



# Committee Composition Matrices

**Table of contents**

Blood Borne Communicable Disease Committee .....3  
Diagnostic Accreditation Program Committee



The attributes that make a strong committee member :

Ideally every committee member would bring the following to the table.

The attributes that make a strong committee:

Decision-making is stronger if one or more committee members bring the following to the table.

**Adaptability:**  
Recognition that plans occasionally need to change in order to meet evolving needs and circumstances.

**Diplomacy:** Strong interpersonal communication skills. Ability to clearly articulate a perspective and to engage in respectful, productive and sometimes difficult discussions with the board, staff and stakeholders. A commitment to work within and reinforce a culture of trust.

**Education:** A variety of educational backgrounds and experiences that reflect the diversity of the public we serve.

**Committee leadership:**  
Experience in facilitating committee meetings, stimulating a strong committee culture of effectiveness.

<p>The attributes that make a strong committee member :</p> <p>Ideally every committee member would bring the following to the table.</p>		<p>The attributes that make a strong committee:</p> <p>Decision-making is stronger if one or more committee members bring the following to the table.</p>	
<p>Compassion: A deeply felt concern for the wellbeing of BC residents and a commitment to safe, ethical care.</p>	<p>In-depth understanding of blood -borne infections: Reasonable understanding the nature of blood -borne illness: the pathogens, their transmission, testing and monitoring them, and their health implications.</p>	<p>Region: Regional diversity to reflect differing realities in health-care practice and public expectation that exist throughout the province; specifically, the Lower Mainland, Island, North, and Interior.</p>	<p>Innovation: Experience developing teams and environments that foster new thinking, new products and system disruption. The field of managing health-care workers with blood -borne infections is evolving, and so too is the regulation of these care providers.</p>

Humility: Openness to new ideas, new perspectives and new ways of doing things; the willingness to bring a learning mindset to decision - making.

Neutral and unbiased toward affected registrants: Stigma still attaches to infection with Hepatitis B, C, and HIV. Committee members must not have biases

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<p>Objectivity: Ability to take a step back and make decisions based on solid evidence and good information, in order to best fulfil the College’s public protection mandate.</p>	<p>Systems awareness: Recognition of the complex system in which the College works, the stakeholders within that system, and the impact of College decisions on this greater community.</p>		

Public service: A clear understanding and appreciation of, and a commitment to, the College’s public protection mandate and the time required to execute the role diligently. Recognition that the public interest always overrides one’s personal or professional interests.



## Diagnostic Accreditation Program Committee

### Preamble

It is not the expectation that any one person would bring all of these to the table, but that this would be the ideal composition of the full board or committee.

### Matrix





The attributes that make a strong committee member : Ideally every committee member would bring the following to the table.		The attributes that make a strong committee : Decision-making is stronger if one or more committee members bring the following to the table.	
<p><b>Adaptability:</b> Recognition that plans occasionally need to change in order to meet evolving needs and circumstances.</p>	<p><b>Cultural safety and humility:</b> Ongoing learning, appreciation and respect for unique perspectives, cultural contexts, power imbalances, and biases in deliberation and decision making; recognition of the role the DAP and College play in fostering culturally safe, humble, respectful and quality health care through its cultural safety and humility commitments.</p>	<p><b>Education:</b> A variety of educational backgrounds and experiences that reflect the diversity of the public we serve.</p>	<p><b>Facilities management experience:</b> An understanding of good management principles and what a health-care organization needs to operate effectively.</p>
<p><b>Collaboration:</b> Recognition that meaningful engagement and dialogue lead to stronger results than the isolated efforts of individuals working within a complex system.</p>	<p><b>Diplomacy:</b> Interpersonal communication skills. Ability to clearly articulate a perspective and to engage in respectful and productive discussions with the DAPC members, staff and stakeholders. A commitment to work within and reinforce a culture of trust.</p>	<p><b>Indigenous:</b> Indigenous and First Nations voices embedded within the College’s governance structure to ensure that deliberations are informed, that decisions include and respect Indigenous and First Nations perspectives, that biases are identified and questioned, and that the College’s collective work continues to grow in its cultural safety and humility journey, contributing to positive systemic change.</p>	<p><b>Governance expertise:</b> Knowledge and experience as a Committee member; the ability to calmly weigh evidence, think critically, consider options and bring sound judgment to decision making.</p>

