

AGREEMENT

This Agreement is made June 03, 2016.

BETWEEN:

THE UNIVERSITY OF BRITISH COLUMBIA
("the **University**" or "**UBC**")

OF THE FIRST PART

AND:

DR. SANTA J. ONO
("Dr. Ono")

OF THE SECOND PART

WHEREAS:

- A. UBC by its Board of Governors (the "**Board**") wishes to appoint Dr. Ono as the President and Vice-Chancellor of UBC ("**President**") pursuant to the terms of this Agreement and Dr. Ono wishes to be so appointed;
- B. Dr. Ono agrees to accept the position of President on the terms and conditions set out herein;
- C. As President, Dr. Ono agrees to serve as a member of the Board, the chair of the University's Senates, and a member of each Faculty;
- D. The Board expects that Dr. Ono, as President, will be the chief spokesperson for the University and a leader within the community; and
- E. The Board expects that Dr. Ono, as President, will provide oversight and direction for the operation of the University and will do so with a spirit of cooperation and in a manner consistent with the University's vision and values.

The parties agree as follows:

1. POSITION

- 1.1 UBC appoints Dr. Ono as President of the University and as a Professor in the Faculty of Medicine and Dr. Ono agrees to serve in those positions upon and subject to the terms and conditions of this Agreement. This Agreement entirely replaces any earlier agreements between the parties.
- 1.2 The duties and powers of the President of the University pursuant to this Agreement include those specified in the *University Act*, R.S.B.C. 1996 c. 468 (the "**Act**").

1.3 Without limiting the generality of paragraph 1.2 and subject to the provisions of paragraph 1.5 below and the duties and obligations expressly established thereunder, and the limitations, if any, contained in the Act, as President Dr. Ono will have the following duties and powers:

- (a) to manage, supervise, and direct the academic and other activities of UBC as its chief executive officer;
- (b) to maintain appropriate relationships with the undergraduate, graduate and other students, faculty, staff and alumni of UBC;
- (c) to initiate (without derogating from the Board's power to so initiate) and participate in the formulation of UBC policies and the consideration of all matters before the Board;
- (d) to follow and implement all directions and resolutions of the Board and will report to and be accountable to the Board;
- (e) consistent with the budget approved from time to time by the Board (the "budget"), to ensure the appointment of outstanding individuals to the senior administrative positions of UBC, and to ensure that adequate review mechanisms and succession plans are established for these individuals;
- (f) to ensure the preparation of draft budgets and the implementation of the budget;
- (g) to formulate sound long-range planning for the ongoing development of UBC and direct the implementation of those plans when approved by the Board;
- (h) to periodically review the organization and structure of the University, recommend improvements thereto, participate in all relevant Board discussions and thereafter implement Board-approved changes in a planned and orderly fashion;
- (i) to study and appraise results of operations to reinforce successful operations and to rectify any deficiencies or adverse situations;
- (j) to ensure the risks to UBC identified in risk assessment processes are appropriately managed and communicated;
- (k) to direct all phases of the daily business operations of UBC both personally and through the delegation to qualified individuals of proper authority and responsibility;
- (l) to ensure that the academic and other activities of the University are conducted in compliance with the Act, and Policies and agreements of UBC;
- (m) to maintain satisfactory senior-level relationships with third parties generally, including professional advisors, charitable supporters, governments, agencies of governments and neighbouring communities;

- (n) to protect the reputation and public image of UBC;
 - (o) to carry out his duties and responsibilities in a manner consistent with the University's core value of mutual respect and equity, and with UBC's Statement on Respectful Environment for Students, Faculty and Staff; and
 - (p) to serve as chief spokesperson for UBC.
- 1.4 Dr. Ono owes, as President, a fiduciary obligation to the University and will devote his full time and attention and will use his best efforts to carry out the duties and powers under this Agreement. Dr. Ono may serve on one industry board of directors, as well as charitable and not for profit boards of directors or equivalents on a volunteer basis, all of which require the approval of the Chair of the Board, which approval will not be unreasonably withheld.
- 1.5 The Board will, from time to time, review the performance of Dr. Ono and the Board will establish priorities, goals and activities for the President. The process of review will be undertaken substantially in conformance with the following:
- (a) By early June, the Executive Committee (the "**Committee**") will request Dr. Ono to report, in writing, on his performance including the achievement of the priorities, goals and activities which may have been identified by the Board;
 - (b) By August 1, Dr. Ono will report, in writing, to the Committee on his performance for the previous year;
 - (c) By early September, the Committee and Dr. Ono, will meet to discuss the performance of Dr. Ono and discuss priorities, goals and activities for the year to come;
 - (d) At the September Board Meeting, the Committee will review the performance of Dr. Ono with the full Board in camera. It will also recommend in open session a list of priorities, goals and activities for Dr. Ono for the year to come, for Board approval;
 - (e) Following the September Board Meeting, the Chair of the Board may prepare a report summarizing Dr. Ono's goals, objectives, and performance as President and, after reviewing the content of the report with Dr. Ono, may make the report public.

