



Council Meeting

November 27, 2025

1:14 pm to 3:36 pm

Council Meeting Serial #: 2025-04-Nov

MINUTES

Council Members Present:

Kenneth Molloy, Public Representative, Chair
Cheryl Link, Public Representative
Brenda Janz, RN
Joanna Knowlton, Public Representative
Kristen McGregor, RN
Martha Ross RN(NP)
Naomi Nickerson RN(NP)
Oluwatosin Daso, RN
Deb Elias RN, CEO/Registrar, Ex-Officio Council Member, non-voting

Council Member Regrets:

Cynthia Taylor RN, Chair-Elect
Jason Powell, Public Representative
Tom Milne, Public Representative

College Staff Present:

Leadership Team:

Mikaela Brooks, Chief of Policy and Strategy
Rhonda Cairns RN, Chief of Quality Practice/Deputy Registrar
Suzanne Wowchuk RN, Chief of Regulatory Practices/Deputy Registrar

Staff:

Anna Ademiec, Policy Analyst
Birgit Dotzlaw, Executive Assistant
Bridget Whipple, Policy Analyst
Diana Heywood RN, Quality Practice Consultant
Jacek Murawski, Quality Practice Consultant
Shannon Peers, Registration Compliance Advisor
Symone Bartley-Nova, Coordinator, Policy & Public Initiatives
Marie Allan, Project Manager
Miranda Noel, Registration Advisor
Tammy Murdoch, Manager of Registration Services

Consultants/Guests Present:

Jeff Hirsch, TDS Law, CRNM's General Legal Counsel

Recorder:

Birgit Dotzlaw, Executive Assistant

AGENDA ITEM #	AGENDA TOPIC	DESCRIPTION / OVERVIEW	DISCUSSION / COUNCIL DECISION / MOTION	ACTIONS REQUIRED
IN-CAMERA SESSION				
		<p>The Council held an In-Camera Session from 8:30 am – 12:25 pm in order to discuss the following topics:</p> <ul style="list-style-type: none"> • Government Relations • Legal Updates • Strategy Update • Education Session: AI Awareness Training 		
DECISIONS TO BE BROUGHT FORWARD FROM THE IN-CAMERA SESSION				
			There were no decisions from the In-Camera Session to be brought forward to the public minutes	
1.0 CALL TO ORDER				
	Welcome & Roll Call	<p>Ken Molloy, Chair, called the November 27, 2025, Council meeting to order at 1:14 pm and advised that quorum is present.</p> <p># Council members present: 8</p> <p># Voting members: 8</p>		
1.1	Land Acknowledgement Statement		Martha Ross read her personalized land acknowledgement statement.	
1.2	Adoption of Agenda		The November 27, 2025 agenda was approved by consensus as presented.	
1.3	Declarations Regarding Conflict of Interest		<p>The following declarations regarding Conflict of Interest were brought forward:</p> <p>Brenda Janz, Oluwatosin Daso and Kristen McGregor re:</p> <p><i>#4.21 Council Member Reappointment Consideration</i> The above individuals will excuse themselves when this agenda item comes up, since they are the Council members who are considered for re-appointment.</p> <p>Ken Molloy re:</p> <p><i>#4.22 Council Member Term Extension – Ken Molloy</i></p>	

			Ken will excuse himself when this agenda item comes up, as it is his term on Council that is being considered for extension.	
2.0 CONSENT AGENDA				
	The following items were pulled from the Consent Agenda for further discussion: <ul style="list-style-type: none"> • #2.4 CEO/Registrar Report • #2.5 Media Report • #2.6 Strategic Imperatives Update 			
2.1	October 2, 2025 Council Meeting Minutes	The minutes were circulated to Council for review and approval.	MOTION # 2025-11-27-01 Moved by Naomi Nickerson Seconded Martha Ross That the CRNM Council approve the Consent Agenda as presented and all the motions therein. All in favour CARRIED	
2.2	October 2, 2025 Council Meeting Evaluation Results	The October 2, 2025 Council Meeting Evaluation was circulated to Council for information purposes.		
2.3	Chair's Report	The Chair's Report was circulated for information purposes.	The Chair's Report is filed	
2.4	CEO/Registrar's Report	The CEO/Registrar's Report was circulated for information purposes.	The CEO/Registrar's Report is filed.	
2.5	Media Report	The Media Report was circulated for information purposes.		
2.6	Strategic Imperatives Updates	The update reports were circulated to Council for information purposes: <ul style="list-style-type: none"> • SI: CICO • SI: Reconciliation 		
2.7	Q3 2025 Council Dashboard Highlights	The briefing report <i>Q3 2025 Council Dashboard Highlights</i> was circulated to the Council for information purposes.		
2.8	Finance Committee Report	The briefing report <i>Finance Committee Report</i> was circulated to the Council for information purposes.	The Finance Committee Report is filed.	
2.9	Governance Committee Report	The briefing report <i>Governance Committee Report</i> was circulated to the	The Governance Committee Report is filed.	

