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P.Eng. and PEO Volunteer since 1993  
**for President-Elect**

## **Stark Choice**

There is a stark choice in leadership to be had this election. Nice sounding words aside, actions speak louder than words. My past Council record (e.g., by a review of Council Meetings minutes and recorded votes) very clearly demonstrates my respect for member involvement in self-regulation. This contrasts with the current top-down, Councillors are wiser than members, decision making mode of operation preferred by most PEO Councillors today, and as currently being institutionalized by recent and proposed governance changes.

***This is Problem Number 1, Council's fixation on governance.***

This fixation on governance is pursued in the misguided belief it will solve the ills facing PEO and the engineering profession such as low licensing rates by recent engineering student graduates, low respect for the P.Eng. by many employers, etc.

I am a believer that the problem dictates the approach best suited to finding a solution to that problem - therefore, in my view, governance should adapt or evolve to accommodate solving the problem. However, with governance dominating Council agendas for more than a decade it is clear that the majority on Council have believed the approach (i.e., governance) dictates solutions - too bad history proves otherwise, especially when the issues do not lend themselves to easy solutions.

## Must Focus on the Big Issues

Those familiar with my past time on Council know that ***at every AGM Council Meeting since the mid-2000s I made an impassioned plea to not engage in any governance change activities for at least one full year*** - unfortunately, the leadership for such was just not there.

My desire is for Council to focus on, and make progress on, one or two big issues over the year that have had, or will have, a major impact on the engineering profession. Big issues include globalization, licensing supportive of entrepreneurs, whistle-blower protections, emerging disciplines, off-shore engineering design, removing artificial barriers to licensure, increasing the public image and appreciation for professional engineering, etc. My desire is to make progress on big issues of greatest importance. Alas, my request fell mostly on deaf ears never garnering the required Council support to become a reality, and hence today there is still no real progress made by PEO on any of the big issues. Instead, PEO has continued its march to irrelevancy.

## Relevancy and Value-Added

When the majority of new *engineering students* do not seek licensure ***this is a relevancy problem***. When *companies* do not value a P.Eng. unless there is a demand-side legislation requirement ***this is a relevancy problem***. When the *government* moves to replace requirements for P.Eng.s in legislation with “qualified persons” ***this is a relevancy problem***. When the *public* does not see any difference between a P.Eng. and an engineering technician, ***this is a relevancy problem***.

Engineering is a great profession. It is hard to imagine what life would be like without modern engineering; for certain our standard of living would be much lower. The engineering marvels around us however are now ubiquitous, are today taken for granted, are protective of the public health and safety when P.Eng.'s are involved, involve knowledge and skills that most are unfamiliar with or uninterested in, and in general do not touch individuals in a clear personal way as doctors and lawyers do. Therefore, effort is required to communicate the value of the P.Eng. to those disposed to taking professional engineering for granted. To counter this natural trend to irrelevance, due to engineering's ubiquitous successes, relevancy evidence must be collected and communicated. And an excellent starting point to the collection of relevancy evidence is the development of a ***culture of value-added***.

## What I will do

Attempt to develop a ***culture of relevancy*** at PEO.

- Have separate agendas, and possibly separate meetings, to deal with standard business and big non-governance profession-impacting issues separately.
- Have open to all members workshops and discussion sessions focussed on big profession impacting issues.

Attempt to develop a ***culture of value-added*** at PEO.

- No fee increases without value-added justification, and when PEO has large excess funds then to identify the value-added reason fees are not reduced, otherwise reduce fees
- Reconsider the 4-year experience requirement since the U.S. mobility justification for going to 4-years from 2-years never materialized, i.e., appears to be no value-added realized for the extra roadblock to licensure.

Pursue a ***world leader in self-regulation vision***.

- Pursuit of being a world leader is of course an aspirational goal that guides policy direction. Part of being a world leader is not to devolve to irrelevance.

Return to ***member-respecting knowledge-based decision making***.

- Reverse ban on Councillors from committees, e.g., a Councillor who knows how admissions works will possess important policy insights into how admissions may be improved
- I am responsible for the motion that established peer review as a fundamental section in all briefing notes, however, today this has devolved into being staff filtered review. I will therefore separate staff review from member peer review.

Work to provide the ***highest levels of transparency***.

- No confidential or in-camera meetings except for the very few reasons explicitly identified in the Act/Regulations.
- Return minutes to knowledge preserving documents by including information on motion discussions, rational for and against motions, etc.
- Use technology to make it feasible for all votes to be recorded.

Work to re-establish the ***fundamental importance of Chapters***.

- Incorporate the self-regulation supportive function of Chapters into the Council Manual. Establish a fixed, minimum, chapter budget as a percentage of fees that cannot be changed without member referendum.

#### BIOGRAPHY, MORE INFORMATION

Please see [www.peovote.ca](http://www.peovote.ca), the 2022 election issue of Dimensions, and my website [Roydon.ca](http://Roydon.ca).

#### CONTACT INFORMATION

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#### CLOSING

It seems many around Council have forgotten or never accepted that it is the *Association* of Professional Engineers of Ontario, not a government agency called PEO. An Association is made up of *members*. I have not forgotten.

**A PROFESSIONAL ASSOCIATION RUN BY PROFESSIONAL ENGINEERS**