



GUIDELINES FOR NOMINATING CANDIDATES FOR THE CCAC BOARD OF DIRECTORS

DATE OF REVISION: December 2018

RESPONSIBILITIES OF THE CCAC BOARD OF DIRECTORS

The Board of Directors is responsible for the effective governance of the Canadian Council on Animal Care. As a member of the Board, a director acts in a position of trust for member organizations and for the Canadian public.

Responsibilities

1. Establish the mission and strategic direction of the CCAC, and ensure that this framework guides the CCAC's priorities and operations
2. Appoint the:
 - a) CCAC executive director (and ensure that the incumbent receives an effective and fair performance review annually);
 - b) vice-chair of the CCAC Board of Directors; and
 - c) officers of the CCAC Board of Directors
3. Provide financial stewardship, ensuring that the organization is financially secure, that its finances are responsibly administered, and that it has the resources it needs for the future
4. Monitor performance, ensuring that sound, outcome-oriented information is used to inform board decisions, and that programs achieve valued results
5. Anticipate and manage risks that might threaten the CCAC's mission, finances, or programs
6. Ensure sound relationships with key stakeholders
7. Provide public representation, ensure good relationships with the community at large, and advocate as required to reinforce the mission of the CCAC
8. Guide the organization through crises or major transitions
9. Maintain a sound governance system

Time Commitments

- Attend three two-day, in-person meetings, and four or five two-hour teleconferences per year
- Serve a three-year term, renewable

OVERVIEW OF THE RESPONSIBILITIES OF THE GOVERNANCE AND NOMINATIONS COMMITTEE

The identification and recruitment of potential Board members are the responsibilities of the Governance and Nominations Committee. In the conduct of its work, and in proposing candidates for election to the Board during the CCAC Annual General Meeting (AGM), the Governance and Nominations Committee is guided by a fine balance of specific skills and competencies, as well as the need to ensure representation from:

- the animal welfare community;
- different sectors (public, private and academic) of the animal care system;
- different demographics and regional areas; and
- a diverse cross section of member organizations.

Highly-qualified candidates need also possess other valued skills such as:

- scientific knowledge
- veterinary knowledge
- financial knowledge
- legal knowledge
- human resources experience
- knowledge translation and communications expertise
- corporate evaluation expertise

and competencies such as:

- leadership
- strategic decision-making
- demonstrated flexibility
- ability to work within a team
- independence
- integrity
- accountability
- commitment to excellence
- vision

NOMINATING CANDIDATES

Candidates for election to the CCAC Board of Directors should be highly qualified individuals that possess the skills and competencies described above. CCAC member organizations, the Board, and standing committee members are asked to nominate highly qualified candidates for consideration as Board members and participate in an election at the AGM. Member organizations are asked to consider the balance of skills and competencies needed to maintain a highly effective Board of Directors.

The Governance and Nominations Committee will examine each nomination package in detail and rate each nominee against six criteria. The nominee must:

1. Be free of any conflict of interest that would interfere with the proper performance of the responsibilities of a Board Director;
2. Possess leadership qualities, high integrity and independence;

3. Be a team player;
4. Be able to devote sufficient time to the affairs of the CCAC in fulfilling the responsibilities of a Board Director;
5. Be committed to excellence and in advancing the CCAC mandate in Canada; and
6. Exhibit skills identified above that will strengthen the Board and remedy any potential deficiencies in competencies.

The scale described below will help determine the appropriate rating for each criterion:

- 3 – High suitability in relation to screening criteria
- 2 – Medium suitability in relation to screening criteria
- 1 – Low suitability in relation to screening criteria
- 0 – Unable to assess

Candidates must have a minimum score of at least 2 for each criterion and reach a total score of 12 or higher to be included on the final ballot for voting at the CCAC AGM.



For more information contact:

Canadian Council on Animal Care • 190 O'Connor St., Suite 800
Ottawa, ON, Canada • K2P 2R3
Tel.: (613) 238-4031 • Fax: (613) 238-2837 • ccac@ccac.ca • <http://www.ccac.ca>

NOMINATION FORM FOR CCAC BOARD OF DIRECTOR CANDIDATES

Taking into consideration the *Guidelines for Nominating Candidates for the CCAC Board of Directors*, please provide the following information on the Nominee. For two or more candidates, please provide information on separate forms.

