

<b>Title</b>	<b>Powers, Duties and Benefits of President and CEO</b>
<b>By-Law Number</b>	<b>203</b>
<b>By-Law Category</b>	<b>C</b>
<b>Approving Body</b>	<b>Board of Governors</b>
<b>Approval Date</b>	<b>May 26, 1994</b>
<b>Date Last Revised</b>	<b>March 31, 2016; May 25, 2017; January 26, 2023</b>
<b>Next Review Due</b>	<b>January 2028</b>

### **Section 1: Purpose**

- (1.1) In accordance with the *College and Institute Act*, the Board must make by-laws establishing the powers, duties and benefits of the president as chief executive officer of the College.

### **Section 2: Definitions**

- (2.1) In this By-Law:  
**“Board”** means the Langara College Board of Governors.  
**“College”** means Langara College.

### **Section 3: Appointment**

- (3.1) The Board shall appoint, by resolution, a President, who shall be the Chief Executive Officer of the College.

### **Section 4: Accountability**

- (4.1) The President and CEO is accountable to the Board. The Board directs the President and CEO through Board by-laws, policies and resolutions, or through the Board Coordinating Committee acting on behalf of the Board.
- (4.2) The President and CEO sits as an ex officio non-voting member of the Board.

### **Section 5: Powers of the President**

- (5.1) Provided that the President and CEO complies with all Board by-laws, policies and resolutions, and all statutory and legal requirements, the President and CEO is authorized to establish such procedures and practices and take all actions consistent with the guiding principles set out in Section 6 of this By-Law.

### **Section 6: Guiding Principles**



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- (6.1) All members of the College community, including students, employees and volunteers, shall be treated fairly.
- (6.2) The College's commitment to Indigenization and the principles of Truth and Reconciliation shall be nurtured and strengthened.
- (6.2) Open and transparent decision-making processes shall be encouraged.
- (6.3) The College's commitment to environmental, financial and social sustainability shall be nurtured and strengthened.
- (6.4) The College's commitment to Equity, Diversity, and Inclusion (EDI) shall be nurtured and strengthened.
- (6.5) The financial management of the College shall be prudent and consistent with Public Sector Accounting Board standards and government directives.
- (6.6) Risk management contingency plans shall be in place as appropriate.
- (6.7) Compensation and benefits for employees shall be in compliance with government guidelines established for executive compensation in British Columbia's public sector and within the College's operating budget.

### Section 7: Duties and Powers of the President

- (7.1) Under the direction of the Board, the President and CEO shall exercise such powers and perform such duties as are assigned to the President and CEO by the *College and Institute Act*, other enactment, and by the by-laws, policies and resolutions of the Board, including the powers and duties to:
  - (a) oversee the development and execution of the College's strategic priorities;
  - (b) advise the Board on all matters concerning the operation of the College;
  - (c) each year and at other times on the Board's request, report to the Board on the progress of the College and make recommendations for the benefit and advancement of the College;
  - (d) oversee the implementation of all by-laws, policies and resolutions of the Board;
  - (e) supervise and direct, subject to the by-laws, all employees of the College, including all instructional and administrative staff;
  - (f) appoint employees considered necessary to carry out the business and operations of the College, and define their duties and tenure, determine their remuneration and provide an organization to carry out the purposes of the College, or designate a person to do so;
  - (g) for just cause, suspend or otherwise impose discipline on a member of the instructional, administrative or other employee of the College, except as may be otherwise provided under a collective agreement or terms and conditions of employment for excluded or unrepresented employees, and immediately report the action to the Board with a statement of the reasons;
  - (h) for just cause, suspend or otherwise impose discipline on a student of the College and deal summarily with a matter of student discipline in accordance with College policies on student conduct, and immediately report the action to the Board with a statement of the reasons;



- (i) appoint educational administrators to the Education Council as required by the *College and Institute Act* and sit as an ex officio non-voting member of the Education Council; and
  - (j) act as the official spokesperson for the College on all issues and to witness its corporate name as required.
- (7.2) The President and CEO has the power to delegate their duties under this By-Law.

### **Section 8: Compensation**

- (8.1) The Board shall determine by annual resolution the President's compensation, in accordance with the guidelines established for executive compensation in British Columbia's public sector by the Public Sector Employers' Council (PSEC) and the Post Secondary Employers' Association (PSEA), and such other employee benefits as may be determined from time to time by resolution of the Board.
- (8.2) The President and CEO shall be reimbursed by the College for any reasonable travel and other out-of-pocket expenses necessarily incurred in the discharge of the President's duties.

### **Section 9: Delegation of Authority by President**

- (9.1) If the President and CEO is temporarily absent from the College, the President and CEO may delegate in writing, to one of the following persons, normally in the order listed but ensuring continuity during the absence, the authority to act on behalf of the President:
- (a) Provost and Vice-President, Academic;
  - (b) Vice-President, External Relations and Community Engagement;
  - (c) Vice-President, Administration and Finance; or
  - (d) Vice-President, People & Culture.
- (9.2) The delegation may be a general delegation of authority or limited to specific duties (such as signing authority) during the President's temporary absence.

### **Section 10: Acting/Interim President and CEO**

- (10.1) When the President and CEO is unable by reason of absence, illness or otherwise to act, the Board or the President and CEO may, by resolution, appoint an "Acting" President and CEO.
- (10.2) When there is a vacancy in that office, the Board may, by resolution, appoint an "Interim" President and CEO until such time that a President and CEO search can be completed.
- (10.3) The Acting or Interim President and CEO shall assume on a temporary basis all the duties and powers of the President and CEO.

