

Policy Title:	Succession Planning Policy
Policy Number:	2606

1. Purpose

To ensure continuity of the University's leadership in the event of the sudden loss, resignation, retirement or termination of the President, Vice-President Academic or another executive staff member.

2. Scope

This policy applies to senior University leadership.

3. Overview

Succession planning will include the analysis, planning and decision-making needed to ease transitions resulting from planned and unplanned vacancies in key leadership roles or high-risk roles with specialized knowledge and skills.

4. Policy

If the need arises to replace the President or an executive staff member on a temporary basis, the succession plan identifies appropriate individuals to assume the responsibility.

The Board of Governors has the power to appoint an acting President if the President is absent or unable to act, or if there is a vacancy in that office. The following are appointed as acting President if the President is absent or unable to act, or if there is a vacancy in that office:

- the Vice-President, Academic
- In the absence of or the event that the Vice-President, Academic is unable to assume the role of Acting President, another member of the senior leadership team shall be appointed.
- In the event that a suitable internal replacement is not available, the Board of Governors will next consider requesting a secondment of an appropriately experienced individual from within the GUS Group.

The President has the power to appoint acting staff members if a senior leadership team member is absent or unable to act, or if there is a vacancy in that office. Where possible, the President will select the next senior staff member in the department where the vacancy occurs.

POLICY



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The President will regularly conduct an assessment of the availability and readiness of permanent internal replacements for executive staff members and a development strategy in relation to these individuals where appropriate.

In the event that a suitable internal replacement is not available, the President will next consider requesting a temporary secondment of an appropriately experienced individual from within the GUS Group until the incumbent returns to the role or the position vacancy is filled.