Name of Nominee: _____

Name of Nominee's Organization: _____

Address: _____ Postal Code: _____

Tel.: _____ Email: _____

INFORMATION ABOUT THE NOMINATOR

Name of Nominator: _____

Relationship to the CCAC (member organization/CCAC Board member/Standing Committee member/Self-nominator): _____

Address: _____ Postal Code: _____

Tel.: _____ Email: _____

Each nomination package should include:

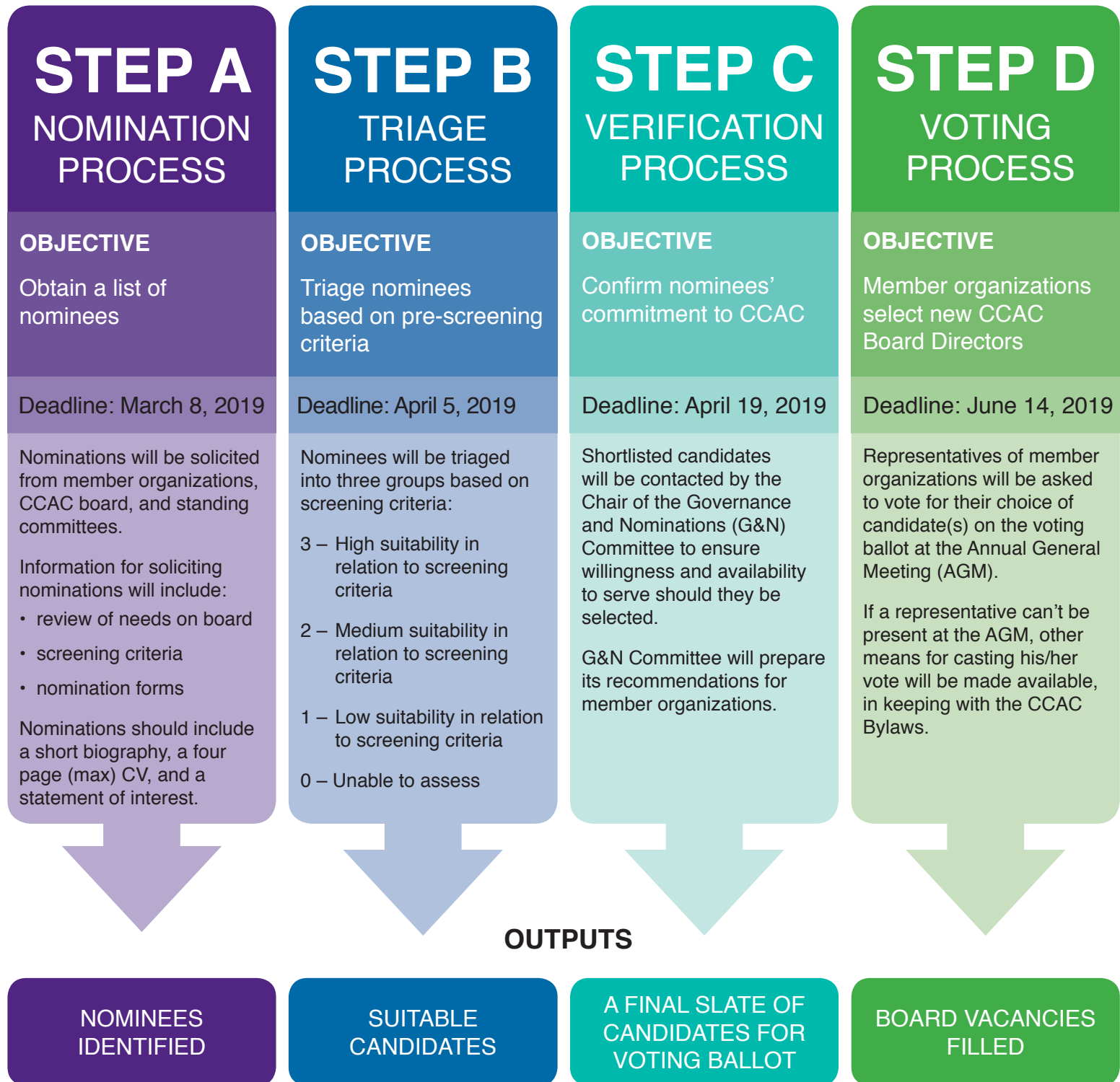
1. This completed nomination form.
2. A short biography of the nominee focusing on his/her related skills and competencies.
3. A four page (max) CV of the nominee, focusing on his/her related skills and competencies.
4. A statement of interest to serve on the CCAC Board of Directors, with particular emphasis on the criteria for nomination.

Send nomination package to:

Ms. Felicetta Celenza
Project Manager and Events Coordinator
nominations@ccac.ca
Canadian Council on Animal Care
190 O'Connor Street, Suite 800
Ottawa, ON K2P 2R3

DEADLINE: MARCH 8, 2019

SCHEMATIC OF THE CCAC BOARD OF DIRECTORS RECRUITMENT PROCESS



CCAC BOARD OF DIRECTORS 2018-2019

CHAIR

Dr. Eileen Denovan-Wright



Dr. Eileen Denovan-Wright is a professor of pharmacology and Associate Dean of the Faculty of Graduate Studies at Dalhousie University and has an active research program. She served on the Dalhousie University Committee on Laboratory Animals from 2003 to 2012, and as Chair from 2008-2012.

