



MINUTES OF THE 87TH ANNUAL BUSINESS MEETING

SATURDAY, MAY 9, 2009

CHAIR: J. DAVID ADAMS, P.ENG.

THE 87TH ANNUAL BUSINESS MEETING, Professional Engineers Ontario, was held at the Renaissance Toronto Airport Hotel, 801 Dixon Road, Toronto, Ontario, on Saturday, May 9, 2009. The meeting was called to order by President J. David Adams, P.Eng.

Before declaring the business meeting open, the president thanked the participants and attendees of Friday's Engineering and Public Policy Conference, calling the session informative and worthwhile. To continue the discussion on public policy issues, he said, Tom Adams, an energy and environment advisor and a former executive of Energy Probe, would be the keynote speaker at the AGM luncheon.

The 2009 Order of Honour gala was held the previous evening, at which 11 exceptional individuals were recognized for their significant lifetime contributions to the engineering profession in Ontario. President Adams congratulated the award recipients for their outstanding and dedicated commitment to the profession.

INTRODUCTION OF COUNCIL

The president introduced the members of the 2008-2009 council.

The Executive Committee: J. David Adams, president; Catherine Karakatsanis, P.Eng., president-elect; Diane Freeman, P.Eng., vice president (elected); John Vieth, P.Eng., vice president (appointed); Walter Bilanski, PhD, P.Eng., past president; Cliff Knox, P.Eng., and Phil Maka, P.Eng., councillors. The remaining members of council: Councillors-at-Large Peter DeVita, P.Eng., John Vieth and Richard Welton, P.Eng.; Regional Councillors David Euler,

P.Eng., and David Spacek, P.Eng. (Northern Region), Nick Colucci, P.Eng., and Cliff Knox (Eastern Region), Corneliu Chisu, P.Eng., and Denis Carlos, P.Eng. (East Central Region), Roydon Fraser, P.Eng., and Len King, P.Eng. (Western Region), and Colin Moore, P.Eng., and Phil Maka, (West Central Region), Lieutenant Governor-in-Council Appointees Ishwar Bhatia, P.Eng., Santosh Gupta, PhD, P.Eng., Richard Hilton, P.Eng. (absent), Rebecca Huang, LLB, Vassilios (Bill) Kossta, James Lee, PhD, P.Eng. (absent), Chris Roney, P.Eng., Tarsem Lal Sharma, PhD, P.Eng. (absent), Rakesh Shreewastav, P.Eng., Martha Stauch and James Witmer, C.E.T.

PEO's directors to Engineers Canada for 2008-2009 are Past President Walter Bilanski, and former presidents Bob Goodings, P.Eng., and Pat Quinn, P.Eng.

ORDER OF BUSINESS

President Adams said there was a full business agenda, and a quorum was present. He then referred to the order of business for the meeting as outlined in section 22 of By-law No. 1 and in the agenda distributed at the meeting.

ADOPTION OF THE MINUTES

President Adams referred members to the minutes of the 2008 meeting, which had been published in the November/December 2008 issue of *Engineering Dimensions*. The minutes were also distributed at the meeting, together with a report on business arising from the minutes.

It was moved by George Comrie, P.Eng., and seconded by Cliff Knox that the minutes of the 2008 meeting, published in the November/December 2008 issue of *Engineering Dimensions* and distributed at this meeting, be adopted.

Motion carried

INTRODUCTION OF GUESTS

The president introduced representatives from provincial and national engineering associations from across the country:

- Dick Fletcher, P.Eng., president, and Chantal Guay, P.Eng., ing., chief executive officer, Engineers Canada; Tim Smith, P.Geo., a past president, Association of Professional Engineers and Geoscientists of British Columbia; Jim Beckett, P.Eng., president, and Neil Windsor, P.Eng., executive director, Association of Professional Engineers, Geologists and Geophysicists of Alberta; Shawna Argue, P.Eng., president-elect, and Dennis Paddock, P.Eng., executive director, Association of Professional Engineers and Geoscientists of Saskatchewan; Donald Himbeault, P.Eng., president, and Grant Koropatnick, P.Eng., executive director, Association of Professional Engineers and Geoscientists of Manitoba; Zaki Ghavitian, ing., president, Ordre des ingénieurs du Québec; Steve McLean, P.Eng., executive director, Association of Professional Engineers and Geologists of Newfoundland and Labrador; Angela Shama, P.Eng., executive director, and Annette Bergeron, P.Eng., president and chair, Ontario Society of Professional Engineers; John Gamble, P.Eng., president, Consulting Engineers of Ontario; Gene Stodolak, C.E.T., past president, and David Thomson, executive director, Ontario Association of Certified Engineering Technicians and Technologists.

