132nd MEETING OF THE CANADIAN ENGINEERING QUALIFICATIONS BOARD
SUNDAY, Sept 21, 2025
9:00 a.m. – 5:00 p.m. CST

Hybrid meeting held at The Delta Hotel Bessborough, Salon Batoche
and via Zoom
AGENDA

	Agenda item	Scheduled time	Presenter
1	**Opening of the meeting**	9:00am	Sam Inchasi
1.1	Call to order and introduction of attendees		Sam Inchasi
1.2	Approval of the agenda *Motion: That the agenda for the 132nd meeting of the Qualifications Board be approved as distributed.*		Sam Inchasi
1.3	Declaration of conflict of interest (attachment 1.3)		Sam Inchasi
2	**Consent agenda (Attachments 2.2-2.4)**	9:30am	Sam Inchasi
2.1	CEQB members may request that an item be removed from the consent agenda for debate and deliberation. *THAT the consent agenda motions listed below (2.2-2.4) be approved.*		
2.2	Approval of minutes of the previous meeting (attachment 2.2) *Motion: THAT the minutes from the 131st meeting of the Qualifications Board held on July 25, 2025, be approved as distributed and the meeting recording be deleted.*		
2.3	Approval of the Final Revised Computer engineering syllabus *Motion: THAT the revised Computer engineering syllabus be approved and posted to the Engineers Canada website*		
2.4	Approval of the Draft Guideline on the ethical development and use of groundbreaking technologies *Motion: THAT the draft Guideline on the ethical development and use of groundbreaking technologies be sent for consultation*		
3	**Review of action items from last meeting**	9:40am	Ryan Melsom

4	**Other CEQB Business**		
4.1	Update on 2026 CEQB Budget	9:45am	Ryan Melsom
5	**Committee reports**		
5.1	Syllabus Committee	9:50am	Kamran Behdinan
5.2	Practice Committee	10:00am	TBD
5.3	Foresight Committee	10:10am	Amy Hsiao
BREAK 10:20am-10:35am			
5.4	Executive Committee	10:35am	Sam Inchasi
5.5	50-30 Working Group	10:45am	TBD
5.6	Nominations Committee	11:20am	Elliott Coles
6	**Report on Engineers Canada Board activities and decisions**	11:30am	Elliott Coles
1 HOUR LUNCH BREAK 12:00pm-1:00pm			
	Equity and Inclusion Reflection	1:00pm	Rishi Gupta
7	**National Groups**		
7.1	National Admissions Officials Group update	1:10pm	Cliff Knox
7.2	National Practice Officials Group update	1:30pm	Stephanie Doucet-Landry
7.3	National Discipline Enforcement Officials Group update	1:45 pm	Danielle Unett
7.4	Comments from the regulators	2:00pm	Sam Inchasi
8	**Report from the Accreditation Board**	2:10pm	Tara Zrymiak
2:20pm-2:30pm 15-MINUTE BREAK			
9	**Governance review consultation**	2:30pm	K. Cosgrove
	Motion: THAT the CEQB send the CEQB Response to the Futures of Engineering Accreditation Path Forward Report to the Board of Engineers Canada		
10	**RFEA Update**	3:30pm	Trina Hubley

11	**Items added to the agenda**	4:00pm	Sam Inchasi
12	**Future meetings** *CEQB Teleconference call: January 2026 (Date to be determined by poll)* *CEQB Spring meeting: April 2026 – April 11-12 (Ottawa)* *CEQB Teleconference call: July 2026 (Date to be determined by poll)* *CEQB Fall meeting and FEA Summit: September 13-15, 2026 (Montreal)*	4:05pm	Sam Inchasi
13	**Review of action items of the 132nd Qualifications Board meeting**	4:10pm	Ryan Melsom
14	**Conclusion**	4:20pm	Sam Inchasi

MINUTES OF THE 132nd MEETING

1. Opening of the meeting

The chair welcomed everyone to the meeting.