VICE-CHAIR

Dr. Christopher R. J. Kennedy



Dr. Christopher Kennedy is a senior scientist within the Chronic Disease Program and the Kidney Research Centre at the Ottawa Hospital Research Institute, and a full professor at the University of Ottawa Faculty of Medicine's Department of Medicine. Dr. Kennedy's research program is a productive training environment for undergraduates, graduates, and postgraduates and is funded by the Canadian Institutes for Health Research (CIHR), the Kidney Foundation of Canada (KFOC), and the Canada Foundation for Innovation.

Dr. Kennedy has served as chair and scientific officer of the CIHR Hematology Digestive Diseases and Kidney open operating grant peer review committee and is a board member of the CIHR's Institute of Nutrition, Metabolism and Diabetes. He served as the CCAC representative for the Association of Faculties of Medicine of Canada from 2015 until his nomination to the CCAC Board of Directors in 2017, and, for more than 10 years, has served on the University of Ottawa's animal care committee. He is also chair of the Kidney Foundation of Canada's Biomedical Research Grants Committee and a member of the CIHR College of Reviewers.

TREASURER

Ms. Catherine Rushton



Ms. Catherine Rushton has a CPA CA and an MBA from the University of Manitoba, as well as an Honours BA from the University of Toronto. She has over 35 years of progressive experience as a senior financial executive in the post-secondary and not-for-profit sector.

She was the Senior Vice President, Corporate Services, and Chief Financial Officer at Loyalist College in Belleville, Ontario. She also spent 16 years as the Vice President, Finance and Administration, at Red River College in Winnipeg Manitoba. This period included eight months as Interim President. Her other employers have included the Manitoba Centennial Centre Corporation, the Ontario SPCA, and the Institute of Chartered Accountants of Ontario.

Ms. Rushton is an active volunteer and is currently a member of the Board of Directors of the United Way of Hastings & Prince Edward County. She is also a member of the Board of the United Church of Canada Foundation and the Belleville Inclusion Committee. Past volunteer experience includes the United Way of Winnipeg, and serving as a founding member of the Board of Directors of the Canadian Animal Blood Bank in Winnipeg. She was awarded a Fellow of the Chartered Professional Accountants of Manitoba (FCPA).

DIRECTORS

Dr. Denna M. Benn



Dr. Denna M. Benn received her Doctor of Veterinary Medicine from the Ontario Veterinary College and subsequently obtained her Diploma in Small Animal Medicine and her Masters of Science degree at the University of Guelph. Dr. Benn's career has focused on the use of animals in research and teaching, serving as the clinical veterinarian and director of animal care services at the University of Guelph for over 31 years. She currently works as the chief veterinary inspector of the Animals for Research Act in the Ontario Ministry of Agriculture, Food and Rural Affairs.

Dr. Benn has had continuous involvement in professional and community-based organizations, including: the Canadian Association for Laboratory Animal Science; the Canadian Association for Laboratory Animal Medicine; the Association for Assessment and Accreditation for Laboratory Animal Science (currently an ad hoc consultant); the International Council for Laboratory Animal Science, and the Guelph Humane Society.

Dr. Michael Czubryt



Dr. Michael Czubryt is a principal investigator at the Institute of Cardiovascular Sciences, St. Boniface Hospital Albrechtsen Research Centre, and a full professor in the Department of Physiology and Pathophysiology, Rady Faculty of Health Sciences, University of Manitoba. His research program focuses on the underlying mechanisms of gene regulation in heart failure, with a focus on cardiac fibrosis, and the translation of these discoveries to novel therapeutic interventions in the clinic. He has published over 60 research articles and chapters, and his work has been supported by the Canadian Institutes of Health Research, the Heart and Stroke Foundation of Canada, and the Canadian Foundation for Innovation.

Dr. Czubryt has an extensive record of service in the animal ethics community at the local, national, and international level, including seven years on animal protocol review committees, and six years on the University of Manitoba animal care committee. He has served as a reviewer, scientific officer, and chair for numerous peer review committees, and has held leadership roles in professional organizations such as the American Physiological Society and the International Academy of Cardiovascular Sciences. Dr. Czubryt also maintains an active training program that encompasses high school, undergraduate, and graduate students, with more than 40 trainees mentored to date.

Mr. Shawn Eccles



Mr. Shawn Eccles has dedicated his career to ensuring the welfare of animals throughout Canada. Having worked with the British Columbia Society for the Prevention of Cruelty to Animals (BCSPCA) for 35 years, Mr. Eccles is currently the senior manager of cruelty investigation for the organization. He also manages the Cruelty Investigations Department as well as the BCSPCA call centre.

