



Dr. Sardar Asif Khan,

PhD, MBA, P.Eng., FEC, PMP

Running for **VICE PRESIDENT**

THANK YOU FOR YOUR SUPPORT AND TRUST

Dear PEO Members,

With appreciation and respect, I am honored to share my candidacy for Vice President of the PEO Council. While no other nominations have been submitted for the VP position, **the election will conclude on February 24, 2025**. My focus remains on strengthening PEO's role as a modern regulator that protects the public interest, upholds accountability, and maintains ethical practice.

As engineers, we are at the forefront of Ontario's transformation. From **AI-driven technologies** to **public safety infrastructure**, engineers are shaping the future. This requires thoughtful **regulation that evolves with advancements** while maintaining the core principles of ethics, competence, and accountability.

Three Critical Challenges We Must Address

1 - Evolving Engineering Disciplines

Emerging fields like **AI, robotics, cybersecurity, and renewable energy** are transforming industries but are not fully reflected in PEO's 28 disciplines. As Vice President, I will support efforts to recognize and regulate these fields, ensuring public safety and accountability.

A key focus is **Artificial Intelligence (AI)**, which impacts healthcare, finance, and transportation. Regulatory priorities for AI include:

- **Integrity & Transparency**
- **Accountability for AI Decisions**
- **Competency of Licensed Engineers**
- **Public Trust & Ethics**

By addressing these issues, PEO can strengthen public trust and position itself as a regulatory leader in AI-driven systems. **I will support regulatory adjustments** to ensure engineers have the knowledge and training to meet these challenges.

2 - Enhancing Member Engagement and Strengthening the Profession

Many members view PEO as a licensing body, but I believe it must be seen as a **regulator that fosters competence, accountability, and continuous development**. Currently, only 11% of members vote in elections, highlighting the need for greater engagement.

PEO must strengthen its role as a regulator by supporting initiatives that inform engineers of regulatory updates, discipline requirements, and competency expectations.

As Vice President, I will support measures to strengthen engagement and regulatory excellence. This includes **reviewing and reevaluating** PEO's **Continuing Professional Development (CPD)** approach to ensure it aligns with PEO's role as a regulator and supports meaningful professional development for engineers.

3 - Preserving Self-Regulation

PEO's self-regulation status is a privilege, not a right. To maintain it, PEO must demonstrate competence, fairness, and accountability. Recent events in **Quebec (OIQ), Alberta, and British Columbia** reveal how fragile self-regulation can be.

A key issue is the "**Industrial Exception**" in Ontario's Professional Engineers Act, which limits PEO's ability to regulate certain types of engineering work, especially in industrial settings. This weakens public perception of engineering regulation.

Our Path Forward – Vision for 2025 and Beyond

To strengthen PEO as a modern, world-class regulator, I propose the following strategic priorities:

1 - Regulate New and Emerging Disciplines (like AI and robotics) – Update licensing requirements to reflect the competencies required for engineers in emerging fields like AI. Support regulatory adjustments that promote integrity, transparency, and accountability in AI-driven systems.

2 - Enhance Regulatory Engagement – Provide members with the tools and support to maintain professional competence and meet regulatory standards. This includes **reviewing and re-evaluating the CPD program** to ensure it aligns with PEO's regulatory role and fosters **meaningful development**.

3 - Strengthen Self-Regulation – Reinforce PEO's legitimacy as a regulator by supporting actions that demonstrate competence, fairness, and accountability. Address the **Industrial Exception** and promote measures to enable full oversight of engineering in Ontario.

4 - Build Public Trust in Engineers – As a regulator, PEO plays a critical role in protecting the public. By ensuring engineers maintain the highest standards of integrity, competence, and safety, PEO can strengthen public trust in engineering.

The Return of the EIT Program

I have been a strong advocate for reinstating the **Engineering Intern (EIT) program**, as I believed its suspension was a misstep. I appreciate the council's decision to reinstate the program. Moving forward, it's essential that, through stakeholder engagement and lessons learned from recent licensure changes, we shape a program that is even **more meaningful and beneficial for both engineers and the profession**.

The EIT program plays a vital role in **supporting engineering graduates** as they transition to licensed status. By making it more structured and impactful, we can foster better preparation, improve licensing readiness, and ensure the program adds value to both the profession and public interest.

Why I'm the Right Person for This Role

With a proven track record of leadership, regulatory stewardship, and industry expertise, I am uniquely positioned to address PEO's most pressing priorities. My diverse experience spans engineering, compliance, and public engagement, all of which align with PEO's mission to serve and protect the public interest and uphold professional standards.

Key Credentials and Contributions

- **PEO Leadership** – Chair, Vice Chair, and Past Chair of the **PEO Windsor-Essex Chapter**, and current Vice Chair of the **Government Liaison Committee (GLC)**.
- **Professional Leadership** – **Proactive, high-performing, and results-driven leader** with a proven track record of leading **continuous improvement and plant transformations** across North American operations.
- **Industry Expertise** – Held key leadership roles in industrial engineering, leading product launches, plant transformations, and ensuring regulatory compliance.
- **Public Awareness & Community Engagement** – Founding lead of **Innovation Station – Engineering Your Life** since 2011, engaging thousands of students, parents, and families to promote licensure and increase awareness of PEO's regulatory role in the engineering profession.
- **Regulatory Engagement as Vice Chair of the Government Liaison Committee (GLC)**, ensuring that policymakers understand the role of licensed engineers in society.

With a proven ability to **lead, transform processes and organizations for greater efficiency**, and drive excellence, I am committed to ensuring that PEO remains a **trusted guardian of the public interest** in Ontario's evolving environment.

Call to Action

The future of engineering regulation in Ontario depends on strong, thoughtful leadership. I invite all PEO members to share their perspectives. Your ideas will help shape our regulatory approach, from AI oversight to self-regulation.

 Email: khansardar1@gmail.com

 Website: www.sardarasifkhan.ca

 LinkedIn: <https://www.linkedin.com/in/dr-sardar-asif-khan/>

Together, let us ensure that PEO remains a strong, effective regulator. I am honored to have your support.