



**Policy for Awarding the Status of *Principal Emerita/Emeritus*
Brescia University College**

Policy Title: Policy for Awarding the Status of *Principal Emerita/Emeritus*

Issued by: Executive Committee, Brescia University College Board of Trustees

Approved by: Brescia University College Board of Trustees

Effective Date: March 9, 2023

The Board of Trustees of Brescia University College shall, on a discretionary basis, award the status of *Principal Emerita/Emeritus* on any former Principal of Brescia University College.

It is anticipated that a recommendation for the granting of this award shall come, confidentially, from the Executive Committee of the Board of Trustees to the Board and that such recommendation shall be deliberated, and ultimately approved or denied, by the Board. It is further anticipated that, where the award of *Principal Emerita/Emeritus* status is approved, such status will be bestowed by the presentation of the honoree(s) to the Chancellor of Brescia University College during the annual *Baccalaureate and Magisterial Exercises*.

The status of *Principal Emerita/Emeritus* shall be an honorary one, whereby any former Principals so honoured will be recognized for their inspiring leadership through service and contribution to the Brescia community. Brescia's *Principals Emeriti*, as honoured members of the Brescia community, shall be invited as guests of Brescia to any Brescia events where such invitation and recognition is deemed appropriate.

Among other benefits, the *Principal Emerita/Emeritus* status is awarded in order to encourage its recipients to continue their ongoing association to Brescia and commitment to its vision.

1. Essential Qualifications for the Status of *Principal Emerita/Emeritus*

A nominee for the awarding of the status of *Principal Emerita/Emeritus* should have demonstrated, during their tenure as Principal of Brescia University College, a strong commitment to the Brescia community, and in particular, to the best interests of the Brescia students. A *Principal Emerita/Emeritus* is someone who has led by example in their time as Brescia's Principal and who has exhibited a keen understanding of Brescia's history, mission, vision, values and strategic priorities.

A former Principal being considered for the status of *Principal Emerita/Emeritus* should be someone who, during their tenure at Brescia, brought a positive profile to the institution through their commitments beyond Brescia, in the broader community. They should have engaged themselves, and in doing so engaged Brescia, in the wider community in an effort to improve that community.

2. Eligibility

It is not uncommon for a former Principal of Brescia, once their tenure is completed, to continue as a member of the Brescia faculty. This continued employment at Brescia should not be deemed to preclude a positive

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consideration for the awarding of the status of *Principal Emerita/Emeritus*. Similarly, a former Principal who has gone on to other employment pursuits following a departure from Brescia is also eligible for this status. However, the status of *Principal Emerita/Emeritus* should not be awarded to any former Principal of Brescia who, at the time of their nomination, holds appointment to either the Board of Trustees of Brescia University College or the Executive Committee of Brescia University College Alumnae Association.

There is no limit on the number of living former Principals of Brescia who can hold the honorary status of *Principal Emerita/Emeritus*. However, it is by no means expected that *every* former Principal of Brescia will hold this status. In order to be eligible for this status, a former Principal must generally have served in the role of Brescia Principal for at least four years.

The awarding of the status of *Principal Emerita/Emeritus* may be made posthumously.

3. Privileges of Status of *Principal Emerita/Emeritus*

Beyond the privilege that flows from awarding of the status of *Principal Emerita/Emeritus*, and the invitation to attend specific Brescia events as a guest of the university, there are no temporal benefits or privileges that are attached to the awarding of the status of *Principal Emerita/Emeritus*.

It is anticipated that a former Principal of Brescia could also be recognized, upon their retirement, as a *Professor Emerita/Emeritus*, in keeping with the terms of reference for such an appointment. It is possible for such former Principal to hold both honorary titles concurrently. There is nothing in the award of the status of *Principal Emerita/Emeritus* that in any way should be interpreted to be in conflict with any benefits or privileges that may accompany the status of *Professor Emerita/Emeritus*.

4. Process for Nomination and Determination

a. Executive Committee of the Board of Trustees

The process for the awarding of the status of *Principal Emerita/Emeritus* shall be the responsibility of the Executive Committee of the Board of Trustees, with a final decision to award or decline to award the status being made by the voting Trustees of the Board of Trustees upon recommendation of the Executive Committee.

In the event that the Executive Committee of the Board of Trustees is inclined to consider the awarding of this status on a former Principal of Brescia, it is expected that this process will be commenced several months prior to the anticipated awarding of this status at Brescia's Baccalaureate and Magisterial Exercises.

b. Board of Trustees

Some months prior to the Baccalaureate and Magisterial Exercises during which it is anticipated that an award of the status of *Principal Emerita/Emeritus* will be made, the Executive Committee will make a recommendation of such award to the Board of Trustees.

This proposal will be made and considered at an *in camera* meeting of the voting Trustees of the Board of Trustees and the minutes of this discussion will reflect only the final disposition of the proposal, without the recording of the detailed arguments in support of or against the final disposition by the Board.

Upon the recommendation of the voting Trustees of the Board of Trustees, the Chair of the Board of Trustees, or their delegate, will confirm the willingness of the former Principal to receive the awarding

of the status of *Principal Emerita/Emeritus*. Other than in the case of a posthumous process, the agreement of the former Principal is a prerequisite to the awarding of this status.

This process will remain highly confidential until such time as Brescia is able to announce the awarding of the status of *Principal Emerita/Emeritus* in anticipation of such award.

5. Announcement

The Chair of the Board of Trustees, or their delegate, upon confirmation of the acceptance of a former Brescia Principal to receive the award of the status of *Principal Emerita/Emeritus*, shall take the necessary steps to inform Brescia, and as appropriate, the broader community.