

**TO:** COUNCIL

**FROM:** FAZAL KHAN, REGISTRAR, CEO

**DATE:** MAY 27, 2019

**SUBJECT:** 12.3 ELECTION GUIDELINES

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## **BRIEFING NOTE**

**Purpose:** To seek Council approval for new election guidelines setting out desired Council competencies and attributes.

**Background:** Currently the College is required by the *Regulated Health Professions Act, 1991* (RHPA) to hold elections for optician members of Council. The Council is the board of directors of the College. There is a global trend towards having competency-based appointments to regulatory boards of directors, rather than elections.

While competency-based appointments are not currently possible under the RHPA, Council has the authority to set election guidelines. Such guidelines can set out desired competencies and attributes of Council members. While these would not form part of the mandatory election criteria, these factors would help opticians who have the power to nominate candidates and vote in elections to understand what makes a good candidate.

A similar list of competencies and attributes could also be used by the College as part of the screening process for “non-Council committee members” (individuals who are not on Council and who are appointed by the College to sit on committees).

### **For Consideration:**

The following is a list of possible competencies and attributes that may be desirable for Council members (recognizing that not all Council members would be expected to have all of these):

- Governance and/or board experience
- Leadership experience and/or skills
- Problem-solving skills
- Strategic thinking
- Financial literacy
- Strong interpersonal skills, including communication skills
- Demonstrated commitment to the College’s public protection mandate
- Diversity

Council may determine that a College committee should be tasked with developing a list of competencies and attributes.

**Recommendations/Action Required:** Council is asked to consider whether to adopt new election guidelines setting out desired Council competencies and attributes, and if so:

- to agree upon a process to determine an appropriate list of competencies and attributes, or
- to approve a list of competencies and attributes.