2. TERM OF APPOINTMENT AND TERMINATION

- 2.1 The appointment of Dr. Ono as President is for a term commencing August 15, 2016 and ending August 14, 2021 (the "**Term**") subject only to earlier termination as hereafter set out.
- 2.2 If Dr. Ono becomes ill or is injured and that illness or injury prevents Dr. Ono from performing the duties or powers required of him as President under this Agreement and, on the basis of medical evidence, that illness or injury is likely to last until the end of the Term, at the option of UBC and upon the Board notifying Dr. Ono in writing, his

appointment as President will end without additional notice or pay in lieu of notice. In such case, Dr. Ono will continue in his position as Professor in the Faculty of Medicine, and will be entitled to any leave of absence provided for in paragraph 8.7 and will continue to be eligible for Benefits in accordance with the terms of the Plans.

- 2.3 In addition to termination on written notice pursuant to paragraph 2.2, UBC may terminate Dr. Ono's appointment as President summarily for cause at any time without notice or pay in lieu of notice. The word "cause" includes the commission of any act that is materially injurious to UBC or its reputation or Dr. Ono's breach of any covenant in this agreement which is materially injurious to UBC or its reputation. In the event Dr. Ono continues in his position as a Professor, he may be subject to disciplinary proceedings ("**disciplinary proceedings**") pursuant to the collective agreement with the UBC Faculty Association (the "**collective agreement**"). In the event the President is subject to disciplinary proceedings, he waives any right to defend those disciplinary proceedings by raising double jeopardy, *res judicata* or issue estoppel.
- 2.4 Dr. Ono may terminate or resign his appointment as President by giving the University three (3) months written notice, and, upon similar or concurrent notice, may resign from his employment as a Professor in the Faculty of Medicine in accordance with the collective agreement.
- 2.5 UBC may terminate Dr. Ono's appointment as President, at any time, without cause.
- 2.6 In the event that Dr. Ono's appointment as President is terminated pursuant to paragraph 2.5 Dr. Ono must, within thirty (30) days of receiving his notice of termination as President, elect to either resign his position as a Professor in the in the Faculty of Medicine, or remain as a Professor in the Faculty of Medicine.
- 2.7 If, after receiving notice of termination pursuant to paragraph 2.5, Dr. Ono elects to resign his position as a Professor then UBC will pay to Dr. Ono:
 - (a) any amounts accrued and owing to Dr. Ono unpaid as at the date of termination;
 - (b) payment of severance in an amount equal to 12 months' Salary, or any lesser amount prescribed by regulation pursuant to the *Public Sector Employers Act*, R.S.B.C. 1996, c.384, less all Salary paid to Dr. Ono between the date of receiving the notice of termination and the date of electing to resign his position as a professor and less all applicable statutory deductions ("**Severance**");
 - (c) the Severance will be paid in the form of continuance his Salary as President and Benefits after Dr. Ono makes the election set out in paragraph 2.6;
 - (d) the Severance will be paid to Dr. Ono in full and final satisfaction of all amounts owed to Dr. Ono resulting from the termination of the appointment as President; and
 - (e) after the date of the termination of the appointment as President, Dr. Ono agrees to observe a twelve (12) month restriction that prevents him from taking up work with

private sector employers who may benefit financially or otherwise from Dr. Ono's access to confidential information and connections at the University.

2.8 If, after receiving notice of termination pursuant to paragraph 2.5, Dr. Ono elects not to resign his position as a Professor, then UBC will continue to pay Dr. Ono his Salary as President and the Benefits for a period of 12 months from the date of the notice of termination, or any lesser amount prescribed by regulations pursuant to the *Public Sector Employers Act*, R.S.B.C. 1996, c. 384, except for those benefits listed under paragraph 4. Subject to paragraph 8.7, during this period, Dr. Ono will devote the whole of his time, attention to his employment as a Professor.