1.1. Call to order and introduction of attendees:

Canadian Engineering Qualifications Board Members	Samer Inchasi, P.Eng., PMP	Chair
	Amy Hsiao, FEC, PhD, MBA, P.Eng.	Vice-chair
	Frank Collins, FEC, P.Eng.	Past chair
	Anil Gupta, FEC, FGC (Hon.), P.Eng.	Alberta Representative
	Rishi Gupta, PhD, FCSSE, FEC, P.Eng.	British Columbia Representative
	Phil Zinck, M.Sc., FEC, P.Eng.	Atlantic Provinces Representative
	Marcie Cochrane, MBA, P.Eng.	Member-at-Large Representative
	John Diiwu, PhD, FEC, P.Eng., EP.	Member-at-Large Representative
	Kamran Behdinan, PhD, FAAAS, FASME, FCAE, FEIC, P.Eng.	Member-at-Large Representative
	Farzad Rayegani, PhD, FEC, P.Eng.	Ontario Representative
	Wahab Hamou-Lhadj, PhD, ing, SMIEEE	Québec Representative

	Carol MacQuarrie, FEC, P.Eng.	Member-at-Large Representative
	Adam Wallace, P.Eng.	Northern Representative
Engineers Canada Board Appointee	Eliott Coles FEC, P.Eng	
Engineers Canada Board	John Van der Put, FEC, FGC (Hon.), P.Eng.	
Officials Group Representatives	Cliff Knox, MBA, P.Eng., FEC	NAOG
	Stephanie Douet-Laundry	NPOG
	Danielle Unett	NDEOG
Engineers Canada Staff	Trina Hubley, B.Sc., MBA, MA	Vice President, Regulatory Affairs
	Ryan Melsom, PhD	Manager, Qualifications and CEQB Secretary
	Megan Falle	Manager, Regulatory Liaison
	Mya Warken	Manager, Accreditation and CEAB Secretary
	Alison Peverley	Coordinator, Qualifications
	Carole Anne Hoffman	Specialist, Qualifications
Observers	Tara Zrymiak, P. Eng.	CEAB Representative
	Heather Appleby, FEC, P.Eng.	PEGNL
	Amit Banerjee, P.Eng.	APEGA
	Jim Landrigan FEC, MBA, P.Eng.	Engineers PEI
	Kate McLaughlin FEC (Hon.), P.Geo, FGC	APEGS
Regrets	Efrem Teklemariam, FEC, P. Eng, PMP	Saskatchewan, Manitoba Representative
	Sudhir Jha, P.Eng.	Engineers Canada Board Appointee

1.2. Approval of the agenda

Minor amendments were made to the draft agenda before approval, item 9 Governance review consultation included a motion in error and was moved to an in-camera consultation to follow item 13 on the agenda.

Motion: THAT the agenda of the 132nd Meeting of the Qualifications Board be approved as distributed with minor amendments moved by Frank Collins and seconded by Rishi Gupta. None were opposed. The agenda was approved.

1.3. Conflict of interest

CEQB members have an ongoing obligation to conduct themselves in an ethical, professional, and lawful

manner, and to identify and disclose actual, reasonably perceived, and potential conflicts of interest. These obligations are set out in case law and are also codified in statute, under the *Canada Not-for-profit Corporations Act* ("CNCA"). Members that cannot act in the best interests of Engineers Canada or are conflicted should recuse themselves from the relevant part of the meeting, and they shall not vote on the decision at hand. Members must support the legitimacy and authority of CEQB decisions, regardless of their personal position on the issue, and shall not publicly discuss the varying opinions of individual members.

2. Consent agenda (attachments 2.2-2.4)

2.2 THAT the minutes from the 131st meeting of the Qualifications Board held on July 25, 2025, be approved as distributed and the meeting recording be deleted."

2.3 THAT the revised Computer engineering syllabus be approved and posted to the Engineers Canada website.

2.4 THAT the draft Guideline on the ethical development and use of groundbreaking technologies be sent for consultation.

Motion: That the consent agenda motions (2.2-2.4) be approved in one motion was moved by Amy Hsiao and seconded by Anil Gupta. None were opposed. The motion carried.

Action items 132.1 &132.2

3. Review of action items from last meeting

	Action item	Assigned to	Status
131.1	SEND The final revised Regulator's Guideline on the Academic Assessment of Non-CEAB Applicants to the Board for final approval.	Secretariat	Complete
131.2	SEND The revised Regulator's Guideline on the Practice of Engineering to the Board for final approval (with a robust briefing note)	Secretariat	Complete
131.3	SEND The draft 2026 Work Plan to the Board for review and approval.	Secretariat	Complete
131.4	REMOVE "provincial" from mention of regulators moving forward	Secretariat	Complete
131.5	SHARE 50-30 survey for CEQB and PLAN Virtual Workshop for late August/early September	Secretariat	Complete
131.6	SHARE foresight paper with CEAB	Secretariat	Complete
131.7	EXPRESS interest on joining Foresight Committee to Ryan	CEQB Members	Complete
131.8	SEND The revised CEQB Response to the FEA Path Forward Report to Philip Rizcallah, CEO, Engineers Canada, and John van der Put, President, Engineers Canada	Secretariat	Complete