During the morning, they spoke about current issues and some associations provided a written report on important matters to the engineering profession in their jurisdiction. These reports were included

in the AGM's registration package and were also available at the publications desk in the foyer.

IN MEMORIAM

The president asked all present to stand for a moment of silence in remembrance of those members of the association who had passed away in the year 2008.

BUSINESS ARISING FROM THE MINUTES

The president reminded members that two member submissions had been received, one proposing a review of PEO's election procedures to ensure a fair and transparent process, and the second proposing that major events be held only on weekends to encourage and support the participation of working professional engineers.

Submission No. 1

The submission read: "That PEO shall develop a clear election process before the next council elections which shall not only fulfill the requirement of a free, fair and transparent election process but shall also demonstrate the concept of a free, fair and transparent election process as enshrined in the democratic constitution of Canada to its members, the candidates seeking office and the public at large."

Some candidates had expressed concerns with respect to some of the procedures, especially those of the official agent in tabulating the ballots, and candidates' inability to receive preliminary ballot totals. There were also concerns about election material and election publicity procedures.

Action/progress: Following discussion at the AGM, council and the Central Election and Search Committee reviewed the submission at great length. A protocol for the annual review of election procedures was developed and applied to this year. The current election was reviewed and a number of changes were recommended in September:

- a formalized protocol for the annual review of election procedures;
- the use of locked, sealed ballot boxes;
- the ability of candidates or their scrutinizers to object to ballots;
- members appointed as returning officers to oversee ballot counting processes;
- establishment of an official and available spoiled ballot definition;
- introduction of a declaration for a candidate nomination acceptance form; and
- requirements for current photos of the candidates.

In addition, a different firm and electronic counting are being used, as well as less restrictive ballot marking to indicate vote or preference (cross or checkmark).

The president said he believes the changes have made the operation more transparent and fair, and that the formalized protocol will allow a review of the changes and procedures. Council is serious about ensuring the elections are correct, he said.

Submission No. 2

The submission read: "That PEO shall encourage and support the participation of working professional engineers by conducting major events on weekends. Only under exceptional circumstances, and sufficient advance notifications (not to be less than three months), shall the major events be conducted during weekdays."

Action/progress: PEO values the support of its volunteers and wants to encourage the participation of working professional engineers. At the June 2008 meeting, council passed the following motion:

"PEO supports the participation of volunteers by conducting major events on weekends whenever possible."

The president said that as much as possible, meetings will be held on weekends. However, it is very difficult to have a two-day meeting on a weekend, he said, adding that PEO's volunteer assessment of applicants' qualifications for licensing and work in the discipline area still has to happen during the week.

During discussion of the work done regarding the two submissions, some of the points raised included:

- While some headway has been made, there is still a long way to go to make the election process more transparent and fair. The electronic process was better, but not perfect; some candidates' statements were mixed up with other candidates' statements; there has to be more scrutiny done in terms of what is in election materials, as well as in the bios that go into *Engineering Dimensions*;
- Candidates should be encouraged to put forward their platforms and make some statements at chapter meetings. The electorate would have a better understanding of what candidates are running for and what they want to achieve;
- Regarding candidates' promises or commitments, would it be possible to have a brief, formal review of successful candidates after they have served to see whether they actually met their commitments?

In this regard, it was pointed out that the question was inappropriate because decisions are made by council as a whole and not by individuals. It was also commented that several council motions are recorded votes. Therefore, it would be easy to publish those recorded votes so that members would know exactly where members of council stand;

- In response to a question regarding the holding of meetings during the day, Kim Allen, CEO/registrar, stated that senior staff, staff advisors to committees, and committee chairs are aware of council's decision to hold major events during the weekend. However, committee meetings are called when the chairs would like to have them, and staff simply supports that decision, whether it is during the day or on the weekend. With reference to the Experience Requirements Committee, interviews usually take place during the day. If a business meeting is required and has to be held during the day, it is held in the afternoon so that only half a working day has to be sacrificed by volunteers.