2.9 Upon any termination as provided for above, Dr. Ono will as soon as reasonably possible deliver, or cause to be delivered, to the University all books, documents, computers, phones, devices, records, data, notes, reports, proposals, lists, sketches, correspondence, materials, effects, money, securities or other property belonging to the University, or for which the University is liable to others, and any and all copies or reproductions of any of the foregoing which are in the possession, charge, care, control or custody of Dr. Ono in his role as President.

3. REMUNERATION

3.1 Throughout the Term, UBC will pay to Dr. Ono an annual salary (the "**Salary**") as President in the amount of \$470,000, less appropriate statutory deductions.

3.2 The Board's review provided for in paragraph 1.5 may in the sole discretion of the Board include, without limiting the generality of the review of Remuneration, the introduction of performance-based pay.

3.3 The Salary will be paid by UBC to Dr. Ono in equal semi-monthly instalments in each twelve month period throughout the Term.

4. RESIDENCE

4.1 Dr. Ono will make Norman MacKenzie House (the "**Residence**") the principal and normal place of residence for him and his family as long as he is President and will also use the Residence and its garden for UBC purposes as the parties agree from time to time. The scheduling of the use of the Residence and its garden for UBC purposes will be subject to the approval of Dr. Ono, acting reasonably. If the Residence is not available for occupancy for any period, UBC will provide Dr. Ono and his family a suitable alternative residence.

4.2 The use of that portion of the Residence which is available for and ordinarily used by Dr. Ono for his personal use is a taxable benefit to Dr. Ono. This benefit is in addition to the Salary and must be reported by Dr. Ono to the Canada Revenue Agency as income.

4.3 All costs for the maintenance, repair and operation of the Residence (including all property taxes, if any) and the garden thereof, and such other Residence-related costs as may be agreed to by the parties from time to time, will be borne by UBC. UBC will provide housekeeping services as reasonably required by Dr. Ono to maintain the Residence in a

clean and orderly manner. Dr. Ono acknowledges that, to the extent that the services relate to the personal occupancy of the Residence by Dr. Ono, the amount thereof will be a taxable benefit. This benefit is in addition to the Salary and must be reported by Dr. Ono to the Canada Revenue Agency as income. At its cost, UBC will provide Dr. Ono with all information necessary to enable Dr. Ono to determine and report the taxable benefit thereof.

- 4.4 The University will pay to Dr. Ono each year, commencing in 2017 for the year 2016, a sum (the “**Residence Tax Reimbursement**”) sufficient to reimburse Dr. Ono for any tax liabilities as regards the benefits in paragraphs 4.2 and 4.3, including any tax liability as to the Residence Tax Reimbursement.
- 4.5 UBC will maintain and repair the Residence (including all driveways and all utility services) and garden as would a prudent owner and as is necessary to keep them suitable for the purposes intended as contemplated in this Agreement.
- 4.6 Dr. Ono will vacate the Residence no later than the last day of his appointment as President provided that in the event of termination pursuant to paragraph 2.2 or 2.5, Dr. Ono will be given a reasonable period of time (not exceeding 60 days) in which to vacate the Residence.

5. AUTOMOBILE

- 5.1 UBC will provide an appropriate automobile selected by the Chair of the Board and agreeable, within reason, to Dr. Ono, for the use of Dr. Ono while President. UBC will be responsible for all operating costs thereof including the cost of insurance premiums. The personal use of the automobile by Dr. Ono is a taxable benefit. This benefit is in addition to the Salary and must be reported by Dr. Ono to the Canada Revenue Agency as income. At its cost, UBC will provide Dr. Ono with all information necessary to enable Dr. Ono to determine and report the taxable benefit thereof.

6. REIMBURSEMENT FOR EXPENSES

- 6.1 UBC will reimburse Dr. Ono, in accordance with University policy, for all normal vouchered expenses incurred by Dr. Ono in the performance of his duties and exercise of his powers as President after such expenses have been reviewed and approved by the Chair of the Board.
- 6.2 UBC will provide Dr. Ono with an annual sum of \$2,500 to reimburse Dr. Ono for expenses incurred in his financial planning.

7. VACATION

- 7.1 Dr. Ono will be entitled to six (6) weeks’ vacation leave during each twelve (12) month period during the Term. Unless the parties otherwise agree from time to time, this vacation leave is non-cumulative and must be used during the twelve month period in which it is earned.

