



## 15. PRESIDENT + CEO PERFORMANCE REVIEW POLICY

<b>SECTION</b> Governance	<b>DATE DRAFTED</b> January 23, 2009
	<b>EFFECTIVE DATE</b> February 26, 2009
<b>APPROVAL/AUTHORITY</b> Board of Governors	<b>LATEST REVISION</b> February 26, 2009
<b>Original signed by Board Chair</b>	

### INTENT

The President + CEO is the sole official link between the Board and the Alberta College of Art + Design (ACAD). The responsibilities of the President + CEO lie in the exercise of delegated authority and compliance with parameters established by Board policy and directives.

### SCOPE

The performance of the President + CEO will be reviewed with respect to the following components: President + CEO's position description, and annual Board-approved performance goals for the President + CEO.

### POLICY

1. The President + CEO's performance shall be reviewed annually, and within two months of the end of ACAD's fiscal year.
2. The Board delegates the President + CEO's performance review to the Human Resources Committee.
3. The Human Resources Committee shall obtain input from Board members and other informed stakeholders as appropriate, and prepare a written evaluation of the President + CEO's performance.
4. The Human Resources Committee shall meet with the President + CEO to discuss the evaluation. The Human Resources Committee or President + CEO may request that other members of the Board participate in the meeting.
5. The Chair shall provide the President + CEO with more informal feedback on his/her performance on a regular basis as issues may arise, and at least once midway between formal appraisals.



## **REFERENCE DOCUMENTS**

- ACAD President + CEO Position Description
- ACAD Authority of the President + CEO Policy
- ACAD Human Resources Committee Terms of Reference