



## Committee Report

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### Item: Selection and Nominating Subcommittee Report

**Public Interest Rational:** 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.

**Strategic Alignment:** N/A

**Submitted By:** Abena Buahene, Chair

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### Committee Meeting Dates

Since our last report to Council, the Selection and Nominating Subcommittee (“the SNS”) met on November 22 and December 5, 2024.

### Summary of Work

#### Committee Chair and Vice-Chair Appointments

To align with the Council policy, all committee members were invited to submit an expression of interest for the Chair and Vice-Chair positions. The SNS reviewed the submissions and recommends that the individuals listed in Attachment 1 be appointed.

#### Adjudicative Body of Chairs

In accordance with the *Ontario College of Teachers Act, 1996* (the Act), the Adjudicative Body of Chairs (ABC) consists of the Chairs and Vice-Chairs of the Discipline, Fitness to Practise, Investigation, and Registration Appeals committees. The Act requires that the ABC maintain an equal number of OCT and non-OCT committee members. If this balance is not achieved, the legislation allows for the appointment of additional members to ensure equal representation.

Based on the recommendations for the Chair and Vice-Chair positions on the committees mentioned above, there is an imbalance in the distribution of OCT (3 members) and non-OCT (5 members) members on the ABC. To address this, SNS was asked to consider appointing two additional OCT members to the ABC for this year only. This imbalance was a result of the current process whereby the composition requirements of the ABC were separate from the recommendations for the Chair and Vice-Chair roles for the committees noted above. This process is being reviewed and ABC composition requirements will be included in the process for next year.

After reviewing the proposed individuals, SNS recommends that Council appoint Philip Warner, OCT, from the Investigations Committee, and Anthony Jeethan, OCT, from the Discipline/Fitness to Practise Committees, to the ABC.



### **Subcommittee Chair and Vice-Chair Appointments**

At the time of this report's submission, the College has not yet received the Order in Council (OIC) re-appointments for Diana Miles and Elaine Lajeunesse, nor new OIC appointments to fill the three anticipated vacancies on January 1, 2025. The SNS reviewed a situational analysis that outlined two potential scenarios in light of this situation.

To ensure that the SNS is properly constituted to make recommendations for upcoming subcommittee appointments prior to the March Council meeting, the SNS recommends that Council approve the appointments of a Chair and Vice-Chair for the SNS. This will allow the Subcommittee to meet in January and consider appointment recommendations for the Audit and Finance and Human Resources subcommittees. This would be followed by a Special Meeting of Council to consider these appointment recommendations.

Additionally, once the OIC appointments are received, the SNS will be in a position to recommend Chair and Vice-Chair appointments for the Audit and Finance and Human Resource subcommittees and review any necessary changes to their composition.

To support this process, the SNS recommends that Council approve the motions outlined in Attachment 1.

### **Chair of Council Appointment**

Council members were asked to provide an expression of interest for the position of Chair of Council, which in keeping with legislation is an annual appointment. The SNS received two expressions of interest. Please note that one expression of interest did indicate that they support the opportunity for another Council member to be appointed as Chair. The SNS recommends that Maria Vasanelli, OCT, be appointed effective January 1, 2025, for a one-year term.

### **Motions Referred to Council**

The Selection and Nominating Subcommittee recommends that Council approves the following:

- 1. That Council approve the recommendations for Council, Selection and Nominating Subcommittee, and Committee Chair and Vice-Chair appointments as outlined in Document 52, Attachment 1, and**
- 2. That Council approve the appointment of Philip Warner, OCT and Anthony Jeethan, OCT, to the Adjudicative Body of Chairs as members at large for a one-year appointment effective January 1, 2025, in accordance with regulations made under the *Ontario College of Teachers Act, 1996*.**



### **Future Meeting Dates**

It is anticipated that the next Subcommittee meeting will be in late January, followed by another in Spring 2025. A full meeting schedule will be approved and provided in the next SNS report to Council.

### **Subcommittee Members**

- Abena Buahene (Chair)
- Douglas Gosse, OCT (Vice-Chair) – *until December 2, 2024*
- Mark Baxter
- Elaine Lajeunesse
- Tammy Webster, OCT

### **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.