The attributes that make a strong committee member : Ideally every committee member would bring the following to the table.		The attributes that make a strong committee : Decision-making is stronger if one or more committee members bring the following to the table.	
Compassion: A deeply felt concern for the wellbeing of BC residents and a commitment to safe, ethical care.	External accreditation requirements: Understand the scope and nature of international standards to which the DAP is evaluated and their implications for the work of the DAP Committee.	Region: Regional diversity to reflect differing realities in health care practice and public expectation that exist throughout the province; specifically, the Lower Mainland, Island, North, and Interior.	Government relations: Understanding of how health care stakeholders work together and how those interactions affect and are affected by the work of the DAP Committee.

Humility: Openness to new ideas, new perspectives and new ways of doing things;



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Collaboration:  
Recognition that, in a complex system, what

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Inclusivity: Creates an environment and culture that is welcoming of diverse perspectives, new partners and new ideas.

Health professions regulation: Understand the role and philosophy of health profession regulators, the public protection mandate of the College, the applicable legislation, regulations, bylaws and policies, and the core work of the College.

Region: Regional diversity to reflect the reality that practice, and public expectations of the health-care system varies throughout the province. Specifically: Lower Mainland, Island, North, and Interior.

Knowledge of the role of personal and professional distractors and stressors on performance.







## Finance and Audit Committee

### Preamble



The attributes that make a strong committee member : Ideally every committee member would bring the following to the table.		The attributes that make a strong committee : Decision-making is stronger if one or more committee members bring the following to the table.	
Humility: Be open to new ideas, new perspectives, and new ways of doing things, always bringing a learning mindset to decision-making.	Financial literacy: Have a reasonable understanding of financial and budgeting information, and the confidence to ask questions that safeguard the financial stewardship of the College and enable the College to effectively fulfill its mandate.	Gender diversity: A variety of perspectives to support decisions that are balanced, relevant and reflective of the public.	Governance expertise: Understand how governance works, how committees should function, and be able to think critically about committee structures and practices.
Inclusivity: Create an environment and culture that welcomes diverse perspectives, new partners and new ideas.	Risk oversight: Understand how to oversee the College's risk management process, ensuring that the College understands, manages and leverages its risk.	Region: Regional diversity, to reflect the reality that practice, access to healthcare, and the public's expectations of the health care system varies throughout the province.	Non-board perspective: Understand the perspective of either a registrant or public member who is not a board member to ensure objective thinking and decision-making.

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The attributes that make a strong committee member : Ideally every committee member would bring the following to the table.		The attributes that make a strong committee : Decision-making is stronger if one or more committee members bring the following to the table.	
			Risk management/ oversight: Understanding of how to sustain an effective and meaningful risk management and risk oversight program that adapts to changing circumstances.
			Strategic planning: Experience leading a team to articulate a vision, identify strategic priorities and appropriately oversee organizational performance.

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Self-awareness: Clear understanding of

The attributes that make a strong

Non -



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Compassion: A deeply felt concern for the wellbeing of BC residents and a commitment to safe, ethical care.

Health professions regulation: Understanding of the role of the NHMSFAP, its mandate as described in the Bylaws of the College, and the





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## Nominations Committee

### Preamble

It is not the expectation that any one person would bring all of these to the table, but that this would be the ideal composition of the full board or committee.

