



Subcommittee Report

Item: Selection and Nominating Subcommittee Report

Public Interest Rationale: The Selection and Nominating Subcommittee serves the public interest by ensuring that candidates are appointed to Council, Committee, and Roster positions based on competencies and qualifications, and that the process is fair and transparent.

Submitted By: Tammy Webster, OCT, Chair

Committee Meeting Dates

Since our last report to Council, the Selection and Nominating Subcommittee (“the SNS”) met on July 30, August 27 and September 15, 2025.

Summary of Work

OCT Council Member Vacancy

With Maria Vasanelli, OCT’s resignation from Council, the SNS reviewed a list of candidates who had applied for a Council position via the online application portal on the OCT website. From a list of five, the SNS shortlisted three candidates for interviews to fill the OCT Council vacancy. Interviews were conducted on August 27 with two candidates, the third short-listed candidate is no longer eligible to serve on Council. The SNS is pleased to recommend the appointment of Stephen Sliwa, OCT to Council.

Council Subcommittee Appointments

Council subcommittees have specific composition requirements outlined in the Act, regulations and bylaws, namely three non-OCT (or Order-in-Council (OIC) Council members and two OCT Council members. With three vacancies in non-OCT Council positions, there are vacancies for non-OCT Council members on both the Human Resources and Selection and Nominating Subcommittees. The SNS is recommending these vacancies be filled effective immediately and will revisit non-OCT Council member subcommittee responsibilities when the vacancies are filled by the Minister.

Committee and Roster Appointments

At the September 15 meeting, the SNS received a detailed overview of the reappointment and new appointment processes and tools used to collect feedback, which informed the recommendations for reappointments and appointments to the College’s Statutory and Regulatory Committees and Rosters. Recommendations for the Committee and Roster reappointments and new appointments are included in Attachment 1C.



Once Council confirms the new committee memberships in October, staff will reach out to invite expressions of interest in serving as Chair or Vice-Chair of each committee as well as the Chair of Council position. Recommendations for appointment as Chair and Vice-Chair of Statutory and Regulatory Committees, as well as the appointment of the Chair of Council, will be made at the next SNS meeting on November 20 and be brought forward to Council in December. Individuals will assume these positions on January 1, 2026.

Selection and Nominating Subcommittee Vice-Chair

At the September 15 meeting, the SNS also discussed the current vacancy in the SNS Vice-Chair role. They agreed that the position would remain unfilled for the rest of the year and would be reconsidered at the next SNS meeting – either for a recommendation to the December Council meeting or once the new non-OCT appointments are made providing an opportunity to reassess the committee's composition.

Motions Referred to Council

The Selection and Nominating Subcommittee recommends that Council:

That Council approve the recommendations for Council, subcommittee, committee and roster member appointments and reappointments, as outlined in Document 39, Attachment 1C.

Future Meeting Dates

- November 20, 2025
- November 24, 2025 (if needed)

Subcommittee Members

- Tammy Webster, OCT (Chair)
- Natacha Akineza, OCT
- Mark Baxter
- Joseph Fiorino
- Vacancy

Subcommittee Mandate/Duties

Per Section 5.05 of the College Bylaws, the Selection and Nominating Subcommittee shall:

- Carry out the duties prescribed in section 15.2 of the Act; and
- Carry out the additional duties prescribed in section 14 of Regulation 563/21 (General).



Per the Ontario College of Teachers Act:

- 15.2 (4) The Selection and Nominating Subcommittee shall,
- (a) review and assess applications of persons who have applied to be appointed to the Council under clause 4 (2) (a), and based on the review and assessment, prepare a list of nominees who may be appointed to the Council under that clause;
 - (b) review and assess applications of persons who have applied to be appointed to the Council under clause 4 (2) (b), and based on the review and assessment, prepare a list of nominees for the Lieutenant Governor in Council to consider for appointment to the Council under that clause;
 - (c) review and assess applications of persons who have applied to be appointed to a statutory committee or regulatory committee, and based on the review and assessment, prepare a list of nominees who may be appointed to such a committee;
 - (d) recommend persons for the positions of Chair of Council and of each regulatory committee, and for Chair and Vice Chair of each statutory committee;
 - (e) review and assess applications of persons who have applied to be appointed to the roster of eligible panellists under clause 17 (4) (a), and based on the review and assessment, prepare a list of nominees who may be on the roster; and
 - (f) carry out any other duty prescribed by the regulations. 2020, c. 36, Sched. 33, s. 9.

Per Ontario Regulation 563/21 (General):

14. (1) In addition to performing its duties of the Selection and Nominating Subcommittee under the Act, the subcommittee shall,
- (a) prepare a list of nominees composed of members of the statutory committees for the Council to consider for appointment to the Adjudicative Body of Chairs as additional members referred to in paragraph 3 of subsection 15.1 (1) of the Act;
 - (b) if requested by the Minister, prepare a list of nominees for the Lieutenant Governor in Council to consider for appointment to a roster under clause 17 (4)(b) of the Act; and
 - (c) prepare a list of nominees for the Council to consider for appointment to subcommittees of Council, including the Selection and Nominating Subcommittee.
- (2) The Selection and Nominating Subcommittee shall not consider an application from a person for appointment to the Council, a statutory committee, regulatory committee, roster or subcommittee of the Council if the person does not meet the eligibility criteria for that position.
- (3) The Selection and Nominating Subcommittee shall consider, as applicable, the following selection criteria when reviewing and assessing applications for appointment to the Council, a statutory committee, regulatory committee or



roster or a subcommittee of the Council, including the Chairs and Vice-Chairs of such bodies:

1. Demonstrated commitment to the College's mission, mandate and the safeguarding of students.
 2. Familiarity with relevant legislation and policies.
 3. Demonstrated ability to practise independent and unbiased decision-making.
 4. Independence from other memberships, directorships, voluntary or paid positions or affiliations that may present a conflict of interest.
 5. Previous governance or board of directors experience.
 6. Availability to perform the duties of the position, including completing training, attending meetings and preparing for hearings, proceedings and other matters before a panel.
 7. Demonstrated ability to make evidence-based decisions efficiently.
 8. Computer literacy and experience working remotely.
 9. Oral and written fluency in either English or French.
 10. Experience as a principal, vice-principal or supervisory officer.
 11. Specialized knowledge, expertise or experience,
 - i. in teacher education, or as an educator in a faculty of education,
 - ii. in financial, auditing and human resources,
 - iii. in adjudication, or
 - iv. in complaint screening.
- (4) When preparing the list of nominees or recommendations for appointment to the Council, a statutory committee, regulatory committee or roster, or the Selection and Nominating Subcommittee, as the case may be, the Selection and Nominating Subcommittee shall consider including on the list,
- (a) persons who reflect the diversity of Ontario;
 - (b) persons who reside in different regions of Ontario; and
 - (c) persons who reflect the composition of Ontario's education system, including persons employed by,
 - (i) English-language public boards,
 - (ii) French-language public boards,
 - (iii) English-language separate boards, and
 - (iv) French-language separate boards.