

BRIEFING NOTE

TO: Board

FROM: Amy Stein, Acting Deputy Registrar

DATE: December 8, 2020

SUBJECT: 21.0 2021 Performance Evaluation/Compensation Sub-Committee

☒ For Decision ☐ For Information ☐ Monitoring Report

Purpose:

To select the Executive Member at large who will serve on the Performance Evaluation/Compensation Sub-Committee in 2021.

Background:

In October 2019, the Board approved the Registrar, CEO Performance Evaluation Process Policy which sets out the process for conducting the annual performance evaluation of the Registrar, CEO. Under that policy, the performance evaluation is coordinated and prepared by a Performance Evaluation/Compensation Sub-Committee (the “Sub-Committee”) that is made up of:

- The Chair
- The Vice-Chair
- One member-at-large of the Executive Committee to be selected by the full Board.

For Consideration:

The Board is asked to select one member-at-large of the newly elected Executive Committee who will serve on the sub-committee together with the Chair and Vice-Chair.

The selection process will proceed as follows:

- Any board member may nominate a member-at-large of the Executive Committee
- The nomination must be seconded
- The nominee will be asked whether they accept the nomination

If more than one individual is nominated, the matter will be put to an election by secret ballot.

Public Interest Considerations:

The Board has recognized through its governance policies that it considers the Registrar, CEO’s performance to be synonymous with organizational performance, and that only the Board, acting as

a body can employ, terminate, discipline or change the conditions of employment of the Registrar, CEO.

Diversity, Equity, and Inclusion Considerations:

When selecting individuals to sit on committees or sub-committees, the Board is encouraged to take diversity, equity and inclusion into consideration. Diversity in experiences, views and approaches will enhance the committee's work and its ability to carry out its mandate.

Action Required:

That the Board select the Executive Committee member who will serve on the Performance Evaluation/Compensation Sub-Committee.

FEBRUARY 2021 BOARD STRATEGIC AGENDA/WORK PLAN

OPERATIONAL AND MONITORING	POLICY, BY-LAW AND REGULATION	MONITORING REPORTS	EXTERNAL MONITORING	TRAINING AND DEVELOPMENT
<p>Minutes, December</p> <p>Year-to-date Financial Variance Report</p> <p>Review of Board Self-Evaluations</p> <p>Review of Committee Self-Evaluations</p> <p>Status of 2020 Board Self-Evaluation Action Plan</p> <p>Registrar, CEO Summary of Monitoring Reports</p>	<p>By-Laws Article 15 (stakeholder feedback) (EX)</p> <p>Delegation Standard of Practice (stakeholder feedback) (CP)</p> <p>Director and Committee Member Responsibilities Policy (GC)</p> <p>Role of Board Officers Policy – Template review (GC)</p> <p>Board Policy Development Policy – Template review (GC)</p> <p>Indigenous Land Acknowledgements (PR)</p> <p>Currency Policy (RC)</p> <p>Posting of charges and findings of guilt (RC)</p>	<p>Committee Reports</p> <p>Registrar’s Report</p> <p>Examination Report</p> <p>Communications Report</p> <p>1-01 Strategic Outcomes Policy Report</p> <p>2-06 Financial Planning and Budgeting</p> <p>2-60 Corporate Identity, Public Image and Communication</p> <p>2-80 Emergency Registrar, CEO Succession</p> <p>College Performance Measurement Framework – 2020 Report</p>	<p>Regulatory update from COBC</p>	<p>Introduction to the College (Orientation)</p> <p>Governance (Orientation)</p> <p>Code of Conduct (Orientation)</p> <p>Strategic Plan (Orientation)</p> <p>A Year in Preview (Orientation)</p> <p>Cultural Safety and Humility</p>

MAY 2021 BOARD STRATEGIC AGENDA/WORK PLAN

OPERATIONAL AND MONITORING	POLICY, BY-LAW AND REGULATION	MONITORING REPORTS	EXTERNAL MONITORING	TRAINING AND DEVELOPMENT
Minutes, February	Reserves Policy (GC)	Committee Reports		Financial Variance Reports
Year-to-date Financial Variance Report	Human Resources and Relations Policy (GC)	Registrar's Report		Appreciative Inquiry and Communication
2020 Annual Report	Board Terms of Reference Policy (GC)	Examination Report		
Reassess Strategic Work Plan for 2021	Investment Policy (GC)	NACOR Report		
Registrar, CEO Performance Review	Registration Committee Terms of Reference Policy (GC)	Communications Report		
2020 Financial Audit	Fitness to Practice Committee Terms of Reference Policy (GC)	2-06 Financial Condition (Internal Report and External Auditor Report)		
Results of Relational Study	Quality Assurance Committee Terms of Reference Policy (GC)	2-08 Vendor Relations		
	Clinical Practice Committee Terms of Reference (GC)	2-35 Relationship with Public and Other COO Beneficiaries		
	Refraction Standard of Practice (CP)	Committee Self-Evaluations		
	Practicum Policy (RC)	Self-Evaluation 2020 Action Plan Review		

OCTOBER 2021 BOARD STRATEGIC AGENDA/WORK PLAN

OPERATIONAL	POLICY, BY-LAW AND REGULATION	MONITORING REPORTS	EXTERNAL MONITORING	TRAINING AND DEVELOPMENT
Minutes, May	Asset Protection Policy (GC)	Committee Reports		Training Session(s) (TBD based on 2020 Board Self-Evaluation Input)
Year-to-date Financial Variance Report	Intellectual Property Policy (GC)	Registrar's Report		
	Registrar, CEO Job Products Policy (GC)	Examination Report		
	Registrar, CEO Position Description Policy (GC)	Communications Report		
	MSF Process (QA)	1-01 Strategic Outcomes Policy Report		
		2-07 Asset Protection		
		2-20 Human Resources Parameters		

DECEMBER 2021 BOARD STRATEGIC AGENDA/WORK PLAN

OPERATIONAL	POLICY, BY-LAW AND REGULATION	MONITORING REPORTS	EXTERNAL MONITORING	TRAINING AND DEVELOPMENT
Minutes, October	Relationship with the Public and Beneficiaries Policy (GC)	Committee Reports		Training Session(s) (TBD based on 2020 Board Self-Evaluation Input)
Year-to-date Financial Variance Report	Registrant Relations Policy (GC)	Registrar's Report		
2022 Draft Budget	Unity of Control Policy (GC)	Examination Report		
Approval of 2022 board meeting dates	Delegation to the Registrar, CEO Policy (GC)	Communications Report		
Election of NEC Rep	Board and Committee Principles Policy (GC)	NACOR Report		
Appointment of Auditor for 2022		External Meetings Report		
Election of 2022 Executive		2-15 Reserves Policy Report		
Appointment of Appointed Members		2-09 Investment Policy Report		
Approval of 2022 Committee Slate		Strategic Work Plan 2022 Development		