



SUBJECT	Delegation of Authority for Appointments
SUBMITTED TO	Employee Relations Committee
MEETING DATE	June 15, 2023
SESSION CLASSIFICATION	Recommended session criteria from Board Meetings Policy: OPEN
REQUEST	Action requested - Recommendation to Board for approval IT IS HEREBY RESOLVED that the Employee Relations Committee recommends to the Board of Governors approval of delegation of authority for appointments of teaching and non-teaching staff as set out in sections 2.1 through 2.3 of the Board Appointments Policy (AP3) for the period of July 1, 2023 to June 30, 2024.
LEAD EXECUTIVE	Gage Averill, Provost and Vice-President, Academic, UBC Vancouver
SUPPORTED BY	Rehan Sadiq, Provost and Vice-President Academic, UBC Okanagan Lesley Cormack, Deputy Vice-Chancellor and Principal, Okanagan

EXECUTIVE SUMMARY

Delegation of Authority for Appointments

The University Act Section 27(2)(g) empowers the Board to make appointments for “teaching staff and the officers and employees the board considers necessary for the purpose of the university”.

In order to facilitate the process of making appointments, the Board of Governors approved Board Appointments Policy (AP3) in June 2009. Under the policy, the Board annually delegates its authority to make appointments as follows:

- Under Section 2.1 to the President the authority to appoint new members of the Teaching Staff; and
- Under Sections 2.2 and 2.3 to:
 - the Managing Director, Human Resources (Faculty Relations) for UBC Vancouver;
 - the Managing Director, Human Resources (Strategic Staff Relations) for UBC Vancouver; and,
 - the Director, Human Resources (Employee Relations) for UBC Okanagan

or equivalent positions, the authority to appoint staff positions under various categories.

An excerpt from the Board Appointments Policy setting out the specific delegations and positions is attached to these docket materials as Schedule A.

SUPPLEMENTAL MATERIALS

1. Schedule A

Appendix A

2. Delegation of Authority

- 2.1 The Board of Governors will delegate annually to the President the authority to appoint new members of the **Teaching Staff**.
- 2.2 The Board of Governors will delegate annually to the Managing Director, Human Resources -Faculty Relations for UBC Vancouver and to the Director, Human Resources (Employee Relations), UBC Okanagan, or equivalent positions, the authority to appoint the following positions:
 - 2.2.1 research associates;
 - 2.2.2 postdoctoral research fellows; and
 - 2.2.3 clinical fellows.
- 2.3 The Board of Governors will delegate annually to the Managing Director, Human Resources – Strategic Staff Relations for UBC Vancouver and to the Director, Human Resources (Employee Relations), UBC Okanagan, or equivalent positions, the authority to make staff appointments into job categories which require membership in the following employee groups, or similar job categories which do not require membership:
 - 2.3.1 AAPS;
 - 2.3.2 BCGEU Childcare Workers, and BCGEU UBCO;
 - 2.3.3 CUPE 116, CUPE 2950, and CUPE 2278;
 - 2.3.4 IUOE Local 882;
 - 2.3.5 executive administrative staff;
 - 2.3.6 research technicians, and research assistants; and
 - 2.3.7 farm workers.
- 2.4 A Dean of a Faculty may delegate authority to approve guest lecturers in accordance with Section 1.4 of this Policy.
- 2.5 Any delegate, except the President, may, in writing, sub-delegate his or her authority under this Policy.