### Matrix

The attributes that make a strong committee member :		The attributes that make a strong committee :	
Ideally every committee member would bring the following to the table.		Decision-making is stronger if one or more committee members bring the following to the table.	
Values and attributes that every committee member must bring to the table to support strong decision - making in the public interest.	Skills , practices and knowledge that every committee member must bring to the table, or be willing to learn , to support strong decision - making in the public interest.	Diverse experience , backgrounds and perspectives that will support strong decision -making in the public interest.	Specific professional experience , knowledge and skills that will support strong decision - making in the public interest.
Accountability, honesty and integrity: Willingness and ability to take full responsibility for decisions and to follow through on commitments. Demonstrated commitment to integrity and truth - telling.	Confidentiality: Understand the need for and obligations of confidentiality and safeguarding the privacy of all parties.	Culture: A variety of cultural and historical backgrounds and experiences to reflect the community that the College serves and the cultural context within health care.	Committee leadership: Experience in facilitating committee meetings, developing positive culture, conflict resolution, and fostering effective decision making.



The attributes that make a strong committee member :

Ideally every committee member would bring the following to the table.





## Physician Practice Enhancement Panel

### Preamble

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### Matrix











## Prescription Review Panel

### Preamble

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<p>Compassion: A deeply felt concern for the well -being of BC residents and a commitment to safe, ethical care.</p>	<p>Health professions regulation: Understanding of the role of health profession regulators, the public protection mandate of the College, and the core work of the College.</p>	<p>Region: Regional diversity to reflect differing realities in health care practice and public expectation that exist throughout the province; specifically, the Lower Mainland, Island, North, and Interior.</p>	<p>Innovation: Experience developing teams and environments that foster new thinking, new systems for handling novel issues.</p>
<p>Humility: Openness to new ideas, new perspectives and new ways of doing things; the willingness to bring a learning mindset to decision - making.</p>	<p>Organizational decision -making: Understanding of and appreciation for the development of policy and decision making in a large, complex system and how to ensure that decisions are based on objective principles and informed by evidence and best practice.</p>	<p>Registrant practice: Diverse practice experiences, backgrounds and specialties to foster dialogue that leads to practical decisions that meet intended objectives and effectively protect the public.</p>	<p>Legal expertise: Understanding of BC <i>Pharmacy Operations and Drug Scheduling</i></p>

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Ideally every committee member would bring the following to the table.		Decision-making is stronger if one or more committee members bring the following to the table.	
<p><b>Public service:</b> A clear understanding and appreciation of, and a commitment to, the College’s public protection mandate and the time required to execute the role diligently. Recognition that the public interest always overrides one’s personal or professional interests.</p>			<p><b>Risk management:</b> Thoughtfulness and understanding about balancing risks and fair adjudication of files. Striking a balance between professional autonomy and public safety. Managing risk to the integrity of the organization that attaches to decisions on individual files.</p>
<p><b>Respect:</b> Ability to work with others effectively; to appreciate and foster the robust exchange of differing perspectives and opinions.</p>			<p><b>Stakeholder relations:</b> Deep understanding of the various agencies (e.g. BCCSU, Ministry of Health Pharmaceutical Services Division) that have an impact on the panel and its operating environment.</p>
<p><b>Self-awareness:</b> Clear understanding of one’s own strengths, areas that would benefit from development, and potential biases. Openness to reflection and feedback and dedication to continuous growth and improvement.</p>			

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## Patient Relations, Professional Standards and Ethics Committee