4. Other CEQB Business

4.1 Update on 2026 CEQB Budget

Ryan Melsom, Manager, Qualifications and CEQB Secretary, presented:

Status update:

- Drafted based on CEQB's proposed 2026 work plan and submitted to FAR committee
- Assumes two in-person meetings, consultant fees for guideline development, and administrative costs (translation, marketing/promotion)
- Returns to "business as usual" approach after increased promotional spending in 2025
- Overall, the proposed budget reflects a 6% increase over 2025

Next Steps:

- FAR Committee to present budget to Engineers Canada Board in October 2025
- Board approval scheduled for December 2025

Action item 132.3

5. Committee Reports

Sam Inchasi, CEQB Chair, presented:

5.1 Syllabus Committee

Kamran Behdinan, Committee Chair, presented:

Status update:

- Syllabi continue to be one of the most widely used CEQB products, presenting significant value for regulators
    - CEQB regularly receives detailed feedback on syllabi, indicating a high level of engagement and value
- Revised Computer engineering syllabus was approved today
- All 2025 syllabi reviews are underway now:
    - Environmental engineering syllabus
    - Geological engineering syllabus (minor delays)
    - Geomatics engineering syllabus (minor delays)
- In 2026, the committee plans to review civil, basic studies, and engineering physics syllabi
- Revised regulator guideline on the academic assessment of non-CEAB applicants planned for final Board approval in October
-

Key themes:

- Challenges finding reviewers/leads for smaller disciplines
- Need to build new expertise within the CEQB as experienced members complete terms

5.2 Practice Committee

Sam Inchasi, CEQB Chair, presented:

Status Update:

- Revised "Regulator Guideline on the practice of engineering" will be presented to the Board for final approval in October
    - Will emphasize the need for a harmonized decision-making approach to ensure trust, consistency, and alignment across jurisdictions.
- The new Regulators' Guide on misuse of complaints processes has garnered significant regulator interest (esp. CEOs and NDEOG)

- Guideline on the public conduct of engineers (2026) has also received strong support
    - May build off work on managing challenging complaints

Action item 132.4

5.3 Foresight Committee
Amy Hsiao, Committee Chair, presented:

Status update:

- Currently establishing committee membership
- Expressions of interest received interest from two (2) CEQB members
- Public call for expressions of interest distributed through Engineers Canada newsletter
- CEO Group being asked to provide two regulator members at its October meeting
- First meeting planned for late October or early November
- Topic Suggestions welcome from CEQB members at any point
- Core idea is to generate discussion on the emerging engineering issues we **aren't** talking about

5.4 Executive Committee
Sam Inchasi, CEQB Chair, presented:

Status update:

- Met virtually in September to discuss September CEQB meeting agenda and key planning activities
- At October Board meeting we will discuss cover several key topics
    - Approval of Final revised Regulator guideline on the practice of engineering in Canada
    - Approval of Final revised Regulator guideline on the academic assessment of non-CEAB applicants
    - CEQB Response to the path forward report
    - Opportunities to align with and support Engineers Canada's strategic priorities
    - Proposed 2026 CEQB work plan (final approval December)

5.5 50-30 Working Group
Rishi Gupta, 50-30 Working Group Member, presented:

Status update:

- Equity and Inclusion Reflection
- Now established as a standing agenda item in CEQB meetings to foster inclusive reflection and dialogue
- Looking for volunteers to provide these reflections (Staff developing a sign-in sheet)
- Attributes Matrix
- Designed to identify and communicate diversity dimensions that strengthen CEQB's work
- Virtual workshop planned for October to refine the matrix using survey results and case studies

Action item 132.5

5.6 Nominations Committee
Elliott Coles, Engineers Canada Board Representative, presented:

Status update:

- 2026 nominations cycle to kick off in October to seek:
    - 3 (re) appointments for members finishing their first term
        - 1 Member-at -large
        - 1 Ontario representative
        - 1 Northern representative
    - 1 new Alberta regional representative
- Will discuss how to make use of attributes matrix and 50-30 work in this process

6. Report on the Engineers Canada Board activities and decisions
Elliott Coles, Engineers Canada Board Representative, presented:

The Engineers Canada Board met in Vancouver from May 23–24. Several board appointments were confirmed, including:

- Michael Wrinch, Past President
- John Van der Put, President
- Nick Colucci (Ontario), Board Member
- Christopher Chahine (Ontario), Board Member
- Marlo Rose (New Brunswick), Incumbent Board Member
- Denise Pothier (Nova Scotia), Board Member
- Darlene Spracklin-Reid (Newfoundland and Labrador), elected as President-Elect

CEAB and CEQB appointments were also made

- The Engineers Canada Awards Banquet was held in May, highlighting and celebrating achievements within the profession.
- Annual updates were received from Engineering Deans Canada and the Canadian Federation of Engineering Students, providing insight into emerging issues and future talent in the profession. Progress was reported on complex, ongoing topics affecting the engineering community, with acknowledgment that significant work remains and that continued engagement across the broader community is essential.
- The Engineers Canada governance review is currently underway. Early sessions have been held, with further discussion scheduled, and preliminary highlights of the review are expected later in the fall.