In addition to his ongoing work at the BCSPCA, Mr. Eccles has served as a community member on the University of British Columbia's animal care committee from 2005-2011. He has also been a member on CCAC's assessment panels since 2003, and was the representative for one of CCAC's member organizations, the Canadian Federation of Human Societies, from 2011-2014.

A tireless advocate for animal welfare, Mr. Eccles has received the BCSPCA Stu Rammage Award twice, and was the recipient of the BCSPCA Lifetime Achievement Award in 2012.

Dr. Alain Giguère



Dr. Alain Giguère has a PhD in biochemistry from the Université de Sherbrooke. Prior to joining Agriculture and Agri-Food Canada (AAFC), he conducted research in a variety of areas, including endocrinology, physiology, electrophysiology, and molecular biology. His research has focused on swine production and vitamin use in swine production, as well as the role of fatty acids and antioxidants in animal health and meat quality.

Since 2006, Dr. Giguère has held various management positions at AAFC, where he has been responsible for managing and providing scientific direction to research centres in Sherbrooke, Saskatoon, Swift Current, Guelph, Québec City, Saint-Hyacinthe, and Saint Jean-sur-Richelieu. Research in these centres focuses on dairy cattle, hogs, oilseeds, dry-land agriculture on the Canadian Prairies, food processing, safety, and horticulture.

As Chair of AAFC's National Committee on Safety and Security of Animals, Dr. Giguère is involved in implementing the program by providing the directors of other research centres with advice and recommendations concerning the state of scientific knowledge required for implementing animal care programs.

Dr. David Hanwell



Dr. David Hanwell has worked as a laboratory animal veterinarian in various capacities within the industry (private), hospital (public), and academic sectors. He is currently the University of Toronto's University Regulatory Veterinarian. In this role, he is responsible for overseeing the animal ethics and care program at the University, ensuring that appropriate regulatory standards are maintained in research and teaching programs, ranging from biomedical research and basic biology to fieldwork. He is currently involved with a grant-funded animal welfare research project that aims to minimize post-operative pain/distress by evaluating the efficacy of various analgesia regimens.

Previously, Dr. Hanwell was a clinical veterinarian at the University Health Network (UHN) where he provided clinical and surgical support for research involving a range of species. Prior to joining UHN, he worked at Sanofi-Pasteur in its divisions of Research (as a doctoral student) and Quality Control (as a manager/veterinarian).

Dr. Hanwell completed both a BSc (University of Guelph) and an MSc (University of Toronto) in Biochemistry, followed by a Doctor of Veterinary Medicine degree at the Ontario Veterinary College. After a stint in private practice, he returned to the University of Guelph where he earned a Doctorate in Veterinary Sciences in Laboratory Animal Science. He is a Diplomate of the American College of Laboratory Animal Medicine, the current Chair of the CCAC subcommittee on endpoints, and has several publications, including a recent book chapter on the topic of ethical considerations of animal use in neurobehavioural science. In 2017, he received the University of Toronto Simcoe Hall Vice-President's Staff award and was nominated for the University of Toronto Chancellor's Award.

Dr. Scott A. MacDougall-Shackleton



Dr. Scott MacDougall-Shackleton has been a faculty member at Western University since 2002. Throughout his career, he has combined approaches from psychology and biology to research the cognitive, neural, and hormonal mechanisms by which birds modify their behaviour in response to their environment. He has published over 100 research articles and chapters on topics including birdsong, reproductive behaviour, photoperiodism, seasonality, and neural plasticity.

In addition to his research contributions Dr. MacDougall-Shackleton has engaged in a number of leadership and administrative activities in the scientific community including editorial positions at peer-reviewed journals, and leadership in scientific societies such as the Society for Integrative and Comparative Biology. He routinely engages in public presentations to naturalist clubs and other community groups. He has served on numerous executive committees at Western University and is Chair of the Department of Psychology and director of the Advanced Facility for Avian Research.

Ms. Adriane Porcin



Ms. Adriane Porcin holds a Licence and Master degree in business taxation from the Université Aix-Marseille Faculty of Law, and a Master in economic law and business relationships from the Université de Perpignan Faculty of Law. She is currently an assistant professor at the University of Manitoba Faculty of Law, where she teaches and researches a variety of subjects related to Canadian private law.

Before joining the University of Manitoba in 2014, Ms. Porcin was a lecturer at the John Molson School of Business for two years. While her most recent project focuses on privacy, her research interests include intellectual property, fiduciary relationships, governance, and collection management.

A board member for the St. Boniface Museum since June 2015, Ms. Porcin was also a member of its Finance Committee from 2015 to 2017. In 2017, she was appointed to the organization's Collections and Human Resources committees. She also joined the Board of the Winnipeg Contemporary Dancers in April 2015..