The attributes that make a strong committee member :		The attributes that make a strong committee :	
Ideally every committee member would bring the following to the table.		Decision-making is stronger if one or more committee members bring the following to the table.	
<p><b>Adaptability:</b> Appreciation that, at times, plans need to change to meet changing circumstances and needs.</p>	<p><b>Diplomacy:</b> Have strong interpersonal communication skills that include the ability to clearly articulate a perspective, engage in respectful, productive, and sometimes courageous or difficult, discussions with the committee, staff and stakeholders, while consistently reinforcing a culture of trust.</p>	<p><b>Education:</b> A variety of educational backgrounds and experiences reflecting the diverse public we serve.</p>	<p><b>Ethics:</b> Experience in ethical decision making informed by the principles of medical ethics.</p>
<p><b>Collaboration:</b> Recognition that, in a complex system, what can emerge as a result of meaningful engagement and dialogue will be stronger than what is created in isolation.</p>	<p><b>Health professions regulation:</b> Understand the role and philosophy of health profession regulators, the public protection mandate of the College, the applicable legislation, regulations, bylaws and policies, and the core work of the College and its committee structure.</p>	<p><b>Indigenous:</b> Indigenous and First Nations voices embedded within the College's governance structure to ensure that deliberations are informed, that decisions include and respect Indigenous and First Nations perspectives, that biases are identified and questioned, and that the College is collective work continues to grow in its cultural safety and humility journey, contributing to positive systemic change.</p>	<p><b>Governance expertise:</b> Understand how governance works, how committees should function, and be able to think critically about committee structures and practices.</p>

<p>The attributes that make a strong committee member :</p> <p>Ideally every committee member would bring the following to the table.</p>	<p>The attributes that make a strong committee :</p> <p>Decision-making is stronger if one or more committee members bring the following to the table.</p>
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Humility: Open to new ideas, new perspectives and new ways of doing things. Always bringing a learning mindset to decision-making.

Organizational decision-making: Understanding of and appreciation for the development of policy and decision

The attributes that make a strong committee member : Ideally every committee member would bring the following to the table.		The attributes that make a strong committee : Decision-making is stronger if one or more committee members bring the following to the table.	
Respect: Ability to work with others effectively, appreciate differing perspectives and opinions, foster and promote, not impede and stifle, robust dialogue.			
Self-awareness: Clear understanding of one's strengths, areas of development and potential biases. Open to reflection and feedback and dedicated to continuous growth and improvement.			
Service: A clear understanding and appreciation of and commitment to the college's public protection mandate and the time required execute the role diligently. Recognition that the public interest always trumps one's personal or professional interests. Compassion for the public deserving of safe, ethical care.			

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## Registration Committee

### Preamble

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Ideally every committee member would bring the following to the table.		Decision-making is stronger if one or more committee members in the room bring the following to the table.	
<p><b>Inclusivity</b> : Creates an environment and culture that is welcoming of diverse perspectives, new partners and new ideas.</p>	<p><b>Strategic thinking:</b> The ability to develop a broad, all-encompassing view of the organization, its legislation and mandated mission. Competitive advantage and threats, industry trends, emerging technology, market opportunities, stakeholder focus – strategic planning to facilitate unified decisions. Strategic thinking keeps individuals and groups focused and helps decide where to invest critical resources. It includes the ability to link long-range visions and concepts to daily work.</p>	<p><b>Registrant practice:</b> Diverse practice experiences, backgrounds and specialties to inform dialogue and decision-making ensuring decisions meet intended objectives, are practical and ultimately protect the public.</p>	
<p><b>Objectivity</b> : Ability to take a step back and make decisions based on evidence, good information and what ultimately best fulfills the public mandate.</p>	<p><b>Technological competence:</b> Ability to work electronically in order to uphold the security, privacy and efficiency of the College’s work<sup>a</sup></p>	<p><b>Sexual orientation/gender identity:</b> A variety of perspectives to support decisions that are balanced and relevant.</p>	
<p><b>Respect</b> : Ability to work with others effectively, appreciate differing perspectives and opinions, foster and promote, not impede and stifle, robust dialogue.</p>			

The attributes that make a strong committee member : Ideally every committee member would bring the following to the table.		The attributes that make a strong committee : Decision-making is stronger if one or more committee members in the room bring the following to the table.	
Self-awareness : Clear understanding of one's strengths & areas of development and potential biases. Open to reflection and feedback and dedicated to continuous growth and improvement.			
Service: A clear understanding and appreciation of and commitment to the college's public protection mandate and the time required execute the role diligently. Recognition that the public interest always trumps one's personal or professional interests. Compassion for the public deserving of safe, ethical care.			

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