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Faculty Association of
the University of Waterloo

Division of Powers Policy

This is a Class M Policy.

Purpose

This policy states the division of powers for the Faculty Association of the University of Waterloo between the membership as a whole; the Association's Board of Directors; its Executive; the President; and staff.

Role of the Membership

The membership is ultimately empowered to decide the Association's position on questions of major policy significance, and to set guidance through policy for Board decision-making. Its will is expressed in referendums which are authorized by a resolution at a General Meeting.

The membership elects the Board of Directors, and, following the provisions in the constitution, may remove directors from office.

The membership delegates the work of the Association to the Board (including its committees).

Role of the Board of Directors

A Board of Directors shall be responsible to the membership and shall direct FAUW's general policy and work. The Board also includes non-voting members, who have the right to attend and speak at Board meetings, but who do not vote.

Guided by FAUW's governing documents and the will of the Membership, the Board is responsible for formulating and implementing the Association's priorities and strategic plan.

The Board is also the body responsible for making decisions on operational matters for the Association, although day-to-day responsibility for such matters is delegated to FAUW staff.

In addition to the role of the Board as a deliberative body, it is normal for Board members to lead portfolios on behalf of the Association. In this context, Board members are acting as volunteers with the Association, and do not hold any special powers.



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Role of the Executive

The Executive is a subgroup of the Board of Directors, whose composition is described in the Constitution. FAUW's representatives on the University's Faculty Relations Committee are drawn from the elected Board members on the FAUW Executive.

The Executive is responsible for advising the President, including establishing the agendas of Board meetings, and for any other duties determined by the Board of Directors. In establishing agendas, the Executive does not play a gatekeeping role. Rather, it assesses jurisdiction and prioritizes items, providing feedback when items are not referred to the agenda.

The Executive does not possess the overall authority of the Board to direct the Association's general policy and work, nor is it responsible for formulating priorities or strategic plans.

Role of the President

The President is directly elected by the membership to represent the Association and provide leadership, including the general management and supervision of the association's affairs.

The President shall serve as one of the Association's representatives on the Faculty Relations Committee.

The President serves as the direct report supervisor of the Association's Executive Manager.

The President makes statements on behalf of the Association and the Board. In exceptional circumstances, the Board has the right to disavow statements of the President by passing a resolution to that effect.

Role of the Executive Manager

The Executive Manager is responsible for the provision of staff services to the Association and manages staff and operational matters. The Executive Manager provides impartial, professional advice to the Association's committees and officers. The Executive Manager regularly briefs the President on relevant operational matters.



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Censure

The Board of Directors or a General Meeting may censure individuals or groups by passing a motion. A censure is an on-the-record rebuke of the actions or conduct of an individual or a group. A censure has no further effects: it does not remove an officeholder from office, nor does it limit their use of their powers. Censure is not the appropriate mechanism to litigate a violation of the Code of Conduct Policy or the Harassment & Discrimination Policy.

Approved by the FAUW Board of Directors September 3, 2026

Policy Version Control

Approval Date	Summary of Changes	Approving Body
September 3, 2026	New Policy	FAUW Board of Directors