

Appointment of Deans Policy

Policy Category	Board
Policy Sponsor	Chief Human Resources Officer
Policy Contact	Chief Human Resources Officer
Date Established	July 3, 2019
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Effective Date	April 13, 2026

1. Purpose

The University is committed to:

- A fair and equitable process for the selection and appointment of all AU team members.
- Ensuring decision making is done with integrity and in a streamlined and transparent way to align with the University's values and strategic priorities.

2. Scope

This policy applies to all appointments of Deans.

3. Definitions

Term	Definition
Academic Staff	Academic staff who are appointed under the Faculty Association agreement to a full-time faculty position in which the person has been or may be granted tenure, and includes Professors, Associate Professors, Assistant Professors and Academic Coordinators.
Advisory Search Committee	The committee convened by the President, and chaired by the Provost and Vice-President Academic, to provide advice to the President for the purpose of reviewing the suitability of and recommending an incumbent for appointment to the position of Dean.
Board	The Governors of Athabasca University.
Dean	The academic and administrative head of a Faculty at Athabasca University.

4. Principles

4.1. Powers of the Board

- a) The Post-secondary Learning Act (Section 21) empowers the Board to appoint a Dean for each Faculty of Athabasca University.
- b) The appointment of a Dean shall be made upon the recommendation of the President, including any additional powers, duties and functions that may be assigned by the President.

4.2 The term of office for Deans will not normally exceed five (5) years, however the President reserves the right to alter the terms in accordance with the best interest of Athabasca University and respective contract language.

4.3 Deans shall normally hold regular academic appointments as a Full Professor of the Athabasca University's Academic staff.

4.4 An individual who is recommended for appointment as a Dean who is not an Academic Staff Member will be appointed as a member of the Academic Staff at the time the individual is appointed as Dean by the President.

4.5 This Policy does not apply to interim appointments.

4.6 Upon notice that the recruitment of a Dean is required, the process shall be initiated in accordance with the Appointment of Dean Procedure, including the establishment of any required recruitment committees.

4.7 The selection and appointment of a Dean shall be a closed process.

- 4.8** The recruitment of Deans will normally be national in scope.
- 4.9** A recruitment firm will normally be retained to assist the University with the search for qualified candidates.
- 4.10** All personal and sensitive information collected in relation to the candidates considered for the position of a Dean of a Faculty, including all deliberations of the Advisory Search Committee, will be kept in confidence and protected in accordance with applicable legislation.

5. Applicable Legislation and Regulations

[Post-Secondary Learning Act, S.A. 2003, c. P-19.5](#)

[Protection of Privacy Act, S.A. 2024, c.P-28.5](#)

6. Related Policy, Procedures and Documents

[Appointment of Deans Procedure](#)

Document History

Date	Action
April 13, 2026	Revised Policy Approved (The Governors of Athabasca University Motion #248-04)
July 3, 2019	Policy Approved (Executive Team)