

College of Naturopaths of Ontario Council Review 2021


All - Governance Committee

June 2021

Confidential

Governance Committee Self/Peer Review

Average Rating by Competencies

| Competency | | Previous | Change |
|------------|------------------|---|--------|
| 1. | Self/Peer Review |  9.10 | N/A |

Competencies

Governance Committee Self/Peer Review

1. Participates with a good balance of listening and talking.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|------|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 6 | 2 | | |
| Overall Average | | | | | | 9.11 | | | | | | N/A | N/A |

2. Is always prepared for Governance Committee meetings.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|------|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 6 | 2 | | |
| Overall Average | | | | | | 8.67 | | | | | | N/A | N/A |

3. Willingly and constructively engages in difficult conversations when necessary.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|------|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 3 | | |
| Overall Average | | | | | | 9.33 | | | | | | N/A | N/A |

4. Actively participates in all Governance Committee discussions.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|------|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 5 | 2 | | |
| Overall Average | | | | | | 8.89 | | | | | | N/A | N/A |

5. Is independent and objective.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|------|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 3 | | |
| Overall Average | | | | | | 9.33 | | | | | | N/A | N/A |

6. Takes an active role in policy reviews when necessary.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|------|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 6 | 2 | | |
| Overall Average | | | | | | 9.11 | | | | | | N/A | N/A |

7. Is focused on delivering on the Governance Committee's mandate.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|------|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 3 | | |
| Overall Average | | | | | | 9.33 | | | | | | N/A | N/A |

8. Doesn't hesitate to comment, criticize constructively, or disagree.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|---|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 3 | 3 | | |
| Overall Average | | | | | | 9 | | | | | | N/A | N/A |

Highest and Lowest Rated Questions

Highest Rated Questions (High to Low)

| Question | Competency | Overall |
|--|------------------|---------|
| 3. Willingly and constructively engages in difficult conversations when necessary. | Self/Peer Review | 9.33 |
| 5. Is independent and objective. | Self/Peer Review | 9.33 |
| 7. Is focused on delivering on the Governance Committee's mandate. | Self/Peer Review | 9.33 |
| 6. Takes an active role in policy reviews when necessary. | Self/Peer Review | 9.11 |
| 1. Participates with a good balance of listening and talking. | Self/Peer Review | 9.11 |

Lowest Rated Questions (Low to High)

| Question | Competency | Overall |
|--|------------------|---------|
| 2. Is always prepared for Governance Committee meetings. | Self/Peer Review | 8.67 |
| 4. Actively participates in all Governance Committee discussions. | Self/Peer Review | 8.89 |
| 8. Doesn't hesitate to comment, criticize constructively, or disagree. | Self/Peer Review | 9 |
| 6. Takes an active role in policy reviews when necessary. | Self/Peer Review | 9.11 |
| 1. Participates with a good balance of listening and talking. | Self/Peer Review | 9.11 |

Governance Committee Effectiveness

Average Rating by Competencies

| Competency | | Previous | Change |
|------------|-------------------------|---|--------|
| 1. | Committee Effectiveness |  9.18 | N/A |

Competencies

Governance Committee Effectiveness

1. The Governance Committee effectively discharges its responsibilities as set out in the committee terms of reference.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|------|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | | |
| Overall Average | | | | | | 9.33 | | | | | | N/A | N/A |

2. The composition of the Governance Committee provides for strong governance.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|------|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | | |
| Overall Average | | | | | | 8.67 | | | | | | N/A | N/A |

3. All members of the Governance Committee actively participate and contribute to meetings.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|---|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | | |
| Overall Average | | | | | | 9 | | | | | | N/A | N/A |

4. Sufficient time allowed to enable the Governance Committee to undertake fulsome discussions.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|------|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | | |
| Overall Average | | | | | | 9.33 | | | | | | N/A | N/A |

5. All members are prepared for Governance Committee meetings.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|---|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | | |
| Overall Average | | | | | | 9 | | | | | | N/A | N/A |

6. All members attend Governance Committee meetings. (As set out in by-laws)

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|------|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | | |
| Overall Average | | | | | | 9.33 | | | | | | N/A | N/A |

7. The Governance Committee has the requisite knowledge to make final rulings on any disputes regarding a Member's eligibility to vote.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|-----|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | | |
| Overall Average | | | | | | 9.5 | | | | | | N/A | N/A |

8. The Governance Committee has the requisite skill to hold an inquiry into the validity of an election.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|-----|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | | |
| Overall Average | | | | | | 9.5 | | | | | | N/A | N/A |

9. Please provide any additional feedback about the Governance Committee that you would like to share.

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- During my time on the committee we have not had to discharge the duties of ruling on disputes on eligibility to vote or into the validity of an election.

Highest and Lowest Rated Questions

Highest Rated Questions (High to Low)

| Question | Competency | Overall |
|---|-------------------------|---------|
| 7. The Governance Committee has the requisite knowledge to make final rulings on any disputes regarding a Member's eligibility to vote. | Committee Effectiveness | 9.5 |
| 8. The Governance Committee has the requisite skill to hold an inquiry into the validity of an election. | Committee Effectiveness | 9.5 |
| 4. Sufficient time allowed to enable the Governance Committee to undertake fulsome discussions. | Committee Effectiveness | 9.33 |
| 1. The Governance Committee effectively discharges its responsibilities as set out in the committee terms of reference. | Committee Effectiveness | 9.33 |
| 6. All members attend Governance Committee meetings. (As set out in by-laws) | Committee Effectiveness | 9.33 |

Lowest Rated Questions (Low to High)

| Question | Competency | Overall |
|---|-------------------------|---------|
| 2. The composition of the Governance Committee provides for strong governance. | Committee Effectiveness | 8.67 |
| 3. All members of the Governance Committee actively participate and contribute to meetings. | Committee Effectiveness | 9 |
| 5. All members are prepared for Governance Committee meetings. | Committee Effectiveness | 9 |
| 4. Sufficient time allowed to enable the Governance Committee to undertake fulsome discussions. | Committee Effectiveness | 9.33 |
| 1. The Governance Committee effectively discharges its responsibilities as set out in the committee terms of reference. | Committee Effectiveness | 9.33 |
| 6. All members attend Governance Committee meetings. (As set out in by-laws) | Committee Effectiveness | 9.33 |