

THAT we accept Report EL2h – Emergency President Succession, showing full compliance with a reasonable interpretation of the policy.

Respectfully submitted,

Kathleen Lynch
President