It was suggested that teleconferencing of some business meetings take place in the evening to help eliminate some of the problems; and

- In response to a question about the steps the association is taking in the new building to ensure that all meeting rooms and the council chamber are equipped for videoconferencing, including web-

[AGM MINUTES]

based real-time conferencing, President Adams stated the intention is to have much better facilities in this regard in the new building.

FINANCIAL REPORT

The president referred to the auditors' report and the financial statements, which appeared in the March/April 2009 issue of *Engineering Dimensions* and were distributed as part of the registration package for the meeting.

He also referred to the booklet entitled *Questions and Answers on PEO Operations*, included in the registration package and also to be published to PEO's website.

It was moved by Thomas Chong, P.Eng., seconded by Nick Colucci, that the financial statements as presented be received.

Motion carried

APPOINTMENT OF AUDITORS

It was moved by John Bailes, P.Eng., seconded by Rakesh Shreewastav, that the firm of Deloitte and Touche be appointed as auditors of the association for the 2009 financial year.

Motion carried

PRESIDENT'S REPORT

President Adams said those elected to the presidency should be accountable for what they try to do during their terms. As part of his report, he wanted to review his Ten-point Work Plan.

1. Multi-tiered licensing model

President Adams noted that only about a third of those practising engineering in Ontario are licensed.

So the first item of his plan was to introduce a licensing model that would bring undergraduates through internship to the licensed professional engineer. Initially this was known as the comprehensive licence and then the national framework. Provincial premiers had stated that professionals licensed in one province should be able to be licensed and to practise in another without undue complication.

Ontario spearheaded an attempt to rationalize the academic and experience requirements to be licensed, and six provinces have signed on to the concept and discussions are proceeding. However, PEO has not yet signed on.

The president said the Ontario government has indicated that it will proceed with removing barriers to common licensing across Canada. The association should, therefore, be in on the development of the details of this licence at the beginning, or they will be told what the criteria for the licence will be.

President Adams stated he hoped this would be the direction council would take.

2. Internship

There needs to be a structured, measurable, knowledge-based internship. Because the industrial fabric of Ontario is being destroyed, young people are having increased difficulties obtaining the correct and sufficient experience to obtain their professional engineer licence.

To counter this, the president said the association should have wiki-style collaborative Internet between recent graduates and mentors, so graduates could be put in touch with PEO members who could help them by discussing, electronically, problems that would give these graduates the experience to obtain licensure.

As a regulator, PEO should provide experience one way or another.

3. Development of practice standards

After someone was killed during the demolition of a theatre, PEO developed practice standards for demolition, which were widely accepted. Council should encourage development of additional practice standards in significant areas.

4. Liability insurance

There is a need for reasonably priced primary and secondary liability insurance for individuals and Certificate of Authorization holders.

The Ontario Society of Professional Engineers has been researching this matter and should carry this forward in conjunction with PEO members.

5. Academic requirements for licensure

The question of modern academic requirements for licensure needs to be resolved.

6. Reciprocity with Michigan

At present, there is no reciprocity with Michigan. However, Ontario engineers can practise in Michigan if they write the fundamentals exam and a second exam on their specialty.

President Adams said he would like to have the exam in engineering fundamentals available at a minimal cost at all Ontario universities so engineering graduates can write and pass the exams. It would be a forward move and it would allow Ontario engineers to participate in the US recovery as well as our own.

7. Mandatory reporting of fields of graduation and practice

This ties in directly with self-declaration of continuing competence. The president said he believes in self-declaration. Engineers will not practise what they are not competent to do.

8. Removal of exemptions from the act

The proposed new licence would effectively remove the major exemptions from the *Professional Engineers Act*. The other provinces do not have exemptions from the requirement to be licensed to practise engineering, so if there is to be universal mobility across the country, such exemptions have to be removed from PEO's act.

9. New headquarters

The president reported that after approximately nine years of searching, PEO has finally acquired new headquarters. The building, across

the street from the present headquarters, was purchased for \$22.5 million, with long-term financing at a fixed rate of 4.95 per cent over 10 years, after which PEO would own the building.

