

BRIEFING NOTE

TO: Board

FROM: Governance Screening Panel

DATE: December 6, 2021

SUBJECT: Appointed Members

☒ For Decision ☐ For Information ☐ Monitoring Report

Purpose:

To approve individuals for appointments as:

- Appointed Members (Registered Opticians)
- Appointed Members (non-opticians)

Background:

The Board maintains a group of non-board members who are appointed to sit on committees to assist in the governance process and policy making duties of the Board, in accordance with the [Appointed Committee Member Policy](#).

The current appointed members are:

Appointed Member	Category	Term End Date	Term Number (Max 3)
1. Kevin Cloutier	RO	<i>December 31, 2021 (Elected to Board)</i>	2
2. Tonya Nahmabin	RO	<i>December 31, 2021</i>	1
3. Dennis O'Hagen	RO	<i>December 31, 2021</i>	1
4. Margaret Osborne	RO	<i>December 31, 2021</i>	2
5. Behzad Safati	RO	<i>December 31, 2021</i>	2
6. Daniela Schowalter	RO	<i>December 31, 2021</i>	2
7. Derick Summers	RO	<i>December 31, 2021 (Elected to Board)</i>	3
8. Jay Bhatt	RO	December 31, 2022	1
9. Robert Quinn	RO	December 31, 2022	1
10. Gord White	Non-RO	December 31, 2022	1

As directed by the Board, the Screening Panel of the Governance Committee is responsible for screening and interviewing candidates and making selection recommendations.

7 appointed members are reaching the end of their term and/or were recently elected to the Board.

For Consideration:

On November 15 and 16, 2021, the Screening Panel conducted the following interviews:

- 9 individuals were interviewed for positions as Appointed Members (RO)
- 4 individuals were interviewed for positions as Appointed Members (non-RO)

The interview process was developed with the assistance of a governance consultant to assess candidates based on the five core competencies approved by the Board in May 2021: passion/public service oriented, exemplified integrity, unbiased and open minded, critical judgment and decision making, and collaboration and inclusion.

The Screening Panel scored each candidate on a number of behavioral and situational questions connected to the core competencies. The combined scores for each candidate were tabulated to establish an overall score. The Panel also considered one additional individual who had been previously interviewed on the same core competencies as part of the pre-election screening process in September 2021.

The Screening Panel is recommending the appointment of the following candidates for two-year terms commencing January 1, 2022:

Candidate	Overall Interview Score
Registered Opticians	
1. Tapiwa Musewe	96%
2. John Battaglia	94%
3. Daniela Schowalter	90%
4. Dennis O'Hagan	89%
5. Tonya Nahmabin	87%
6. Desiree Petralito	80%
Non-opticians	
7. Panos Petrides	99%
8. Jamuna Balaram	93%
9. Elliot Borins	91%
10. David Milne	83%

	Total RO Appointed Members	Total Non-RO Appointed Members	Total Appointed Members
2021 (Actual)	9	1	10
2022 (Proposed)	8	5	13

The Screening Panel is recommending that the Board appoint 4 additional non-ROs as appointed members for the 2022-2023 term. This will bring the total number of appointed members from 10 to 13. The Panel is making this recommendation for the following reasons:

- **Building Public Trust:** The Board's strategic plan includes a goal of transforming our governance framework and organizational processes to increase efficiency and public trust. In the Panel's view, this goal will be furthered by increasing public input in the decision-making process.
- **Separation of Board and Committee Work:** Another important aspect of the governance reforms identified by the Board is to work toward the separation of board work (strategic decisions and directions) from committee work (policy recommendations and statutory decision making). Increasing the roster of appointed members will permit the Board to get closer to this goal.
- **Relief for Public Member:** It has been noted that public members are currently required to sit on all college committees, even where not required by statute, in order to ensure that committees have public input. This places significant demands on public members' time. Increasing the roster of non-optician appointed members will allow the Board to ease some of the burden that is placed on public board members without removing the public perspective from the committee's work.

Budgetary Considerations:

While the overall number of appointed members would be higher under this proposal, it does not necessarily mean that the size of each committee will change. Rather, individuals may be invited to sit on fewer committees.

There will nevertheless be some budgetary implications in proceeding in this manner, as follows:

- Additional honorarium for attendance at board meetings (as observers) and training and/or strategic planning sessions (as participants)
- Additional honorarium where a non-RO appointed member replaces a public member on a committee

Public Interest Considerations:

As identified above, the Screening Panel's recommendations are aimed at increasing public trust and achieving greater separation of board and committee work.

Diversity, Equity, and Inclusion Considerations:

The core competencies and screening process approved by the Board in May 2021 were aimed at inclusivity and reducing barriers to getting involved in College work. In addition, an information session was held for interested candidates to ensure they would not be deterred by the interview process. All successful candidates will be asked to complete the Skills and Preferences Matrix that assesses the different skills and expertise of individual board and committee members. This will be used to identify gaps and training opportunities.

Recommendations:

The Screening Panel recommends that the Board:

1. Approve the following individuals for appointment as RO Appointed Members:
 1. Tapiwa Musewe
 2. John Battaglia
 3. Daniela Schowalter
 4. Dennis O'Hagan
 5. Tonya Nahmabin
 6. Desiree Petralito
2. Approve the following individuals for appointment as non-RO Appointed Members:
 7. Panos Petrides
 8. Jamuna Balaram
 9. Elliot Borins
 10. David Milne

The Board is asked to reach a consensus in camera, after which a formal motion will be made once the public session resumes.