

Replacing the Election Process with a Skills-Based Selection Process

As part of CASLPM Council's strategic focus initiated in 2024, a Nominations Working Group (NWG) was established to evaluate the Council nominations process with the goal of supporting the long-term effectiveness and sustainability of the CASLPM Council.

The NWG conducted an environmental scan of regulatory colleges across Canada and noted that many colleges have or are transitioning from traditional elections to a competency-based selection model. Among those that have not fully adopted this approach, a hybrid model incorporating skills-based criteria into the election process is increasingly common. Additionally, several provincial regulators in speech-language pathology and audiology are planning to implement competency-based election models in the coming year, further reinforcing this direction as a best practice in professional regulation.

This review highlighted that a shift toward competency-based Council selection promotes more effective, accountable, and transparent leadership and aligns more closely with the governance principles outlined in the Regulated Health Professions Act (RHPA).

Overview of Proposed Appointment Process

The Council approved process includes the following components:

Individual Skill Assessment: Council members conduct a self-assessment.

Skills Criteria: Desired competencies are identified by the Executive & Nominations Committee (ENC) and/or Council.

Invitation for Application: Open application process.

Competency Assessments: Competencies are assessed against a pre-determined scoring rubric.

Appointment: Council receives, reviews, and appoints new Council members.

Candidate Notifications: Both appointed and non-appointed candidates are informed of the outcome.

Official Announcement: New members are announced to registrants, and required updates to website, corporations branch, etc. are made.

Council Composition Revisions Approved by Council

Geographic Considerations

The NWG revisited the geographic model established in 2014, which categorized registrants as residing in either D1 (within the Winnipeg perimeter) or D2 (outside the Winnipeg perimeter).

Considering shifting demographics, the expansion of suburban communities just beyond the Winnipeg perimeter, and the increase of virtual and remote work, Council accepted updates to the application process that adds a geographic section to better capture applicants' locations and ensure diverse regional representation.

This proposed change aims to reflect the evolving landscape of Manitoba and to promote inclusive governance by incorporating perspectives from across the province.

Enhanced Professional Representation

To enhance flexibility in professional representation, Council approved a revised composition that includes one position open to either a speech-language pathologist or an audiologist. This adjustment allows Council to select the most suitable candidate based on current needs and priorities, while maintaining balanced and informed decision-making across both professions.

1. Council Composition

- Six Professional members
 - i. Three (3) speech-language pathologists.
 - ii. Two (2) audiologists.
 - iii. One (1) member from either profession.
 - iv. At least two (2) of the members should work with populations outside of the City of Winnipeg.
- Three Public representatives (1/3 of professional members)
 - i. Appointed by the Minister of Health.
 - ii. May reside anywhere in Manitoba.

Revised Term Limits

Council has approved new term limits, establishing a three-year term with a maximum of two consecutive terms. In accordance with the revised by-laws, individuals who have completed two consecutive terms may be eligible for reappointment following a mandatory three-year hiatus from Council service. This approach balances continuity with opportunities for fresh perspectives and broader participation in governance.

Diversity and Representation

The College is committed to fostering a Council that reflects the diversity of Manitoba – culturally, geographically, and professionally. This commitment is reflected in the new application process and scoring rubric, which are designed to support equitable and inclusive selection.

Council emphasized the importance of considering candidates with varying levels of governance experience. Individuals with less formal governance background remain eligible for appointment, ensuring a broader range of voices and perspectives are represented in decision-making.

Application & Appointment Process

Directors with remaining term will be asked to complete an evaluation form. The results will be evaluated by the ENC and Council will engage in discussion on competency priorities for the upcoming application and appointment cycle.

Established competency priorities will be provided to registrants, and Council will begin recruitment activities.

Assessment of applicants against a pre-determined scoring rubric and priorities will be made by the ENC, and recommendations will be made to Council for appointment of members. Where the number of applicants matches the number of positions, Council may acclaim applicants to the role on Council.

An attached *schedule of key dates* is provided for review and information.

Once appointed, all applicants will be notified of the result, an announcement of selected candidates will be made at the AGM, and council appointments take effect on July 2 annually.

Applicants who wish to gain greater understanding of the selection may ask for a reason for the decision made, and Council will provide a response.

Council recommends that registrants confirm changes to the by-law as outlined in the *By-laws for Registrant Confirmation* document.

Summary of by-law change recommendations outlined in this report

- Replace the election process with a competency-based selection process.
- Modify council composition (3 SLPs, 2 AUD, 1 from either category. Remove D1 and D2 requirements with geographic evaluation done during selection process).
- Revise registrant Council member term limits.
- Rename and modify responsibilities of Executive Committee to Executive and Nominations Committee.
- The revised by-laws for the Special Meeting on November 6, 2025 include revisions made after registrant feedback was received via survey. The feedback received is shown as a “comment” in the redline by-law document.

Documents provided for the special meeting of registrants

- Agenda
- CASLPM Council Selection and Appointment Summary
- By-laws for Registrant Confirmation – clean and redline versions (main changes in Sections 6, 7, and 9, additional minor changes throughout)