While the building may not be quite as fancy as originally imagined, there is the potential for adding an addition on top. Also, it is beside the subway.

The proposition is a very good one. The authorized fee increase will be set aside against the mortgage. At present, PEO is paying \$1.3 million in rent and will receive over \$1 million in rent from part of the building. There is the opportunity to develop the available space as required with lecture rooms and the proper facilities for electronically transmitting material to the members, video-conferencing, etc.

10. Ontario Centre for Engineering and Public Policy

President Adams said the approach has been a little different from what was originally thought. He had envisioned the centre providing technical advice to those making the decisions. Too frequently, he said, decisions are made with very little engineering analysis. Courses in public policy are good, but proper technical assessments are still needed.

The president said he hopes the centre will provide technical input to public policy in addition to its other work.

Conclusion

President Adams thanked all those who had elected him and appreciated the opportunity to attend the provincial annual general meetings across Canada.

He expressed disappointment in council. He said he felt it had been ill-informed and short-sighted, particularly in regard to the proposed new licensing framework.

In conclusion, he once again thanked the members for allowing him to lead them and he expressed his hope that something good would come from his term of office.

PRESENTATION TO OUTGOING COUNCILLORS

President Adams said the members of the 2008-2009 council had worked diligently to move the profession forward. He thanked them for their service to the profession during the past year.

In recognition of their service, he presented certificates, name badges, and desk plaques to retiring members of council Walter Bilanski, Nick Colucci, Peter DeVita, Márta Ecsedi and Richard Weldon.

INTRODUCTION OF INCOMING MEMBERS OF COUNCIL

President Adams then introduced the new members of the 2009-2010 council, and those assuming different positions on council: Diane Freeman, president-elect; Corneliu Chisu, vice president; Bruce Clarida, P.Eng., councillor-at-large; Allen Jones, P.Eng., councillor-at-large; Paul Ballantyne, P.Eng., Eastern Region councillor; and Thomas Chong, East Central Region councillor.

QUESTIONS FROM THE FLOOR

President Adams opened the meeting for questions and suggestions to council on matters relating to PEO or the profession nationally. During discussion, some of the comments included:

- A suggestion was made that part of the ground floor of PEO's new building could be renovated to include washrooms, showers, and a few rooms that could be used by homeless youth. An organization such as the Red Cross, the Salvation Army or a homeless society

could run it. This might also help to raise PEO's profile in the public eye;

- The positive messages coming from the other engineering regulators are very impressive. Perhaps the incoming council could make a commitment to a formal review of the best practices of others;
- In response to a question regarding the new building, it was stated that there are approximately 40 pages of details on the PEO website. The building is in good structural shape and provides PEO an opportunity to go green and perhaps set the tone for rejuvenating buildings in Toronto and favourably raising the profile of our profession. With extra space available in the building, the possibility exists to have other engineering groups under the same roof. A broad request for proposals for the interior design service and project management services has gone out. Thirty-eight firms have submitted proposals and, at its meeting later in the day, council will discuss a short list. At the early stages, the design firm is to come up with broad ideas to get the design right. Council is requiring the Building Task Force to do qualifications-based selection, and it is going through the process with the firms;
- Several connected questions were raised: Is PEO aware how restrictive and tight it is to become a volunteer with PEO? In the last few years, math and science have been degraded. Is PEO intending to investigate why that is happening? How can we promote the engineering profession? Has PEO looked outside the box at other institutions and potential volunteers for their input and assistance in these matters?

In response, incoming President-elect Diane Freeman commented:

- (a) Regarding volunteering, PEO should be considering succession planning. By having some councillors and members step down from committees, there would be an opportunity to allow new members to fill those vacancies. The committee that appoints committees has been studying this issue. Perhaps chapters and council should work together to start building a succession plan.
- (b) About two years ago, PEO made strong policy statements to the Ministry of Education with regard to mathematics and sciences. PEO's Education Committee has a strong working relationship with the ministry, and has been instrumental in ensuring that important math courses like calculus were not dropped from the curriculum. Perhaps PEO should do a better job of communicating these policies that have been developed.

