

Presidential Search, Appointment and Reappointment Policy

Policy Category	Board
Policy Sponsor	Governors of Athabasca University
Policy Contact	Vice President Governance and University Relations, and General Counsel
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1. Purpose

The Governors of Athabasca University has the responsibility for the appointment of the President, prescribing the terms of office of the President and the remuneration to be paid to the President (section 81 of the *Post-secondary Learning Act*). This includes the search and appointment of the President and the reappointment of the President.

This policy sets out the principles for the search, appointment and reappointment of the President.

2. Scope

This policy applies to The Governors of Athabasca University, members of the Presidential Search Advisory Committee and members of the Presidential Reappointment Advisory Committee.

3. Definitions

Term	Definition
Board	The Governors of Athabasca University
Human Resources & Compensation Committee	The Governors of Athabasca University Human Resources & Compensation Committee
University	Athabasca University

4. Principles

4.1. The Board has overall responsibility for the search and appointment, and reappointment of the President. The Human Resources & Compensation Committee has the delegated authority to oversee the process for the appointment and the reappointment of a President.

4.2. Term of Office of a President

- a) The term of office of the President shall be for a period of up to five (5) years and may be renewed for a subsequent term of up to five (5) years.

4.3. Search and Appointment of a President

- a) In the event of an upcoming or sudden vacancy in the position of the President, the Board shall set a timeline, establish a budget for the search process in consultation with the Vice President Governance and University Relations, and General Counsel and initiate the search process for a new President.
- b) The process shall be in accordance with this Policy and the related Procedure.
 - i. Not more than 18 months but not less than 12 months prior to the end of the President's term of office, or upon a sudden vacancy of the position, the Human Resources & Compensation Committee shall constitute a Presidential Search Advisory Committee in accordance with the Presidential Search and Appointment Procedure.
 - ii. A recruitment firm will be retained to assist the Presidential Search Advisory Committee with the search for candidates.
 - iii. The Board may, by resolution, approve use of a different process where it concludes that in the circumstances existing at the time the interests of Athabasca University are likely to be better served by some variation of the process set out in this Policy and the related Procedure, or some different process.
- c) The process will be a closed confidential search.
- d) The search process shall be carried out in accordance with the Presidential Search and Appointment Procedure.
- e) The Board shall make the final decision on the selection of the successful candidate for the position of President.

4.4. Reappointment of a President

- a) The President shall indicate to the Board Chair, in writing, at least 18 months in advance of the end of their current term of office, if they wish to stand for reappointment. When a President chooses to stand for reappointment, the Board will initiate the process for reappointment of the President.
- b) The reappointment process shall be in accordance with this Policy and the related Procedure.
 - i. The Human Resources & Compensation Committee shall constitute a Presidential Reappointment Advisory Committee in accordance with the Presidential Reappointment Procedure.
 - ii. A comprehensive assessment shall be conducted upon receipt of the President's written expression of intent to stand for reappointment that will build on the President's previous annual reviews.
 - iii. The comprehensive assessment and reappointment of the President shall be carried out in accordance with the Presidential Reappointment Procedure.
 - iv. The Board may, by resolution, approve use of a different process where it concludes that in the circumstances existing at the time the interests of Athabasca University are likely to be better served by some variation of the process set out in the Presidential Search, Appointment and Reappointment Policy and the related Procedure, or some different process.
- c) The Board shall make the final decision on the reappointment of the President.

4.5. All Committee proceedings shall be confidential.

- a) All members of the Presidential Search Advisory Committee and the Presidential Reappointment Advisory Committee must sign a confidentiality agreement.
- b) Any member of the Committee who has breached confidentiality will be subject to sanction up to and including dismissal from the Committee and, if employed by the University, up to and including dismissal from employment with the University.

4.6. The Presidential Search Advisory Committee and the Presidential Reappointment Advisory Committee will automatically dissolve upon the appointment/reappointment of the President by the Board.

4.7. This Policy does not apply to selection of an interim or acting President who is to hold the office on a temporary basis.

5. Applicable Legislation and Regulations

[Post-secondary Learning Act](#)

[Alberta Public Agencies Governance Act](#)

[Protection of Privacy Act](#)

6. Related Policy, Procedures and Documents

[Presidential Search and Appointment Procedure](#)

[Presidential Reappointment Procedure](#)

Document History

<i>Date</i>	<i>Action</i>
September 22, 2026	Policy approved (The Governors of Athabasca University, Motion 277-C03)