		Council for information purposes.		
2.10	Appointments Committee Report	The briefing report <i>Appointments Committee Report</i> was circulated to the Council for information purposes.	The Appointments Committee Report is filed.	
2.11	Risk Register Update	The briefing report <i>CRNM Enterprise Risk Management Approach</i> was circulated to the Council for information purposes.		
2.12	Appointment of Practice Auditors	<p>The briefing report <i>Continuing Competency Program Practice Auditor Re-Appointment Consideration</i> was provided to the Council for review and approval.</p> <p>The Three proposed Practice Auditor re-appointments for a 2nd term are:</p> <ul style="list-style-type: none"> • Mandi Siddiqui • Gus Castenada • Ashley Pylypowich 	Proposed Motion: That the CRNM Council approve the second term for the three Practice Auditors.	

3.0 REGULATORY UPDATES



3.1	RRCP Nurse Re-Entry Program Review	<p>The briefing report <i>Red River College Polytechnic Nurse Re-entry Education Program Review</i> was circulated to the Council for review and approval.</p> <p>Diana Heywood, Quality Practice Consultant, provided an overview of the report.</p>	<p>Council held discussion.</p> <p>MOTION # 2025-11-27-02</p> <p>Moved by Brenda Janz Seconded by Oluwatosin Daso</p> <p>That the CRNM Council approves the Red River College Polytechnic Nurse Re-entry Program for four years, until November 30, 2029, with additional reporting in the annual reports to the Education Program Committee regarding:</p> <ul style="list-style-type: none"> • How stakeholder consultation, including representation from the Indigenous community and other groups representing the public, is captured, and applied to inform the curriculum, • Whether the NREP's practicum allows students to demonstrate the roles, functions, and responsibilities of a new 	
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			<p>graduate about to enter practice,</p> <ul style="list-style-type: none"> • Support for research and scholarship that contribute to the development of nursing knowledge and delivery of nursing education, and • Compilation of data regarding NREP effectiveness. <p>All in favour CARRIED</p>	
3.2	RRCP Authorized Prescriber Program Review	<p>The briefing report <i>Red River College Polytechnic Authorized Nurse Prescriber Program</i> was circulated to the Council for review and approval.</p> <p>Diana Heywood, Quality Practice Advisor, provided an overview of the report.</p>	<p>Council held discussion.</p> <p>MOTION # 2025-11-27-03</p> <p>Moved by Martha Ross Seconded by Kristen McGregor</p> <p>That the CRNM Council approves the Red River College Polytechnic Authorized Nurse Prescriber program for five years, until November 30, 2030, with additional reporting in the annual reports to the Education Program Committee regarding how:</p> <ul style="list-style-type: none"> • Stakeholder consultation, including representation from the Indigenous community is captured and applied to inform the curriculum, • The philosophical foundation of the program is congruent with interprofessional education, equity, diversity, and inclusion in the learning environment, and commitment to implementing relevant calls from the Truth and Reconciliation Commission Calls to Action, • Financial and budgetary provisions are in place for the Authorized Nurse Prescriber program's continued operation, • The program supports research and scholarships 	

			<p>that contribute to the development of nursing knowledge and delivery of nursing education,</p> <ul style="list-style-type: none"> • The approaches for evaluation of learners' performance articulated in the program plan facilitate achievement of the expected learner outcomes, • There is systematic and continuous evaluation of all curriculum components including content, learning activities, student evaluation methods and designated program outcomes, and • Students, graduates, nursing faculty and key stakeholders all participate in the evaluation of the curriculum and program. <p>All in favour CARRIED</p>	
3-3	Continuing Competence Program Revision	Jacek Murawski, Quality Practice Consultant, provided a presentation on <i>Continuing Competence Program: A New Approach</i>	Council held discussion.	
4.0 COMMITTEE RECOMMENDATIONS				
4.1	GOVERNANCE COMMITTEE REPORT			
4.11	Complaints Investigation Committee Terms of Reference Amendment	<p>The briefing report <i>Complaints Investigation Committee Terms of Reference Amendment</i> was circulated to the Council for review and approval.</p> <p>Anna Ademiec, Policy Analyst provided an overview of the report.</p>	<p>MOTION # 2025-11-27-04</p> <p>Moved by Joanna Knowlton on behalf of the Governance Committee</p> <p>That the CRNM Council approves the revised CIC terms of reference document as presented.</p> <p>All in favour CARRIED</p>	
4.2	APPOINTMENTS COMMITTEE REPORT			
4.21	Council Member Reappointment Consideration	The briefing report <i>Council Member Reappointment Consideration</i> was circulated to the Council for review and approval.	<p>MOTION # 2025-11-27-05</p> <p>Moved by Cheryl Link on behalf of the Appointments Committee</p>	