[AGM MINUTES]

President Adams added in regard to promoting the profession, PEO has been working to create a strong foundation for our Government Liaison Program, which is a cornerstone to promoting the profession. It has given PEO an avenue to identify the relevance the P.Eng. licence brings in partnering with government for good policy-making. However, the process is just beginning and, again, maybe better communication to the membership is needed.

President Adams stated PEO has an opportunity to participate in the national advertising program of Engineers Canada. At the moment, Ontario is the only provincial association not involved. He said he felt it is a missed opportunity, and he is hopeful that council will embrace it. He further stated that Engineers Canada has been asked whether PEO's portion could be tailored to Ontario's problems, namely licensure uptake, the outlook for engineers in Ontario, and the concept of educating and bringing into the fold those young people who need to study math and science;

- The annual meeting should move a vote of thanks to Kim Allen and the staff of the association for the wonderful work they do. They deserve a big hand for their performance;
- Professional engineers do stand out in their communities and society. People appreciate and recognize engineers, and the profession should be very proud of that;
- In response to a question, President Adams said PEO would like to extend reciprocity to other US states. However, there is no way of getting around the requirement for writing examinations, which almost all of the states require. PEO should look at programs in which engineering graduates, if they so wish, could write the fundamentals of engineering, which would allow them to begin, and then write another exam on their specialty;
- There is no plan to reverse the fee increase approved a couple of years ago. It was decided that specific money would be set aside and applied to the mortgage for the new headquarters building, rather than borrowing more money at additional costs;
- Members appreciate the systematic approach in the president's Ten-point Work Plan. It was suggested that explanations should be given if future councils decide to take different actions than those outlined in the plan. This would provide some consistency in long-term plans.

With reference to the third point concerning further development of practice standards in significant areas, it was suggested they should be related to particular regulatory requirements or particular marketing issues that exist country-wide or province-wide;

- It would be beneficial to invite other self-regulated professions to the AGM, such as doctors, accountants and architects. They might bring ideas of cross-fertilization to the issues at hand, whether it is to do with mobility or the national framework of licensing. The federal caucus in Ottawa was pleased that PEO was spearheading a national licensure plan, and regard engineering as one of the more progressive of the professions. However, PEO should find out what the views of other professions are;
- While there has been a lot of talk about the small percentage of engineering graduates becoming licensed, PEO has not addressed the question of what happens to applicants who do not follow through to the last stage of getting their licence. Perhaps they are ignorant of the process and need to be encouraged to again seek licensing. Perhaps they do not know how open-door the licensing policy is and that it is possible to get a licence;
- Regarding sponsorship for a YouTube competition to promote maths and sciences, it would be better to approach the Ontario Society of Professional Engineers first;
- A number of different industries, specifically the manufacturing industry, do not require professional engineers, so the companies do not need their people to submit their experience to become professional engineers. The trend seems to be that PEO is going to make it more and more difficult for people to become professional engineers as well as to maintain the professional engineering designation. The number of applicants will decrease when the number of requirements increases. People do not need to become professional engineers. This is why they are not signing up. It is not due to lack of experience;
- The exemptions to the requirement to be licensed to practise engineering have caused havoc in this province. The proposed national framework for licensure should correct this because the other provinces, except for Quebec, do not have exemptions;
- The mandate of the Ontario Society of Professional Engineers is providing continuing education. It has been unable to pursue this as vigorously as it might have because its membership is not high. This requires assistance from PEO;
- To produce standards and guidelines is difficult and cannot be done rapidly. Other societies have found that the average time to produce one standard is 10 years. There are approximately 135 branches of engineering that require guidelines. In seven or eight years, PEO has produced 38. To produce 135 will be a herculean task and will require a significantly greater number of volunteers; and
- In interviewing engineering students, about 90 per cent of them will ask an engineer if he or she will support them in getting their P.Eng. licence.

President Adams concluded by inviting members to submit any issues they wish discussed by council to Scott Clark, LLB, the director of governance and culture.

SUBMISSIONS FROM THE MEMBERS

The president noted that as stated in section 17 of PEO's By-law No. 1, which relates to the association's administrative affairs, PEO's annual meeting is held for the following purposes:

1. to lay before members reports of the association's council and committees;
2. to inform members of matters relating to the affairs of the association; and
3. to ascertain the views of the members present at the meeting on matters relating to the affairs of the association.