8. FACULTY APPOINTMENT

- 8.1 UBC confirms that the Board has appointed Dr. Ono as a full Professor without term in the Faculty of Medicine.
- 8.2 Except as provided in paragraphs 8.3 and 8.8, during the Term Dr. Ono will receive no salary under the collective agreement arising from his appointment as Professor, and UBC will be released from any liability to pay such salary during the Term.
- 8.3 Upon the expiry of the Term, Dr. Ono will have the option of assuming his duties as a Professor in the Faculty of Medicine, subject and pursuant to the collective agreement and policies. If Dr. Ono elects to assume duties as a professor UBC will commence paying salary to Dr. Ono as a Professor when the payment of the Salary, or any equivalent amount pursuant to paragraphs 8.6 or 8.7, has ended.
- 8.4 Subject to paragraphs 8.6 and 8.7, the salary payable to Dr. Ono (as a Professor) pursuant to paragraph 8.3 will be at an annual rate in an amount equal to the greater of the highest UBC salary then paid to a Professor in the in the Faculty of Medicine and 50% of his last annual Salary as President of UBC.
- 8.5 In addition to his salary as a Professor, UBC will provide Dr. Ono with all benefits that a Professor in the Faculty of Medicine is entitled to receive pursuant to the collective agreement and policies.
- 8.6 Subject to Dr. Ono's completing the Term and paragraph 8.8, and provided he has not:
- (a) been terminated for cause; or
 - (b) resigned his appointment as a Professor after being terminated without cause,

Dr. Ono will be entitled to a one (1) year leave of absence from his duties as President and Professor (the "**Leave of Absence**") in order to support his career renewal and professional development according to a plan of mutual benefit to Dr. Ono and UBC. He will report to the Board chair about activities during the leave of absence. For the period of the leave, UBC will pay Dr. Ono his salary in effect as President as well as the benefits defined in paragraphs 9.1 and 9.2.

- 8.7 If Dr. Ono's appointment as President ends pursuant to paragraph 2.5 and Dr. Ono does not resign his appointment as a Professor within thirty (30) days of being terminated without cause, Dr. Ono shall be entitled to:
- (a) a leave of absence in the amount of two (2) months for each completed year of service as President; and
 - (b) salary pursuant to paragraph 2.8.
- 8.8 If Dr. Ono is reappointed as President for a term (the "**Extended Term**") to commence following the expiration of the Term, both the assumption of his duties as a Professor pursuant to paragraph 8.3 and the Leave of Absence will be postponed until the expiration

of the Extended Term and Dr. Ono will be entitled to the Leave of Absence at the end of the Extended Term, and will be entitled to no further Leave of Absence. During the Leave of Absence following the Extended Term, UBC will pay Dr. Ono his salary in effect as President, as well as the benefits defined in paragraphs 9.1.

9. BENEFITS

9.1 During the Term, UBC will make available to Dr. Ono all employment benefits normally available to regular members of the UBC faculty and any additional benefits available to senior members of the administration of UBC (the “**Benefits**”). The Benefits are:

- (a) Medical Services Plan (MSP);
- (b) Extended Health;
- (c) Dental;
- (d) Employee Family Assistance Plan;
- (e) Income Replacement Plan (Long Term Disability);
- (f) Basic Group Life Insurance;
- (g) Optional Life Insurance;
- (h) Spousal Life Insurance;
- (i) Accidental Death & Dismemberment Insurance;
- (j) Faculty Pension Plan, including the Supplemental Arrangement;
- (k) Faculty Tuition Waiver including dependent children;
- (l) Tuition Waiver for spouse;
- (m) Maternity and Parental Leave;
- (n) Up to six Months Paid Sick Leave; and
- (o) Executive Health Assessment service.

9.2 In addition to the life insurance provided under paragraph 9.1(f), (g), and (h), the University will provide additional life insurance coverage for Dr. Ono in the amount of \$450,000. The obligation to provide such insurance coverage is subject to Dr. Ono’s meeting the necessary conditions to receive coverage.

9.3 Dr. Ono will bear the portion of the costs of all benefit plans which he is required to or has elected to maintain as required pursuant to the terms of said plans.

9.4 UBC will enroll Dr. Ono in the pension plans available to all faculty members of UBC.

10. RELOCATION AND MOVING EXPENSES

- 10.1 The University will reimburse Dr. Ono and his family for reasonable vouchered relocation expenses in moving from Cincinnati, Ohio to Vancouver, British Columbia. This includes expenses normally covered by the University's relocation policy as well as premiums for private health insurance for Dr. Ono and his family during the qualifying period for provincial health care coverage (MSP). This reimbursement will be completed no later than one (1) year from the beginning of the Term.
- 10.2 UBC will reimburse Dr. Ono and his family for reasonable receipted relocation (moving) expenses incurred in moving from the Residence to another location in Metro Vancouver upon termination of his appointment as President.

