



## Health Director Emeritus Policy

Category:	B	Number:	001
Last Review Date:	August 31, 2022 July 2023	Next Review Date:	July 2025
Last Approval Date:	August 23, 2023	Related Policies, Reference	N/A

For more information about PTIB and how to be an informed learner, go to:

<http://www.privatetraininginstitutions.gov.bc.ca/students/be-an-informed-student>.

### Purpose

Health Director Emeritus status is a title conferred by the Board of Directors to retired members of the CIHL for the purpose of recognizing the meritorious service in education, knowledge transfer, professional development and best practices for health directors and managers of First Nation health providers. A Health Director Emeritus is someone has served with honour and it is an honour for CIHL to recognize her/him.

### Policy

#### Criteria:

Emeritus status may be conferred upon an individual if that individual:

- a. Is a current or retired Health Director and or the most senior employee or contractor employed as a health director, health manager or health lead by a First Nation Entity; and
- b. Is or has been a CIHL member in good standing.

#### Selection:

- a. The CIHL Board of Directors will review the recommendation and award emeritus status standing with a two-thirds majority approval.
- b. No more than three (3) members shall be recognized with new Health Director Emeritus status per calendar year.

#### Nominations:

- a. Any CIHL member in good standing may nominate an individual for Emeritus status. Nominations for Emeritus status shall be made in writing to the CIHL Board of Directors and Executive Director, CIHL Secretariat.

#### **Nominations Process:**

- a. Nominator must submit one letter in writing (maximum three pages) that outlines how the nominee meets the Ideals of a Health Director Emeritus (see below).
- b. Two additional letters of support must be included in the submission. These include:
  - i. One from a community member
  - ii. One from a professional colleague
- a. An individual cannot nominate him/herself.
- b. Ideals of a Health Director Emeritus.
  - i. Is a role model for others, whose behavior is or can be emulated by others, especially by younger people.
  - ii. Has committed a significant portion of their career to being a health directors and managers of First Nation health providers.
  - iii. Has provided leadership and support to the First Nations Health Directors profession.
  - iv. Adjusted his/her work approach to accommodate needs and preferences of others; considered how his/her actions would affect others; listened and acted on suggestions made by others.
  - v. Has served their community with the greatest humility without expectation of reward or recognition.
  - vi. Emulates the CIHL Seven Standard of Excellence.
    1. Grounding Work within Culture and Tradition
    2. Providing Health and Wellness Leadership for the Community
    3. Providing Informed, Technical Advice
    4. Establishing and Maintaining Beneficial Partnerships
    5. Providing Effective Health Administration
    6. Being a Supportive Manager and a Health Team Leader
    7. Participate Actively in Professional Development & Continuous Learning
  - vii. Demonstrates 'balance' with the four aspects of life: Mental, Emotional, Spiritual and Physical facets.

#### **Privileges and Conditions:**

- a. The granting of Emeritus status is an honorary designation, which confers no membership status or voting rights, entails no assigned duties or responsibilities, or use of CIHL staff.
- b. An Individual granted Emeritus status:
  - i. Shall have their names listed as Health Director Emeritus;
  - ii. May be asked to sit on special CIHL committees in the capacity as Health Director Emeritus Advisor (non-voting)
  - iii. May participate in all discussion of the CIHL to which they have been invited, at the discretion of the Executive Director Secretariat
- c. If not a current member, and as such may not claim benefits of membership, including, but not limited to, special member rates, access to members-only event, or membership-related subscriptions or subscription rates;
- d. Does not have the right to vote on at CIHL business, or to hold the seat other than that of Health Director Emeritus Advisor