He said members making submissions to the AGM have been requested to describe clearly the issues being addressed, and to indicate how the submission advances the objects of the *Professional Engineers Act*.

He said submissions to be discussed at this AGM would be published in the July/August issue of *Engineering Dimensions*, were available on PEO's website within two days of their receipt at PEO, and were included in the AGM agenda package.

He said council considers the issues raised at the AGM important and will address submissions expeditiously. He said the mover and seconder of the submission can speak for up to 10 minutes, after which members would be allowed to comment up to two minutes each on the submission. Once he felt viewpoints on the submission had been given a fair airing, the president said, he would end discussion and ask for a vote, which, it should be remembered, is not binding on council.

Submission No. 1—council term of office

"Whereas PEO is a self-regulating body of active professional engineers who practise engineering. These professional engineers also volunteer their time to manage the self-regulating functions as per the *Professional Engineers Act*. The regulatory body should be dynamic and needs to embrace new ideas on a regular basis that requires the constant induction of new volunteers.

Whereas many of the volunteer engineers who have been supporting the regulatory body tend to remain in the same position repetitively for a long time, although this may have some advantages but also deters induction of new volunteers.

Whereas Regulation 941 and the By-law No. 1 describe the constitution of the council, their duties and the procedures to function. It is proposed that By-law No. 1 be amended to add the following.

Therefore be it submitted that PEO elected council members (president, vice president, councillors-at-large and the regional councillors) cannot hold the same position for two consecutive terms."

Proposed by Raju Chander, P.Eng.,
seconded by Matthew Xie, P.Eng.

Raju Chander commented that the intent of the submission is to make the association more dynamic, more active, and to bring in new ideas. One way to do this is by means of the electoral process. At the present time, the electoral process does not have any

limitations and a person can remain in a position for as long as the person can get elected.

Chander said that while the submission specified "two consecutive terms," he would agree to an amendment stating a certain number of terms.

Before calling for a debate, the president clarified that the submission referred to "terms" not "years."

During discussion, some of the points raised included:

- Taking on a term on council is a very time-demanding activity, and many members are not in a position to do it. Getting people to come on council as a first method of engagement is not a problem that needs solving. The committee system needs to be broadened to make it possible for people who are unable to spare the time to serve on council to be advisors to committees and to have an impact;
- There is already enough difficulty trying to get people to run for council in many cases, so the last thing that should be done is disqualifying people who would be willing to serve on council. It is up to the membership to decide whether it wants to have someone as a councillor;
- The submission does not change the length of terms; it is changing the number of repetitions of those terms. The act is clear about the length of terms for some positions;
- It is not uncommon for volunteer organizations to limit the number of terms of board members. It is a practice designed to force the membership to ensure there is new blood at the top. Since it appears the association may have challenges getting volunteers for senior or council positions, it is an important consideration. It is also clear that when there are vacancies, people arrive to fill them; and
- The reason there does not seem to be enough volunteers to serve on council is that the association does not encourage them. There is not a problem; we just need to make space for them at the top.

Upon a vote being called,
the submission was carried

Members were reminded the vote is not binding on council. However, as per the procedure for submissions, the matter will be considered by the Executive Committee and council soon.

In response to a question regarding continuation of the Ontario Centre for Engineering and Public Policy, the president replied that the matter would be discussed at the September meeting of council.

Before concluding the discussion period, President Adams said there has to be leadership in an organization, and elected people should be expected to lead. The new person coming in sets down some of the important things that he or she feels should be accomplished. Not all of them will get done, but there must be direction. He said the association seems to thrive on no direction, so he was not happy. He said he felt that Professional Engineers Ontario's position had slipped behind the other Canadian engineering associations and that was why he had asked them to come to the AGM and discuss some of the things they were doing.

He also said he believes there needs to be a governance task force to review the size of council, the representation, the powers of the president and the CEO. He had put that forward as a motion, which was tabled. However, he said he feels the study is necessary if the association is to go forward.

[AGM MINUTES]

INSTALLATION OF THE NEW PRESIDENT

Past President Adams swore in Catherine Karakatsanis as president for the 2009-2010 term, and presented the gavel of office to her.