11. TRAVEL EXPENSES

- 11.1 UBC will reimburse Dr. Ono, in accordance with University policy, for all vouchered expenses incurred by Dr. Ono when travelling on UBC business while President after such expenses have been reviewed and approved by the Chair of the Board.
- 11.2 UBC will reimburse, in accordance with University policy, for all vouchered expenses incurred by his spouse when accompanying Dr. Ono on business travel provided such accompaniment is approved in writing by the Chair of the Board in advance of that travel.

12. CONFIDENTIALITY AND GOOD FAITH

- 12.1 The parties acknowledge that they have a duty of good faith in their dealings with each other.
- 12.2 The parties acknowledge that they will acquire information about each other which is confidential and accordingly, except as required by law or where the disclosure thereof is made in good faith for the advancement of the interests of UBC and the performance of their respective duties and obligations, neither party will make any unauthorized disclosure of that information without the consent of the other party.

13. EXTENSION OF APPOINTMENT

- 13.1 Unless Dr. Ono's appointment has been previously terminated, and without limiting UBC's right to terminate Dr. Ono's appointment as President between August 31, 2020 and September 15, 2020, Dr. Ono will advise the Chair of the Board whether he wishes to be considered for reappointment as President of UBC for a further term to commence on the expiration of the Term before September 15, 2020.
- 13.2 If Dr. Ono advises the Chair of the Board of his willingness to be considered for reappointment, UBC will establish a select committee of the Board (including the Chancellor of UBC and the Chair of the Board) (the "**Select Committee**") for the purpose of considering the reappointment of Dr. Ono as President.
- 13.3 On a confidential and non-public basis but subject always to any legislative requirements, the Select Committee will review the performance of Dr. Ono as President in relation to

the performance review undertaken pursuant to this Agreement. The Select Committee may also solicit the input of representatives of the various sectors of the UBC community.

- 13.4 The Select Committee will meet with Dr. Ono to review his performance as President and the results of the input received by the Select Committee from the representatives of various sectors of the UBC community and to solicit his comments concerning his performance and the input results.
- 13.5 If the Select Committee favours such reappointment, the Select Committee will then so report to the Executive Committee of the Board of Governors whereupon the Executive Committee will deliberate to establish the terms upon which UBC should reappoint Dr. Ono as President.
- 13.6 The Select Committee and the Executive Committee will jointly report to the Board and the Board will then consider and make its decision whether or not to reappoint Dr. Ono as President. Dr. Ono will be notified of the Board's decision no later than January 15, 2021.
- 13.7 If the Select Committee is not willing to recommend the reappointment of Dr. Ono, it will so report to the Board. The Board will duly consider the report of the Select Committee but notwithstanding that report, the Board will have complete discretion to accept or reject the recommendation of the Select Committee.
- 13.8 If the Board determines to reappoint Dr. Ono as President, that reappointment will be subject to the negotiation and settlement of terms mutually acceptable to UBC (as represented by an appointed officer or committee) and Dr. Ono but not inconsistent with the terms of this Agreement. Changes in Salary and benefits are deemed not to be inconsistent with the terms of this Agreement, but are subject to the rules established for the compensation of the President by the Public Sector Employers' Council (PSEC).
- 13.9 If the Board is not willing to reappoint Dr. Ono, or no mutually acceptable agreement is concluded within a reasonable period of time, then Dr. Ono will serve out the Term as President and may, at his discretion, assume his academic position in the Faculty of Medicine as provided in this Agreement.
- 13.10 The timing for the procedures described in this Article 13 will be substantially in conformance with the President Reappointment Timetable attached hereto as Appendix "A".

14. INTERPRETATION

- 14.1 Except as otherwise expressly provided for in any Appendix, any conflict between the provisions in the body of this Agreement and the provisions in any Appendix will be resolved in favour of the provisions in the body of this Agreement.
- 14.2 The words "include" and "including", when following any general statement, term or matter, will not be construed to limit that general statement, term or matter to the specific items or matters set out immediately following those words or to similar items or matters following that word or to similar items or matters, whether or not non-limiting language

(such as “without limitation” or “but not limited to” or words of similar import) is used with reference thereto but will be deemed to refer to all other items or matters that could reasonably fall within the broadest possible scope of that general statement, term or matter.

