

Policy

Type:	Governance		
Number:			
Name:	Governance and Nominations Committee External Member Selection and Appointments Process Policy		
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Background

Drawing from the Health Professions Procedural Code (“The Code”), the Ontario Ministry of Health’s College Performance Measurement Framework (CPMF), and the mission, vision and values of the College, the aim and purpose of the Governance and Nominations Committee (“the Committee”) is as follows:

- To improve Council decision-making capacity by assisting with competency-based assessment of nominees’ eligibility to stand for election to Council, selection of appointees to committees of the College and the assessment, evaluation and training of Council and committee(s) of the College.

The objectives of the Governance and Nominations Committee External Member Selection Policy (“the Policy”) are to:

- 1) Provide direction to College staff in carrying out the process of identifying and recommending potential candidates for appointment as external members of the Committee; and
- 2) Provide greater clarity about the considerations in making the external Committee member appointment.

Principles

By taking steps to include external experts on the Committee, the College is proactively seeking the resources and perspectives that reflect current best practices in governance and human resources to reflect public expectations of a body mandated to serve and protect the public interest.

The principles that underpin this policy include:

- 1) Objectivity and Impartiality - The College includes third-party participation in governance and nominations processes, deliberations and decisions to ensure that these processes are objective, impartial and adhere to any relevant criteria and identified best practices; and
- 2) Transparency – The College is transparent about the selection criteria and the process for appointing external members to the committee.

Applicable By-Law and Regulatory Requirement

- 1) College of Kinesiologists of Ontario's By-Laws (By-Law 13, Schedule 4, Attachment 3); and
- 2) Ontario Ministry of Health's CPMF Governance and Regulatory Policies Domains requirements.

Policy

General

1. To fulfill the requirement of appointing external members to the Committee, College staff and/or an external consultant are authorized to engage in a process to identify one or more individuals who meet the Committee's eligibility criteria as described in the Committee Terms of Reference and are willing to serve as external members of the Committee.
2. Staff or the external consultant will seek applications from individuals with governance and/or human resources expertise and no real, potential or perceived conflict(s) of interest with respect to the College or the profession of Kinesiology.
3. As indicated in the TOR, the Registrar (or the staff or external consultant designated by the Registrar) has a role in issuing invitations to prospective Committee members and in supporting the Committee in all its processes. The staff or consultant role in recommending potential external members - with human resource and governance experience in particular - suggests that they could assist the Council by providing a list of individuals who have indicated, in response to a College staff or consultant enquiry, that they would be willing to serve in the role of an external committee member.
4. Consideration will be given to the specific needs of the Committee and to the principles of Equity, Diversity, Inclusion and anti-Bias to ensure a broad range of experiences, perspectives and expertise are represented on the Committee.
5. Staff or the consultant will present applications to Council, who, within the maximum authorized size of the Committee (7 members) and maximum authorized number of external members (3), will review and may make the recommended external Committee member appointment(s) for the term of one (1) year.