

PSEA

e-bulletin

A Monthly Newsletter for Members of PSEA

PSEA Web

PSEA e-bulletin May 12, 2008

Upcoming Meetings and Events

Meetings

- Monday, June 2, 2008 - Standing Committee on Human Resources Practices
- Friday, June 6, 2008 – Board of Directors
- Tuesday, September 23, 2008 – Board of Directors
- Tuesday, September 23, 2008 – Annual General Meeting
- Wednesday, September 24, 2008 – Standing Committee on Human Resources Practices
- Friday, October 24, 2008 – Joint Administration Dispute Resolution Committee

Details can be found on the [Committees](#) page of our website.

Board of Directors

Dr. Verna Magee Shepherd, Acting President for BCIT for the past eight months was elected the **Institute representative** on the PSEA Board of Directors at the 2007 AGM. In March she stepped down from her elected position on the Board of Directors and left her position as Acting President as BCIT completed its search for their new President. **Dr. Don Wright** has been appointed the new President of BCIT. We thank Verna for her valuable contributions to the Board of Directors and PSEA!

PSEA called for nominations for the **Institute** representative on the PSEA Board of Directors. **Don Wright** of BCIT was elected the **Institute** representative on the PSEA Board of Directors by acclamation. Congratulations Don!

Special-Purpose Teaching Universities

The BC Provincial Government announced that **Capilano College**, **Emily Carr Institute of Art & Technology**, **Kwantlen University College**, **Malaspina University College**, and the **University College of the Fraser Valley** will become special-purpose teaching

universities. On April 29, 2008, the Government announced that changes to the University Act will allow the Province to create these five new universities.

Under the proposed legislation, the mandates for each institution will be designated, which will include the types of programs they will offer and the region they will serve. The University of the Fraser Valley, Kwantlen Polytechnic University, Vancouver Island University, and Capilano University will be regional universities, and will continue to offer a broad range of developmental, trade, career, technical and academic programs leading to certificates, diplomas, and baccalaureate and master's degrees. The Emily Carr University of Art and Design will serve all of B.C., providing applied and professional programs leading to baccalaureate and master's degrees.

These five institutions will remain in the PSEA sector.

Human Resources Database (HRDB)

HRDBv10 2006-2007

The expected completion date for HRDBv10 2006-2007 is July 2008.

HRDBv11 2007-2008

The Data Collection Manual for HRDBv11 2007-2008 has been distributed to institutions. The collection deadline for all parts of the manual is **Monday, September 1st, 2008**.

For any HRDB specific questions, please contact Ross Fleming, Human Resources Analyst (604-895-5085), ross@psea.bc.ca or Marcus Lee, HRIS Administrator (604-895-5087), marcus@psea.bc.ca.

Excluded Compensation

2008 Addendum Excluded Compensation Report

The "2008 Addendum Excluded Compensation Report" was distributed to institutions in April. This addendum was to the 2006 Excluded Compensation Report. Originally in 2006, PSEA surveyed the sector, comparable institutions across Canada, and used market data for 24 benchmarked positions. In 2007, at the request of one of PSEA's member institutions, an additional 14 positions were surveyed within the sector and compared to market data. Both 2006 and 2007 positions have been aged to April 1, 2008 by using the applicable general wage increases.

The final report has been posted on the PSEA Knowledgebase. If you

have any questions, please contact Ritu Rikhi at ritu@psea.bc.ca (604.895.5063) or Shubhneet Ark at shubhneet@psea.bc.ca (604-895-5060).

Request for Proposal

The PSEA will be soliciting a Request for Proposal (RFP) to survey external private and public sector market data scheduled to be completed in 2009.

Excluded Compensation Reporting Template

PSEA distributed an Executive Compensation Reporting Template to the sector on May 5, 2008 which is intended to complement the Public Sector Executive Compensation Reporting Form dated March 27, 2008.

If you have any questions or concerns regarding this document, please contact David Shepherdson at david@psea.bc.ca (604-895-5061).

People Update

Sheila McDonald has been selected as **College of the Rockies'** new Director of Human Resources. Sheila's experience includes her 13 years as Director of Human Resources at Northwest Community College. Previous to that Sheila was employed in the Human Resources field at the Northern Health Authority in Prince Rupert, Northwest Territorial Power Corporation and Northwest Territorial Government in Iqaluit NWT. For the past two years she has served as Assistant Director, Human Resources at United Arab Emirates University. Sheila holds a Provincial Instructors Diploma from Vancouver Community College and a Bachelor of Journalism degree from Carleton University. Her Master of Arts thesis is in progress in Conflict Analysis and Management from Royal Roads University. She has completed courses in mediation and arbitration, mutual gains bargaining, industrial relations, employee contracts, harassment investigation and resolution, evaluation systems and managing short and long term disability.

