

## Notes

### Present

S. Robinson, Chair  
P. Ankamah  
T. Crowder  
D. Cutler  
T. Dion  
S. Douglas  
K. Goldenberg  
R. Henderson  
N. Hillier

M. Hogard  
T. Holland  
C. Hourigan  
A. Jahangir  
R. Kaur  
M. Klein-Nouri  
S. Larmour  
M. MacDougall  
F. Osime

J. Petersen  
L. Poonasamy  
M. E. Renwick  
M. Sabourin  
M. Sheculski  
P. Sullivan-Taylor  
N. Thick  
D. Thompson  
J. Walker

### Regrets

A. Arkell  
J. Armitage  
R. Dunn

S. Eaton  
K. Gartshore  
R. Lastimoso Jr.

D. May  
I. McKinnon

### Guest

David Brown

### Staff

A. Coghlan  
F. Garvey  
J. Hofbauer, Recorder

E. Horlock  
B. Knowles  
K. McCarthy

S. Mills  
A. M. Shin  
C. Timmings

### Land Acknowledgment

S. Robinson shared a Land Acknowledgment.

### Motion for closure

Council reviewed a recommendation for closure.

## Motion 1

Moved by D. Cutler, seconded by M. Sheculski,

That the Council meeting be closed at 1:00 p.m. on Thursday, September 30, 2021 under Section 7(2)d of the *Health Professions Procedural Code* because “personnel matters or property acquisitions will be discussed”.

CARRIED

## Minutes

Minutes of the Council meeting of June 3, 2021 had been circulated.

## Motion 2

Moved by M. Klein-Nouri, seconded by M. E. Renwick,

That the minutes of the Council meeting of June 3, 2021 be approved as circulated.

CARRIED

## Appointment of the Interim Nominating Committee

S. Robinson noted that appointing Council’s first Interim Nominating Committee is an important milestone in moving forward Council’s governance vision.

K. McCarthy, Director of Strategy, highlighted the centrality of the Nominating Committee to Council’s governance vision and the work done by Council to date to implement the Interim Nominating Committee.

D. Brown from Governance Solutions Inc. noted the importance of competency-based appointments to effective board and committee functioning. He highlighted the process used for the recruitment, assessment and selection of the Nominating Committee candidates recommended to Council. He noted that with all of the candidates, the Nominating Committee competencies are met.

N. Thick confirmed the strength of the process used and the resulting quality of the recommended candidates.

Council was reminded that, in accordance with the By-Laws, C. Evans, Council’s immediate Past President, will chair the Interim Nominating Committee.

## Motion 2

Moved by M. Hogard, seconded by J. Petersen,

That the following be appointed to the Interim Nominating Committee:

- Diane Ballantyne to June 2024
- Sue Haywood to June 2024 and
- Terry Holland to June 2022

CARRIED

Council was informed that the Nominating Committee will recommend the statutory committee members to Council in March 2022.

S. Robinson expressed appreciation to D. Brown, and he left the meeting.

## Follow-up Action

Inform the members of their appointment.  
Plan for meetings of the Interim Nominating Committee.  
Executive Director and CEO

## Nursing Education Program Approval

Council members had received a briefing note highlighting the results of reviews of new programs and the recommendations of staff. S. Robinson noted that approving nursing education programs is an important Council accountability.

T. Holland and M. MacDougall declared conflicts of interest and left the meeting.

## Motion 3

Moved by M. Sabourin, seconded by A. Jahangir,

That Council grant Preliminary Approval for the following new nursing education programs in Ontario:

- Loyalist College:
  - Direct Entry Full Program – Bachelor of Science in Nursing
  - Pre-Health Education Entry Specified Program – Registered Practical Nurse (RPN) to Bachelor of Science in Nursing
- Seneca College:
  - Direct Entry Full Program – Honours Bachelor of Science - Nursing
  - Pre-Health Education Entry Specified Program – Registered Practical Nurse (RPN) Bridge to BSCN Honours Bachelor of Science - Nursing

- Canadore College:
  - Direct Entry Full Program – Honours Bachelor of Science – Nursing Program
  - Pre-Health Education Entry Specified Program – RPN to BScN Honours Bachelor of Science – Nursing Bridging Program

CARRIED

T. Holland and M. MacDougall returned to the meeting.

### Follow-up Action

Inform the education programs of their approval status.

Update the status of programs on cno.org.

Executive Director and CEO

### Strategic Plan Update

A. Coghlan provided Council with a high-level review of work done to implement Strategic Plan: 2021-2024 since June. She noted that in addition to ongoing staff work to implement the plan, Council will be updated on three initiatives that support implementation of Strategic Plan outcomes:

- modernizing applicant assessment
- modernizing practice standards and
- CNO's Quality Assurance Program

Council was informed that staff are developing roadmaps for the pillars and outcomes of the Strategic Plan. When these are ready, an overall roadmap will be shared with Council.

