

## Human Resources Plan

### HR Plan for the Academic Requirements Committee

<b>Committee:</b> Academic Requirements Committee	<b>Date Developed:</b>
<b>Committee Review Date:</b>	<b>Date Council Approved:</b> November 20, 2020

Categories	Currently in Place	Required in 12 months (Identified "Gap" for each Core Competency)	Required in 2 to 5 years
<b>Core Competencies</b> <ul style="list-style-type: none"> <li>• Skills</li> <li>• Abilities</li> <li>• Expertise</li> <li>• Knowledge</li> </ul>	<i>List key objectives and core competencies.</i>  <b>Professional Engineers (P. Eng.) normally with a minimum of ten years of engineering experience</b>	<b>None.</b>	<b>Any emerging discipline, with expected sufficient number of applications, will be considered as the need arises.</b>
<b>Volunteer Development Plans</b> <ul style="list-style-type: none"> <li>• List potential development opportunities</li> </ul>	<i>List advancement and development opportunities.</i> <ul style="list-style-type: none"> <li>• <b>Ongoing operation discussion as part of monthly meetings</b></li> <li>• <b>Ongoing collaboration with ERC and other PEO committees as noted in the ARC Work Plan</b></li> <li>• <b>Expert speakers as needed</b></li> <li>• <b>Reports from ARC members serving on PEO committees and national boards on issues raised at the committees/boards (including</b></li> </ul>	<b>None</b>	<b>None at this point.</b>

	<b>the current President of PEO who is an ARC member</b>		
<b>Committee Membership</b>	<p><i>List total number of committee members.</i></p> <p><b>25 members</b></p>		
<p><b>Broad Engagement</b></p> <ul style="list-style-type: none"> <li>• Career Stage</li> <li>• Disciplines</li> <li>• Experience Level</li> <li>• Gender / Diversity</li> <li>• Geographic Representation</li> <li>• CEAB Grads / Non-CEAB Grads</li> <li>• Licensed /Non-licensed</li> </ul>	<p><b>List</b></p> <ul style="list-style-type: none"> <li>• <i>Career stage (i.e.early/mid/late/retired)</i></li> <li>• <i>Disciplines</i></li> <li>• <i>Experience level (ie. Class A – F)</i></li> <li>• <i>Gender/diversity</i></li> <li>• <i>Regions (i.e. Eastern)</i></li> <li>• <i>Total CEAB &amp; non-CEAB</i></li> <li>• <i>Licensing requirements</i></li> </ul> <ul style="list-style-type: none"> <li>• 25 members with expertise covering 34 disciplines</li> <li>• Career stages: associate professor, professor or professor emeritus</li> <li>• 4 (out of 25) female members</li> <li>• About 8 (out of 25) CEAB and 17 non-CEAB graduates</li> <li>• From 5 regions of Ontario</li> <li>• All 25 members are PEng</li> </ul>		

<b>Succession Planning</b> <ul style="list-style-type: none"> <li>List the members</li> </ul>	<b>Length of service to the committee</b>	<b>Search/appoint new members as needed</b>	<b>Search/appoint new members as needed</b>
R. Subramanian - Chair W. ElMaraghy – V. Chair Sanjeev Bhole Judith Dimitriu Bob Dony Amir Fam Roydon Fraser Ross Judd Meilan Liu Joe Lostracco Michael Hulley Ian Marsland Magdi Mohareb George Nakhala Leila Notash Remon Pop-Lliev Amin Rizkalla Medhat Shehata Shamim Sheikh Juri Silmberg Allen Stewart Barna Szabados Seimer Tsang John Yeow Gosha Zywno	2013 1989-1994, 1998 2004 1992 1998 2010 1998 1978 2010 2017 2017 2016 2010 2003 2003 2005 2010 2014 2002 1982 2014 2000 2000 2010 1993		
<b>Term of Office</b> <ul style="list-style-type: none"> <li>Chair</li> <li>Committee members</li> </ul>	<ul style="list-style-type: none"> <li>Identify the maximum term of office specified in the Terms of Reference</li> <li>Identify preferred turnover <ul style="list-style-type: none"> <li>The term as Chair is normally 2 years. The vice chair normally is asked to become the chair.</li> <li>No term limits for Committee members because of the required expertise.</li> </ul> </li> </ul>		