The new president presented David Adams with a ceremonial gavel of office, a certificate of lifetime membership, a sculpture, and a name badge as past president. She thanked him for his year as president and for his devotion to the profession.

CLOSING REMARKS FROM CATHERINE KARAKATSANIS

President Karakatsanis thanked the association staff and the AGM organizers for a tremendous job. The AGM activities, including the engineering and public policy conference and the Order of Honour awards gala, had been outstanding.

She acknowledged the returning and incoming members of the 2009-2010 council and thanked them for having graciously volunteered to serve the engineering profession.

She said it was a great pleasure and honour to serve as president for the coming term. The president should not alone determine the direction of PEO, or be its only public face. He or she must lead council and together, as a team, determine the direction of the association. During her term, she intended to rely heavily on the very strong group dynamic that comprises PEO council. There is a very talented, intelligent and capable mix of professionals on council and positive results would be achieved this year from a collaborative effort. Also, PEO has a tremendous pool of volunteers and a very professional staff to assist in fulfilling its mandate of regulating engineering practice and governing practitioners.

She said service to the profession through council can often resemble a full-time job. Those members who sit on council share the same concerns for the profession as every member does, and the president said she is anxious to get down to business right away.

The president said that in recent years the association had made great strides to become more transparent and effective, making it the envy of many other professions. The association has also earned accolades from the government, whose ongoing support for the profession has been tremendous. To build on this status, council must address issues of relevance and value in a long-range plan. At present, this plan does not exist, but it is essential for the association to go forward. Her first initiative in creating this plan will be to hold a workshop for council members and the leadership team within the next few weeks to determine an envisioned future for PEO. The goal will be to determine three or four strategic principles that will be necessary to move the

association to this destination. The resulting work plan will direct council from year to year, day to day, and ultimately provide the operational initiatives for PEO department staff.

She said council sets the policy direction and monitors its progress, while staff facilitates the policy through its implementation. Continuity is essential because of the succession of new presidents and new members on council. Achieving worthwhile policy decisions and initiatives and implementing significant changes will take more than one year. As this plan is defined and developed, it will be necessary to build on the progress made during the past year by Past President Adams. During the past year, PEO has demonstrated continued diligence in preserving its mandate as a self-regulating profession through proactive government relations, the creation of the Ontario Centre for Engineering and Public Policy, and through the definition of areas of practice.

President Karakatsanis stated there are many important matters still unresolved and there is still much to do. One significant issue, in particular, she hoped to address during the year is the creation of a professional development system for licence holders. As part of its mandate, PEO has a responsibility to establish, maintain and develop standards of qualification, knowledge, skill, practice and ethics for the practice of professional engineering, and to ensure that licence holders have met and continue to meet those standards. Similarly, all practitioners have a responsibility for the maintenance of their knowledge and PEO holds them potentially accountable for that.

She said she believes a professional development system in which all licence holders participate will be necessary to continue to ensure transparency for all PEO stakeholders, including the public.

Through her volunteer work in the engineering community for almost two decades, the president said she knows first-hand that the association has much to be proud of. The association is fortunate to have so many individuals with a strong desire to improve the profession, from the more than 800 volunteers who serve on task forces and committees, chapters and our government liaison program, to the wonderful staff at PEO who work diligently to help council make informed decisions, to those at the decision-making table who sacrifice much to advance the profession.

In conclusion, President Karakatsanis said that with the support of the membership, co-operative relations with engineering partners, including the Ontario Society of Professional Engineers, Consulting Engineers of Ontario, Engineers Canada, the Ontario Association of Certified Engineering Technicians and Technologists, and her counterparts across the country, and with her commitment to work on behalf of the membership, the value and relevance of the profession and the P.Eng. licence would continue to be strengthened.

She said she looks forward to the opportunities that lie ahead and invited the members to join her in continuing to strengthen the value and relevance of the profession and the professional engineering licence. By working together a difference will be made.

ADJOURNMENT

The president reminded members a luncheon would take place immediately and the 456th meeting of council would convene at 3:00 p.m. She then declared the meeting adjourned. The 87th annual general meeting adjourned at 1:00 p.m. Σ

Kim Allen, P.Eng.
CEO and Registrar