### Modernizing Applicant Assessment

S. Vogler, Manager, [Entry to Practice](#), highlighted the work done to date on modernizing applicant assessment. She highlighted the four registration requirements that will be addressed: evidence of practice, language proficiency, nursing education and police criminal record checks. The first area of focus will be language proficiency.

She also highlighted a pilot project to provide applicants with another option for meeting the evidence of practice requirements: a supervised [practice experience](#). In discussion, it was noted that CNO will develop a framework and seek to involve more employers in providing supervised [practice experience](#).

Council was also informed that CNO is working with stakeholders, including government, on partnerships that can help remove barriers to registration for international applicants.

### Modernizing practice standards

C. Tancioco, Strategy Consultant, updated Council on the work being done to modernize practice standards. She highlighted the framework that has been developed and plans for stakeholder engagement and invited input from Council members.

In discussion, it was identified as important to build in flexibility to address changing practice, address the growing role of technology in care, and ensure the standards are applicable to all nursing roles and practice settings. The importance of stakeholder engagement was confirmed. Council will receive an update at the December meeting.

### **Quality Assurance (QA) Program update**

A. Tong, Strategy Consultant provided an update on the new approach to QA for 2021. She noted that a new QA website has been introduced, including resources to assist nurses in completing practice reflection and facilitate learning with a new learning plan. CNO has introduced coaching support for nurses who are selected for QA Assessment.

An evaluation is underway this year and feedback from nurses participating in the assessment will inform changes and improvements for next year.

CNO is exploring new ways of engaging nurses and of shifting the perceptions about the QA program. CNO's approaches will grow and evolve based on engagement and input of participants in QA processes.

### **Closed session**

Council held a closed session under Section 7(2)d of the *Health Professions Procedural Code*: "personnel matters or property acquisitions will be discussed".

### **Update on Executive Director and CEO recruitment**

S Robinson highlighted the process for recruiting CNO's new Executive Director and CEO. She noted that a closed session of Council will be scheduled to appoint the successful candidate. Council members will be sent dates to hold for the meeting.

### **Executive Director Update**

A. Coghlan updated Council on the following:

- positive feedback from nurses about CNO's Quality Assurance Program
- advancement of Council's governance vision: the Ministry of Health has announced plans to consult on modernization proposals for Ontario's health care system including changes to
  - regulatory governance
  - enhance college operations
  - enhance transparency and
  - reinforce public protection
- positive performance feedback about CNO's entry to practice processes from the Office of the Fairness Commissioner
- renovations to CNO's building
- CNO's vaccine policy and
- CNO's ongoing work related to diversity, equity and inclusion

## Executive Committee

Council had received minutes of the Executive Committee meetings of July 22, 2021, August 26, 2021 and September 14, 2021.

## Finance Committee

Council had received the report of the Finance Committee meeting of August 26, 2021. T. Holland highlighted the report.

In presenting the unaudited financial statements for the six-months ending June 30<sup>th</sup>, she noted that the accumulated surplus of \$38.6M is more than Council's benchmark for the surplus. She informed Council that, with commencement of building renovations, it is expected that the accumulated surplus will decrease.

## Motion 4

Moved by T. Holland, seconded by N. Hillier,

That the unaudited financial statements for the six-months ending June 30, 2021 be accepted.

CARRIED

T. Holland reported that the Finance Committee also discussed the approach to developing the 2022 budget. She informed Council that the draft budget will be presented to Council in December.

## Confirmation of Committee appointments

The Executive had filled a number of committee vacancies.

## Motion 5

Moved by K. Goldenberg, seconded by J. Petersen,

That Council confirm the following statutory committee appointments:

Inquiries, Complaints and Reports Committee (ICRC) - Appointed committee members:

- Nicole Krywionek, RN until June 2023
- Shelley Sheedy, RN until June 2022 and
- Heather Whittle, NP until June 2022

Discipline and Fitness to Practise committees – Council members:

- Michael Hogard and
- Sandra Larmour

CARRIED

## **Dates of Council meetings**

By-Laws require Council approval of meeting dates. It was noted that two days are being scheduled for all meetings, to allow for professional development at each meeting.

## **Motion 6**

Moved by T. Crowder, seconded by S. Larmour,

That the following be the dates for Council meetings in 2022:

- Wednesday and Thursday, March 2 and 3, 2022
- Tuesday and Wednesday, June 7 and 8, 2022
- Wednesday and Thursday, September 28 and 29, 2022
- Wednesday and Thursday, December 7 and 8, 2022

CARRIED

## **Team Norms**

Council reflected on its team norms. It was confirmed that all of the discussion was respectful and open-minded.

S. Robinson reminded members of the opportunity to participate in the November committee workshops on diversity, equity and inclusion.

## **Next meeting**

Council will meet again on December 1, 2021 and December 2, 2021. Specifics about the times for meetings on each of those days will be shared once agendas are finalized.

## **Conclusion**

At 2:30 p.m., on completion of the agenda and consent, Council concluded.

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Chair