



**BOARD OF GOVERNORS OF ATHABASCA UNIVERSITY
HUMAN RESOURCES & COMPENSATION COMMITTEE
TERMS OF REFERENCE & MEMBERSHIP**

1. Purpose

The Human Resources & Compensation Committee (the “Committee”) will assist the Board with the review, recommendation, and approval of policies affecting staff working conditions at the University, matters for collective bargaining and related service contracts, and negotiated mandates governing the terms and conditions of employment, including salaries and benefits, of all executive and non-executive staff of the University.

2. Membership

The membership of the Committee shall include:

- Public Member, appointed as Committee Chair
- Chair, Board of Governors
- President
- 1 Public member of the Finance & Property Committee
- 2 Public members of the Board

3. Responsibilities

Without restricting the generality of its role and within its delegated authorities, the Committee will:

President

- 3.1. Annually receive and approve the personal goals and objectives established by the President for the following year;
- 3.2. Oversee the process for the appointment and reappointment of the President;
- 3.3. Oversee the review and evaluation of the performance of the President which shall take into account his/her position profile, self-assessment, and personal goals and objectives approved for the year under review, and thereafter, approve the compensation of the President;

Unionized Employees

- 3.4. Appoint on behalf of the Board those persons authorized to represent the Board for purposes of collective bargaining;
- 3.5. On behalf of the Board approve the collective bargaining mandate in respect to terms and conditions of employment and approve acceptance or rejection of any proposed revisions to the terms and conditions of employment;

Non-unionized Employees

- 3.6. On behalf of the Board approve the policies and principles in respect to terms and conditions of employment that affect non-unionized employees; and

Other

- 3.7. Notify the Board of any concerns arising out of its review of the annual report of the Universities Academic Pension Plan.