- 14.3 All provisions of this Agreement requiring one party or the other to do or to refrain from doing something will be interpreted as the covenant of that party with respect to that matter notwithstanding the absence of the words “covenants” or “agrees”.
- 14.4 The division of this Agreement into sections and paragraphs and the headings used herein are inserted for convenience of reference only and, except where otherwise specifically provided, that division and those headings will not define, enlarge or limit the terms nor affect the construction or interpretation of this Agreement.

15. GENERAL

- 15.1 The failure of a party to insist in one or more cases upon the strict performance of any of the covenants in this Agreement or to exercise any right herein contained will not be construed as a waiver or relinquishment for the future of that covenant or right and no waiver by any party of any provision of this Agreement will be deemed to have been made unless expressed in writing and signed by that party.
- 15.2 The provisions of this Agreement constitute the entire agreement between the parties. No terms, conditions, warranties, promises or undertakings of any nature whatsoever, express or implied, exist between the parties with respect to this Agreement except as contained herein. This Agreement may be amended, changed or modified only by further written agreement between the parties.
- 15.3 If any term, condition or provision of this Agreement or the application thereof to any party or circumstances will to any extent be invalid or unenforceable, the remainder of this Agreement or the application of that term, condition or provision to persons or circumstances other than those as to which it is held invalid or unenforceable, will not be affected thereby and each term, condition or provision will be separately valid and enforceable to the fullest extent permitted by law.
- 15.4 Time will be of the essence of this Agreement.
- 15.5 Except for the payment of any instalment of Salary or other remuneration pursuant to this Agreement, in any case where the time limited by this Agreement expires on a Saturday, Sunday or legal holiday in the Province of British Columbia (a “Non-Business Day”), the time limited will be extended to and will include the next succeeding day which is not a Non-Business Day. If the date for the payment of any instalment of Salary or other remuneration falls on a Non-Business Day, payment thereof will be made on the next preceding day that is not a Non-Business Day.
- 15.6 Each of the parties will at the request of the other party hereto, execute and deliver any further documents and do all acts and things as that other party may reasonably require to carry out the full intent and meaning of this Agreement.

- 15.7 This Agreement will be governed by the laws in force in the Province of British Columbia and the courts of the Province of British Columbia will have exclusive jurisdiction with respect to the settlement of any dispute or the resolution of any question of law arising from this Agreement.
- 15.8 This Agreement may not be assigned by any party without the written consent of the other party, which consent may be arbitrarily withheld.
- 15.9 This Agreement will enure to the benefit of and be binding upon the parties hereto and subject to the terms hereof the heirs, administrators, successors and assigns of the parties.
- 15.10 Any notice to be provided by either party under this Agreement must be provided in writing.

16. INDEMNIFICATION

- 16.1 The University agrees to indemnify and save harmless Dr. Ono from any action brought against Dr. Ono which arises from the performance of his duties as President of the University. This provision will not apply to criminal proceedings or to proceedings between the University and Dr. Ono.
- 16.2 Dr. Ono agrees to notify the University forthwith of any claim or action brought against him arising out of his employment.

IN WITNESS WHEREOF the parties hereto have duly executed this Agreement effective the date first above written notwithstanding the actual date or dates of execution.

Executed on behalf of the University of
British Columbia by:

Per: Stuart Bell
Chair of the Board of Governors

Per: [Signature]
Vice-President Finance

SIGNED, SEALED AND DELIVERED by)
DR. ONO in the presence of:)

[Signature])
Witness)

3H- 6111 du Boisé Ave)
Address)

Montreal PQ, Canada)
H352V8)

Physician)
Occupation)

[Signature]
DR. ONO

APPENDIX “A”

PRESIDENT REAPPOINTMENT TIMETABLE

Date	Party Representative	Responsibility
August 31, 2020	Dr. Ono	Advises as to willingness to be reconsidered for reappointment.
By September 15, 2020	Board	Establishes Select Committee.
	Select Committee	Reviews performance of Dr. Ono and may solicit input from UBC community.
	Select Committee and Dr. Ono	Reviews findings and conclusions of the Select Committee. Solicits comments of Dr. Ono.
	Select Committee	Reports to either: Executive Committee if reappointment recommended, or Board, if reappointment not recommended.
	*	Executive Committee
January 15, 2021	Executive Committee and Select Committee	Joint report to the Board.
	Board	Decision whether or not to reappoint Dr. Ono.
	Board appointed officer or committee and Dr. Ono	Settle terms of contract of reappointment.

*assumes Select Committee is recommending reappointment

The provisions of the Appendix “A” are subject to Paragraph 13 of the Agreement