



## Subcommittee Report

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### Item: Human Resources Subcommittee

**Public Interest Rationale:** The Human Resources Subcommittee supports the public interest by overseeing the process for the hiring of the Registrar and CEO and conducting the annual performance review of the Registrar and CEO.

**Submitted By:** Imran Syed, OCT, Chair

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### Committee Meeting Dates

Since our last report to Council, the Human Resources Subcommittee (“the HRS”) met on October 15, 2025, and November 26, 2025.

### Summary of Work

#### Registrar/CEO Annual Performance Assessment Policy

At its October 15, 2025, meeting, the HRS received a draft of a new policy outlining the annual performance assessment review of the Registrar/CEO. Implementing an annual performance assessment policy for the Registrar/CEO will promote accountability, support continuous improvement, and ensure alignment with organizational goals. Following the review of this policy, the Subcommittee is recommending that Council approve this policy (20251211-55, Attachment 1).

#### Registrar/CEO Performance Assessment 2025

At its November 26, 2025, meeting, the HRS conducted the 2025 performance self-assessment of the Registrar/CEO. Their report and recommendation to Council is included in confidential report (20251211-56C).

In addition, the Registrar/CEO shared their proposed performance goals for the 2026 year. HRS reviewed, offered feedback and approved these goals. Their recommendation to Council is included in confidential report (20251211-56C).

Report (20251211-56C) will be dealt with in camera at the December Council meeting in accordance with Ontario College of Teachers Act, 1996, s.8 (3) where the Council may exclude the public from a meeting or any part of a meeting if it is satisfied that, (d) personnel matters or property transactions will be discussed.



## **Motions Referred to Council**

The Human Resources Subcommittee recommends:

1. That Council approve the Registrar/CEO Annual Performance Assessment Policy.

## **Future Meeting Dates**

- February 11, 2026
- June 3, 2026
- November 18, 2026

## **Subcommittee Members**

- Imran Syed, OCT (Chair)
- Natacha Akineza, OCT
- Mark Baxter
- Joseph Fiorino
- Robert Waxman

## **Subcommittee Mandate/Duties**

Per Section 5.03 of the College Bylaws, the Human Resources Subcommittee shall:

- Advise Council on the process for hiring the Registrar and Chief Executive Officer;  
and
- Conduct the annual performance review for the Registrar and Chief Executive Officer.