		<p>Brenda Janz, Kristen McGregor and Oluwatosin Daso excused themselves from the discussion and voting.</p> <p>Cheryl Link, Appointments Committee Chair, provided an overview of the report.</p>	<p>That the CRNM Council approves the appointment of a second three-year term for Kristen McGregor, Oluwatosin Daso, Jason Powell, and Brenda Janz beginning August 1, 2026 to July 31, 2029.</p> <p>All in favour CARRIED</p>	
4.22	Council Member Term Extension – Ken Molloy	<p>The briefing report <i>Council Term Extension – Ken Molloy</i> was circulated to the Council for review and approval.</p> <p>Ken Molloy excused himself from the discussion and voting.</p> <p>Cheryl Link, Appointments Committee Chair, provided an overview of the report.</p>	<p>MOTION # 2025-11-27-06</p> <p>Moved by Cheryl Link on behalf of the Appointments Committee</p> <p>That the CRNM Council approves a one-year extension of Ken Molloy’s term as a Council member (non-Chair), effective August 1, 2026, to July 31, 2027.</p> <p>All in favour CARRIED</p>	
4.23	Volunteer Interview Process	<p>The briefing report <i>Volunteer Interview Process</i> was circulated to the Council for review and approval.</p> <p>Cheryl Link, Appointments Committee Chair, provided an overview of the report.</p> <p>The report proposed two options for the interview format:</p> <ul style="list-style-type: none"> • Option A: Committee members lead interviews with staff liaisons contributing targeted follow-up and concluding questions. Committee members and staff liaisons will ensure that the meetings have a more conversational tone, even if they may be using prepared questions. • Option B: Conduct two separate conversations—one led by the staff liaison and another by Committee members. This may clarify roles but could be logistically challenging and burdensome for candidates. 	<p>After discussion, the Council agreed to send this item back to the Appointments Committee with the request to revise the briefing report and clarify the wording of the motion and bring the <i>Volunteer Interview Process</i> recommendation back to the next Council meeting for review and approval.</p>	

4.24	Committee Selection Feedback Surveys	<p>The briefing report <i>Committee Selection Feedback Surveys</i> was circulated to the Council for review and approval.</p> <p>Cheryl Link, Appointments Committee Chair, provided an overview of the report.</p>	<p>MOTION # 2025-11-27-08</p> <p>Moved by Cheryl Link on behalf of the Appointments Committee</p> <p>That the CRNM Council approves the three Committee selection feedback surveys as presented.</p> <p>All in favour CARRIED</p>	
4.3	FINANCE COMMITTEE REPORT			
4.31	Financial Condition Report	<p>Deb Elias, CEO/Registrar, provided a presentation on <i>Q3 2025 Financial Condition Update</i>.</p>		
4.32	Quarterly Financial Report (Q3) September 30, 2025	<p>The briefing report <i>Quarterly Financial Report for the period ended September 30, 2025</i> was circulated to the Council for review and approval.</p>	<p>MOTION # 2025-11-27-09</p> <p>Moved by Naomi Nickerson on behalf of the Finance Committee</p> <p>That the CRNM Council approves the Quarterly Financial Report for the period ended September 30, 2025 as presented.</p> <p>All in favour CARRIED</p>	
4.33	2026 Operating and Capital Budgets	<p>The briefing report <i>2026 Operating and Capital Budget</i> was circulated to the Council for review and acceptance.</p> <p>Deb Elias, CEO/Registrar provided a presentation on the <i>2026 Operating and Capital Budgets</i>.</p>	<p>MOTION # 2025-11-27-10</p> <p>Moved by Naomi Nickerson on behalf of the Finance Committee</p> <p>That the CRNM Council has reviewed and accepts the 2026 Operating and Capital Budgets as presented.</p> <p>All in favour CARRIED</p>	
4.34	2026 Council Budget	<p>The briefing report <i>2026 Council Budget</i> was circulated to the Council for review and approval.</p> <p>Deb Elias, CEO/Registrar, provided a presentation on <i>2026 Council Budget</i></p>	<p>MOTION # 2025-11-27-11</p> <p>Moved by Naomi Nickerson on behalf of the Finance Committee</p> <p>That the CRNM Council has reviewed the 2026 Council Budget reflecting Total Expenses of \$176,694 and approves the budget as presented.</p> <p>All in favour CARRIED</p>	

5.0 MEETING EVALUATIONS				
5.1	Council Meeting Evaluation		Council members were requested to complete the Council Meeting Evaluation	
6.0 ADJOURNMENT				
			Ken Molloy, Council Chair, adjourned the November 27, 2025 Council meeting at 3:36 pm.	
APPROVAL OF THE NOVEMBER 27, 2025, COUNCIL MEETING MINUTES				
		Approved by Council on March 5, 2026	 <hr/> Kenneth Molloy, Council Chair  <hr/> Deb Elias, CEO/Registrar	