


Policy Title: UNITY OF CONTROL		Policy Section: III Board-CEO Relationship	Policy Number: III-07
Approved By: Board of Directors	Date Approved: May 3, 2007	Date Reviewed/ Revised: May 14, 2010 May 2, 2013 May 15, 2017 June 3, 2021 May 27, 2025	Board Chair's Signature: 

POLICY PURPOSE

This policy has been designed by the Board of Directors to outline the Board's values related to the connection between the Board of Directors and the Registrar & CEO's role as the one employee of the Board (i.e., defining the unity and singleness of the connection between the Board as a whole with the Registrar & CEO).

POLICY

The Board directs the Registrar & CEO, as its only direct employee, through its Board policy direction. Only officially passed motions of the Board of Directors represent collective Board decisions/directions, i.e., the Board's one voice and as such are binding on the CMLTO Registrar & CEO.

Accordingly:

1. The Registrar & CEO takes policy direction from the full Board of Directors by motion, (i.e., policy decisions).
2. Instructions of individual Directors, Officers, or committees are not binding on the Registrar & CEO except in instances when the Board of Directors has specifically authorized this exercise of authority to Officers or to Statutory Committees to carry out the regulatory work of the College.
3. If a Board Member or Committee requests information or assistance without prior Board approval, and the Registrar & CEO determines that fulfilling the request would require significant staff time, financial resources, or would disrupt the achievement of Ends (Critical Outcomes) Policies or the Strategic Plan, the Registrar & CEO may seek clarification from the Board. Alternatively, the Registrar & CEO may decline the request.



4. Communication or requests from individual Board Members to the Registrar & CEO on matters related to Board or governance issues must include the Board Chair. This ensures the integrity of the relationship between the collective Board and the Registrar & CEO, supports the Board's decision-making capacity, and upholds appropriate governance practices.
5. Only the Board of Directors acting as a whole can employ, discipline, terminate, or change the conditions of employment of the Registrar & CEO. In making employment decisions regarding the Registrar & CEO, the Board prioritizes the protection of the public interest above all else.

REFERENCES

- CMLTO By-Law
 - Article 2 – General
 - Section 2.5 Registrar and CEO
 - Section 2.5.3 Duties of Registrar and CEO
 - Section 2.5.4 Delegation of Registrar and CEO Duties
- BSR III-03 Accountability of the Registrar & CEO
- BSR III-04 Registrar & CEO Position Description