	Policy No.	Replaces		Policy
	B. 501	Policy 2		Board
	Policy Name			
APPOINTMENTS OF PERSONNEL				
Approved by	Responsibility			Category
Board	Board of Governors			Human Resources
Date Issued	Date Revised	Revision	Related Policies, Reference	
June 2, 1969	Oct. 26, 2009	7	Policies 24, 25, 34, 35, 42	

A. Establishment of Positions


1. The Board will authorize and fund all regular faculty, administrative and support staff positions at the time of budget approval. Changes to regularly funded positions may be authorized by the President within budgetary limitations. Such changes will be reviewed and authorized by the Board as part of the next budget process.
2. New regular positions may be established as a consequence of collective agreement provisions. Such changes will be reported to the Board as part of the next budget process.
3. All regular positions for which no funding is identified must be referred to the Board for funding approval.
4. Temporary positions may be authorized by the President where funding is identified.

B. Filling of Positions

1. The Board delegates to the President the authority to appoint persons to occupy funded faculty and staff positions including Continuing Education.
2. The Board delegates to the President the authority to appoint persons to occupy funded administrative positions except for the positions of the Vice Presidents and any other administrative position so designated at the time the position is established (refer to Policy 35).
3. Under exceptional circumstances as described in Board Policy 30 (Independent Contractors to Provide Instruction) the President is authorized to enter into independent contracts for the delivery of instruction.

For the purposes of this section a funded position is one which:

1. Is identified in the current budget approved by the Board, or
2. Is a result of organizational change and which is funded by the current budget approved by the Board, or
3. Is a result of cost recovery activities.

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C. Conditions of Employment for Positions

The University will provide to its employees an appropriate array of benefits in as flexible a manner as possible.

1. Conditions of employment for faculty and support staff will be in accordance with existing Collective Agreements.
2. Conditions of employment for support staff positions designated as exempt employees will be in accordance with Board Policy/Exempt Staff (Policy 24).
3. Conditions of employment for administrative positions will be in accordance with Board Policy 25, Board Policy 35, and Board Policy 42.
4. Conditions of employment for instructors hired for Continuing Education will be as set by the President (Board Policy 30).