2-002 - Executive Limitations

MOTION: 2003-73

DATE APPROVED: November 27, 2003

SUPERSEDES: December 9, 2021

REVIEWED: December 5, 2024 Motion #2025-38

POLICY NO: 2-002

The President is responsible and accountable for implementing the policies and directions of the Board within the limitations outlined below.

General Executive Restraint

1. The President shall not cause or knowingly allow any practice, activity, decision or organizational circumstance, which is imprudent, unethical, or illegal.
2. The President shall not cause or knowingly allow any deviation from Ministry of Colleges and Universities' Regulations and Directives or other legal requirements governing the operation of the College, including but not limited to: budgeting, financial affairs, financial-related legislation, human resource legislation, and/or any other legal regulations.

Staff Treatment

With respect to the treatment of paid and volunteer staff, the President may not cause or knowingly allow conditions which deny a process which is reasonable and prudent, which are without dignity, or which violate human rights. The President must treat staff according to:

1. The College's Strategic Plan
2. The Collective Agreements or any other Terms and Conditions of Employment
3. The Ontario Human Rights Code
4. Pay Equity Legislation
5. The Respectful College Community Policy

Executive Backup

In order to protect the Board from a sudden loss of chief executive services the President shall designate at least two others who are familiar with Board and President issues and processes and who could temporarily take over the direction of the College on the decision of the Board.

Financial Matters, Asset Management and Protection

1. The President shall adhere to the Board's Policy on Budget and Expenditures.
2. The President shall adhere to the Board's Policy on Purchasing.
3. The President shall adhere to the Board's Delegation of Signing Authority Policy.

Human Resources

1.1 The Board in By-law No. 1, (11.4.3) has delegated responsibility for the hiring and discharging of employees to the President, subject to the following limitations.

1.2 The President must have Board approval for any significant personnel decisions involving positions deemed Executive management of Lambton College. Significant personnel decisions are defined as hiring, the removal, re-classification or suspension of an incumbent.

Communication to the Board

1. The President will advise the Board of relevant trends, anticipated and/or relevant media coverage, significant internal and external issues, and any changes in assumptions upon which any Board policy/resolution has been established.