7. National Groups

7.1 National Admissions Officials Group update
Cliff Knox, NAOG Chair, presented:

Overview of NAOG

- The **National Admissions Officials Group** (NAOG) is comprised of admissions related staff at all twelve provincial/territorial engineering regulators.
- NAOG meets once a year in person and three times virtually to discuss national admissions related standards, policies, procedures, best practices and common problems.
- NAOG also provide collective feedback and recommendations (as necessary) to products and initiatives brought forth by other Engineers Canada groups such as the EC Board, CEO Group, CEQB and CEAB

Recent NAOG Work/Discussions

NAOG recent discussions at meetings have included;

- Virtual meetings January 16 and May 7
- Challenges and new happenings at each regulator
- Recent updates and changes on Canadian labour mobility requirements, including discussions on how regulators can further streamline and improve interprovincial mobility processes
- Updates and planned changes to National Technical Exam Program offerings and efforts to improve linkages to CEQB syllabi

Future NAOG Work/Discussions

NAOG will meet again next week (September 23rd-24th). Discussions will include;

- Challenges and new happenings at each regulator
- Opportunities to employ AI for quality control in CBA applications
- Opportunities for improving harmonization and collaboration on inter-association labour mobility applications
- Updates on status and next steps for "Full Spectrum Competency Profile (FSCP) Pilot
- Methods for addressing increasing applicant inquiries

7.2 National Practice Officials Group update

Stéphanie Doucet-Landry, NPOG Chair, presented:

Overview of NPOG

- The **National Practice Officials Group** (NPOG) is comprised of professional practice related staff at all twelve provincial/territorial engineering regulators.
- NPOG meets once a year in person and three times virtually to share information and discuss professional practice matters such as CPD requirements, practice guidelines, firm regulation, and more.
- NPOG also provides collective feedback and recommendations (as necessary) to products and initiatives brought forth by other Engineers Canada groups such as the CEO Group and CEQB

Recent NPOG Work/Discussions

Since the last CEQB update, recent NPOG discussions have included;

- Challenges and new happenings at each regulator (roundtable updates)
- Recent updates and changes to Canadian labour mobility requirements (federal and provincial)
- Regulator electronic seal requirements and potential changes being considered to address fraudulent use of seal

Upcoming NPOG Work/Discussions

NPOG will next meet in person in St. John's on November 5-6th. Discussions are expected to include;

- Roundtable updates on challenges and new developments at the regulators, such as new or updated guidelines and policy changes
- Further discussions on addressing fraudulent use of seal and raising awareness of issue among public and building officials
- An overview of regulator updates to annual CPD, Business Entity Regulation and Classes of Licensure tables
- Updates on efforts towards a potential national framework for CPD programs (current PEO-led initiative)

7.3 National Discipline Enforcement Officials Group update

Danielle Unett, NDEOG Chair, presented:

Overview of NDEOG

- The **National Discipline and Enforcement Officials Group** (NDEOG) is comprised of discipline and enforcement related staff at all twelve provincial/territorial engineering regulators.
- NDEOG meets once a year in person and three times virtually to share information on matters pertaining to discipline and enforcement functions, including best practices and shared issues.
- NDEOG also provides collective feedback and recommendations (as necessary) to products and initiatives brought forth by other Engineers Canada groups such as the CEO Group and CEQB

Recent NDEOG Work/Discussions

- Since the last CEQB update, recent NDEOG discussions have included;
- Challenges and new happenings at each regulator (roundtable updates)
- Interprovincial labour mobility and the minimum licensure details to be shared among regulators for mobility applicants
- Regulator's external publication practices for discipline and enforcement decisions
- Review of MOU on Discipline and Enforcement (every 5 years)
- Regulator's complaint intake processes
- Methods to address the fraudulent use of stamps

Other NDEOG Work/Discussions

- Over the summer, NDEOG members also provided their data for the "Annual D&E Survey Report" which show cases an overview of key D+E statistics across the country such as the number of open and closed complaints, investigations, appeals & discipline and enforcement cases from the previous year (2024).
- NDEOG's next virtual meeting is scheduled for November25th, 2025

