



POLICIES FOR THE APPOINTMENT OF SENIOR ACADEMIC ADMINISTRATORS

SCOPE

These policies apply to the appointment of the Vice-President Academic and Provost, Associate Vice-President, Research, and Deans.

SEARCH

All senior academic administrative positions will be filled on the recommendation of an appropriately structured search committee to the President. These committees will have an appropriate mix of faculty, students, administrative staff, and board members. The President will make a recommendation to the Board, having received the recommendations of the search committee.

APPOINTMENT

The appointments shall normally be for a renewable term of five years. A recommendation for reappointment will be made by the President following a formal evaluation carried out by a committee structured in a manner similar to the search committee. Faculty status, tenure, and rank will be awarded to the administrator by the President on the recommendation of and in accordance with the procedures established for the Senate Committee on the Appointment, Rank, Tenure or Permanence, and Promotion of Academic Administrators.

REMUNERATION

The Vice-President Academic and Provost, Associate Vice-President, Research, and Deans shall receive salary which is equitable for the duties and responsibilities of the position. This salary shall have two components:

- i) a base component commensurate with the Vice-President Academic and Provost or Dean's position on the faculty salary scale, or equivalent, in keeping with her credentials, scholarly service and experience.
- ii) a stipend. The stipend will be established at the time of the appointment of the Vice-President Academic and Provost, Associate Vice-President, Research, or Dean by the Senior Compensation Committee of the Board on the recommendation of the President and will reflect the workload, duties and responsibilities of the position. Hence, the stipend may vary from position and from time to time as the workload, duties and responsibilities of the position change.

The base component of the salary shall be adjusted annually at the same rate as the faculty salary scales are adjusted. The stipend shall be reviewed annually and may be adjusted on the basis of actual performance by the Senior Compensation Committee of the Board on the advice of the President.

Policies for the Appointment of Senior Academic Administrators (Continued)

In any given year, the President may recommend to the Senior Academic Compensation Committee an amount of compensation additional to the base component and the stipend to acknowledge actual performance and meritorious service. Such an amount will not be incorporated into the salary base. An academic administrator may receive such merit awards in more than one year, including successive years.

Appropriate adjustments will be made, if necessary, in accordance with adjustments made for faculty if the Academic Administrator receives an academic promotion during the course of her term.

LEAVES FOR ACADEMIC ADMINISTRATORS

Upon completion of her final term as Vice-President Academic and Provost, Associate Vice-President, Research, or Dean, an academic administrator will receive a year's administrative leave at full salary.

An academic administrator appointed to a second term will receive a two-month administrative leave, which may be taken in conjunction with annual vacation of one month (three months total) in the summer between terms.

EVALUATION

At the end of each year of service, all administrators will be evaluated by their immediate supervisors according to established procedures and criteria and with reference to the objectives agreed to by the administrator and her supervisor at the start of the year.

In the penultimate year of the term, each academic administrator who wishes to reoffer for the current position shall be evaluated by a duly constituted evaluation committee. The Committee's review should proceed in a timely fashion and normally take no longer than one academic term, being completed by December of the penultimate year. In the case of an academic administrator who does not reoffer for the current position, the annual performance evaluation will be extended to include broader consultation in the penultimate year.

The committee will be provided, in confidence, with a statement of the administrator's objectives over the course of her term, a self-assessment of the degree to which she has accomplished those objectives, any other information she wishes to provide, and summaries of the annual reviews by the supervisor. The committee will also solicit the views of a range of persons with whom the administrator deals in the course of performing her duties. It will formulate a recommendation to the President who, in turn, will make a recommendation to the Board with respect to the performance and reappointment of the academic administrator. If the recommendation is that the administrator not be reappointed, the evaluation committee shall normally become the search committee and a full search will be undertaken immediately.

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