



REPORT FOR ACTION WITH CONFIDENTIAL ATTACHMENT

Emeritus Designation

Date: May 31, 2021

To: Board of Management of the Toronto Zoo

From: Chief Executive Officer

Wards: All

REASON FOR CONFIDENTIAL INFORMATION

This report deals with personal matters about an identifiable person.

SUMMARY

This report requests the Board's approval to grant Emeritus status to an employee of the Toronto Zoo, as described in Confidential Attachment 1.

RECOMMENDATIONS

The Chief Executive Officer recommends that:

1. The Board of Management of the Toronto Zoo adopt the confidential recommendation contained in Confidential Attachment 1;
2. The Board of Management of the Toronto Zoo direct that Confidential Attachment 1 be made public once the confidential recommendation has been adopted;
3. The Board of Management of the Toronto Zoo direct that Confidential Attachment 2 remain confidential as it pertains to personal matters about an identifiable person.

FINANCIAL IMPACT

There is no financial impact resulting from the adoption of the recommendations in this report.

DECISION HISTORY

The “Emeritus” designation is a honorary role among some zoological institutions and other organizations such as museums, art galleries and universities. This status is assigned to leaders with a long and successful history within their organizations. Typically, this title is conferred upon or shortly after retirement.

At the Toronto Zoo, four retired employees have been designated with Emeritus status. In 2003, Dr. Kay Mehren was bestowed the title of Veterinarian Emeritus, in 2009 Mr. Calvin White was granted the title of Director Emeritus, in 2014, Mr. Bob Johnson was granted the title of Curator Emeritus, and in 2017, Ms. Cynthia Lee was granted the title Curator Emeritus. In making this decision, the following criteria are common to all of these cases:

- Conferral of “Emeritus” status was granted by the Board of Management.
- The individual’s tenure was defined by exceptional leadership, dedication and distinguished service.
- There are mutual benefits for both the Zoo and the retired employee, in having the designation. For example, the individual is continuing to work on Toronto Zoo related matters in a volunteer capacity. The title defines their connection to the Zoo and the Zoo has representation on these activities through the Emeritus employee.
- No remuneration is involved.
- The individual continues to have access to certain Zoo services and functions, depending on the role.

The continuing role of these individuals as Emeritus has been an asset to the Zoo and rewarding for Dr. Mehren, Mr. White, Mr. Johnson and Ms. Lee.

COMMENTS

Confidential Attachment 1 describes a Toronto Zoo employee who is an excellent candidate for the Emeritus role. Approval of the Board is requested to grant this employee with Emeritus status.

CONTACT

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SIGNATURE

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Chief Executive Officer

ATTACHMENTS

Confidential Attachment 1 - Nomination for Emeritus Designation
Confidential Attachment 2 - Curriculum Vitae