



Minutes

A MEETING of the CENTRAL ELECTION AND SEARCH COMMITTEE was held on Tuesday, September 24, 2019 at 6:00 p.m.

Present: B. Dony, P.Eng., Chair
D. Brown, P.Eng., Past President
D. Mortazavi, P.Eng.
S. Nagrare, P.Eng.

Staff: R. Martin, Manager, Secretariat
D. Power, Secretariat Administrator

Guests: A. Sinclair, P.Eng.
R. Subramanian, P.Eng. [via teleconference]
W. Turnbull, P.Eng.
R. Walker, P.Eng. [via teleconference]
P. Ballantyne, P.Eng., Chair, Succession Planning Task Force Presentation

Regrets: N. Hill, P.Eng., President
W. Kershaw, P.Eng.

CALL TO ORDER Notice having been given and a quorum being present, B. Dony, Chair, called the meeting to order. He reviewed the Central Election and Search Committee Terms of Reference.

APPROVAL OF AGENDA Moved by Past President Brown, seconded by S. Nagrare:

That the agenda be approved as presented.

CARRIED

APPROVAL OF MINUTES FROM THE APRIL 30, 2019 MEETING Moved by Past President Brown, seconded by B. Dony:

That the minutes of the April 30, 2019 meeting be approved as presented.

CARRIED

SUCCESSION PLANNING TASK FORCE PRESENTATION P. Ballantyne, Chair, Succession Planning Task Force, provided an introductory report for peer review. This included a project overview, progress to date, best practice research, findings, preliminary recommendations, the SPC process and next steps.

CESC members provided feedback following the presentation as follows:

- Concern about who determines competencies - consider an

external referee to assist with broadening the pool on competencies since self-assessments are not always honest

- Things have changed since Council approved the SPTF Terms of Reference which may have to be re-visited in light of the Cayton Report, looking at governance issues, etc.
- The Cayton Report identified that PEO is too reliant on volunteers. Ideally the workload of Council members will drop with a reduced number of committees, task forces, etc.
- Concern with appointed Board members – who makes those decisions?
- There has been pushback from Council regarding a move towards a more modernistic approach to elections
- The right to run for election should be the same as the right to vote
- Proactively reach out to top employers of engineers to solicit candidates to broaden the scope beyond Chapters
- CESC could vet candidates using a competencies matrix to identify specific experience that would enhance Council. This does not preclude anyone from running
- Candidates should be provided with some orientation/pre-election training/mentorship program
- Need a subjective measurement tool to evaluate candidates

P. Ballantyne noted that candidates would provide a self-declaration of their competencies. Examples include leadership, financial literacy, regulatory understanding, technical proficiency in engineering, governance, strategy, HR, IT/cybersecurity, etc. He noted that there are many knowledgeable, educated, skilled members of the profession but they are not stepping forward due to lack of time, etc.

B. Dony noted that PEO does offer some leadership modules.

D. Brown suggested that the SPTF consider altering their Terms of Reference to better reflect PEO's future direction.

R. Martin advised that the previous Chair of the CESC, G. Comrie, produced a briefing note regarding allegations of voting irregularities that was included in the September Council meeting agenda package. It is his wish

REVIEW OF ALLEGATIONS OF VOTING IRREGULARITIES – RECOMMENDATIONS

that the CESC will consider the recommendations that were included as part of the briefing note. B. Dony advised that these recommendations would be discussed during the development of the Issues Report which will be presented to Council at its June 2020 meeting.

Action: R. Martin will provide the 2019 Issues Report to the new CESC members.

REGIONAL ELECTION AND SEARCH COMMITTEE REPORTS

Councillors Sinclair, Subramanian, Turnbull and Walker provided updates for their perspective regions.

R. Walker noted that having the Elections Guide available as soon as possible on PEO's website would assist with recruitment efforts, particularly regarding time commitment and responsibilities.

D. Mortazavi suggested information sessions via LinkedIn, Facebook, etc., may be helpful in finding good candidates by providing information about PEO. B. Dony advised that PEO's Communications Department can facilitate proactive messaging.

Action: R. Martin will have D. Smith, Director, Communications, arrange a meeting with B. Dony to discuss proactive messaging.

OTHER BUSINESS

There was no other business brought forward for discussion.

DATE OF NEXT MEETING

To be determined.

There being no further business, the meeting concluded.

These minutes consist of three pages.

B. Dony, P.Eng., Chair

R. Martin, Manager, Secretariat