

MARCH 2025

Title:	Academic Director Appointments for 2025 (For Decision)
Main Contacts:	Cameo Allan, Director of Governance Christina Huang, Team Lead, Governance
Question for the Board:	Does the CPSO Board of Directors (Board) appoint the Governance and Nominating Committee's (GNC) proposed nominees: Dr. Claire Kendall, Dr. Roy Kirkpatrick and Dr. Katina Tzanetos, as Academic Directors for a one-year term starting upon the close of the 2025 Annual Organizational Meeting (AOM)?

Purpose, Public Interest Mandate & Relevance to Strategic Plan

- The CPSO Board is asked to approve the GNC's proposed nominees: Dr. Claire Kendall, Dr. Roy Kirkpatrick and Dr. Katina Tzanetos for appointment as Academic Directors for a one-year term starting upon the adjournment of the 2025 AOM.
- Three Academic Directors are required to be on the Board for compliance with the *Medicine Act*.

Current Status & Analysis

- In accordance with the CPSO By-laws Article 4 the GNC developed a rigorous and objective process to review all applications received for academic appointments to the Board. The GNC reviewed the candidate packages that included: the Academic Director Applications and Self-Assessment Result Summary highlighting the candidates' skills, competencies and diversity attributes outlined in the [Board Profile](#).
 - From the applications received, the GNC considered the candidates' attributes to those identified in the skills gap analysis:
 - work in remote, rural and/or under-served areas
 - work with diverse or marginalized populations
 - have demonstrated or lived experience with equity-seeking groups
- The GNC reviewed three applications for three positions: one incumbent Academic Director, one former Academic Director and one new candidate.
 - The Governance Office conducted extensive outreach, particularly to those schools where no applications were received.
- The GNC had a fulsome discussion to review all candidates and consider the Board's current needs. It was determined that since only three candidates applied this year, and each met the skills, competencies and diversity attributes sought on the Board, interviews were not necessary. Though in future years interviews may be utilized in the selection process.
- Since the GNC decided not to conduct interviews, the opportunity to consider the GNC's recommendations at the March Board meeting instead of May was identified.
 - Bringing the appointments forward at this time allows the results of the selection process to be made public earlier and gives nominees and the Board advance notice of Academic Director appointments.
- Though the GNC may determine a term length of 1 to 3 years, the term for each Academic Director is recommended to be one year. This will foster a broader pool of applicants from medical schools across Ontario for the subsequent year, ensuring opportunities for all schools. In addition, provides the flexibility to adjust given this is a new process.

Board Motion

Motion Title	For Approval: Appointment of Academic Directors
Date of Meeting	March 6, 2025

It is moved by _____, and seconded by _____, that:

The Board of Directors¹ of the College of Physicians and Surgeons of Ontario selects and appoints Dr. Claire Kendall, Dr. Roy Kirkpatrick and Dr. Katina Tzanetos as Academic Directors for a one-year term commencing as of the close of the Annual Organizational Meeting of the Board in 2025 and expiring at the close of the Annual Organizational Meeting of the Board in 2026.

¹ The Board is deemed to be a reference to the Council of the College as specified in the Health Professions Procedural Code (Schedule 2 to the *Regulated Health Professions Act*) and the *Medicine Act*.