7.4 Comments from the regulators

No comments from regulators

8. Report from the Accreditation Board

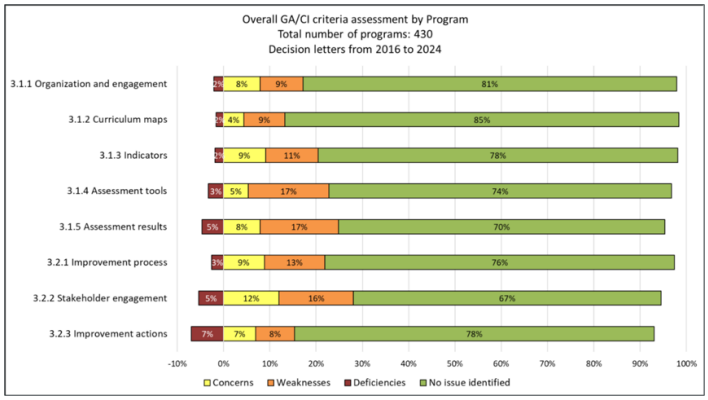
Tara Zrymiak, CEAB representative, presented:

Visits

- 2025/2026 cycle: 72 programs at 17 institutions
  - 6 new programs at 4 institutions; one first-time institution
- 2026/2027 cycle: 41 programs at 18 institutions
  - 10 new programs at 9 institutions; one first-time institution
- 2027/2028 cycle: 66 programs at 19 institutions
  - 3 new programs at 3 institutions; one first-time institution

2025 workplan deliverable:

Graduate Attribute and Continual Improvement criteria compliance (2016-2024)



2025 CEAB workplan deliverable:

Revised Interpretive statement on curriculum content for options and dual discipline programs

- Dual-discipline programs are generally presented in one of three ways:
    - X Engineering and Y Engineering (e.g. Electrical Engineering and Biomedical Engineering).
    - X and Y Engineering (e.g. Electrical and Biomedical Engineering).
    - X Y Engineering (e.g. Electrical Biomedical Engineering).
- Interpretive statement provides guidance on:
    - The application of relevant criteria to dual-discipline programs
    - The visiting team composition
    - The material submitted by the program to the visiting team

Defining the purpose and outcomes of “substantial and meaningful involvement with licensed professionals” in the education of engineering students

- CEAB accreditation criteria require that a minimum amount of curriculum be taught by instructors holding or progressing toward engineering licensure in Canada
    - Referred to as ‘specific AUs’ and rely on the measurement of contact time between students and licensed instructors
- Innovation in teaching and learning approaches raises questions about the continued use of contact hours as a basis for curriculum content assessment
- In emerging disciplines, the best educators may be from disciplines where licensure is difficult or impossible
- Provincial variations in licensure do not allow for a unified national approach to accreditation criteria
- CEAB and EDC collaborating to define the purpose and outcomes of these criteria in service of identifying an alternative to achieve the same outcome

10. RFEA Update

Trina Hubley, Vice President, Regulatory Affairs presented

The Vice President, Regulatory Affairs provided an overview of the current status of the RFEA project, including its history, journey map, interest holder engagement activities, FEA outputs, project challenges, and the Path Forward Report and its recommendations.

11. Items added to the agenda

No items were added to the agenda

12. Future meetings

CEQB Teleconference call: January 2026 (Date to be determined by poll)
CEQB Spring meeting: April 2026 – April 11-12 (Ottawa)
CEQB Teleconference call: July 2026 (Date to be determined by poll)
CEQB Fall meeting and FEA Summit: September 13-15, 2026 (Montreal)

13. Review of action items of the 132nd Qualifications Board meeting

	Action item	Assigned to
132.1	POST Computer engineering syllabus to the Engineers Canada website	Secretariat
132.2	SEND the draft Guideline on the ethical development and use of groundbreaking technologies for consultation	Secretariat
132.3	PROVIDE feedback on 2026 budget for the FAR committee	Secretariat
132.4	DISTRIBUTE Proposal for a guideline on public conduct of engineers to CEQB members	Secretariat
132.5	REDISTRIBUTE Attributes matrix to CEQB members	Secretariat
132.6	PROVIDE Graduate attributes gap analysis to CEQB members	Secretariat

13. Conclusion

The meeting concluded. Item 9 Governance Review Consultation moved in camera.

Recordings of meeting are deleted once meeting minutes are approved.

Prepared by: Alison Peverley, Coordinator, Qualifications on behalf of:

Sam Inchasi P.Eng., PMP
Chair, Canadian Engineering Qualifications Board

Ryan Melsom, PhD
Secretary, Canadian Engineering Qualifications Board





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