Greg Larsen, Vice-President, Corporate Services will be retiring from **Northern Lights College** in August 2008. We thank Greg for his valuable contributions over the many years as a member of LRAC, SCHR, and the Mandate Subcommittee. We wish Greg all the best.

Michael Schuster, Director, Human Resources at **Northwest**

Community College, will be leaving the college on June 30th to practice law in Smithers, BC. We thank Michael for his contributions to SCHR and LRAC. We wish Michael all the best.

Linda McMurray, Manager, Human Resources at **Northwest Community College**, will also be leaving from the institution later this year. We wish you a very happy and healthy retirement!

BCIT has appointed **Dr. Don Wright** to the position of President of the institute. Don joined BCIT in March, 2008. His career has included experience as a teacher at several universities, a senior government official, and a private sector executive. His government service has included positions as Deputy Minister in the ministries of finance, forests, economic development, and education in the Saskatchewan and British Columbia provincial governments. He was British Columbia Deputy Minister of Education in 1996-97. Don was Vice-President of Forestry, Environment and Corporate Affairs with Weldwood of Canada from 1997 to 2001. He returned to government in 2001, and was the British Columbia Deputy Minister of Forests until 2003. In 2003 he established Analytica Consulting which provided advice to public and private sector clients. Don holds a Bachelor of Commerce degree from the University of Saskatchewan, a Masters degree in Economics from the University of British Columbia, and a PhD in Economics from Harvard University. He and his wife Nancy have three children.

Leslie "Skip" Triplett, President of **Kwantlen University College** will be retiring from the college on June 30, 2008. Skip, we appreciate the contributions you have made to PSEA and the sector.

Kwantlen University College has appointed **Dr. David Atkinson** to the position of President of the institution. David will join Kwantlen on July 1, 2008. His university experience includes that of President and Vice-Chancellor at Carleton University in Ottawa, Ontario and prior to that, President and Vice-Chancellor of Brock University in St. Catharines, Ontario. Dr. Atkinson's academic career began in 1977. After spending several years at Indiana University, where he was an NCAA All-American in Cross Country, he returned to the University of Calgary where he completed his B.A. and subsequently went on to earn both an M.A. and Ph.D. in English. He was a faculty member at the University of Lethbridge from 1976 to 1991, where he took on increasingly senior administrative positions, including Chair of the Department of Religious Studies, Associate Dean of Arts and Science, Dean of Student Affairs, and Associate Vice-President (Academic). During this period, he was also Visiting Professor of Canadian Studies

at Hokkaigakuen University in Sapporo, Japan. In 1991, he was appointed Dean of Arts and Science at the University of Saskatchewan. He and his wife Terry have two children.

PSEA Website

Recent collective agreements have been uploaded to the PSEA [Collective Agreements](#) webpage.

PSEA Knowledgebase

If you require a tutorial of the PSEA Knowledgebase or to obtain a password, please contact Shubhneet Ark at shubhneet@psea.bc.ca.

New to the Knowledgebase:

For all [Knowledgebase](#) users, in addition to archived files, the following documents have been recently uploaded:

Arbitrations

- BCPSEA Grievance & Arbitration Updates
- Sectoral and External Arbitrations

Research Centre / Benefits

- JCBA - Benefits Consortium - Faculty Health & Welfare Benefits - Jan 25-08
- JCBA - 5 Year Cost Summary by Benefit - Faculty - Jan 28-08
- JCBA - Faculty Benefits Plan Design - Jan 28-08
- JCBA - Faculty Dental Claims by Service - Jan 28-08
- JCBA - Faculty Extended Health Claims by Service - Jan 28-08
- Communicating Employee Benefit Information - Watson Wyatt 2007-2008
- Communication ROI Study - Feb 13-08
- Q&A - Post-65 Benefits Coverage for EE's on LTD at Age 65 - Final - Apr 23-08

Research Centre / Clause Summaries

- Bereavement Leave Clause Summary: Support Staff – March 26-08
- Overtime: Faculty – May 7-08
- Shift Premiums: Faculty – May 7-08
- Nursing Overload – Faculty – May 8-08

Research Centre / Compensation

- Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2007 2008 - Preliminary Report
- Ontario Universities 2007 Salary Disclosure - March 31-08
- 2008 Addendum - Excluded Compensation Report - April 1, 2008
- Executive Compensation Reporting Template - 2008

Research Centre / Contract Administration

- Various JADRC minutes
- Various JCBA minutes
- Report on Sectoral Contract Administration - April 30-08
- Sectoral Contract Administration Strategy - Apr 14-08

Research Centre / HRDBv9

- Comparison of Excluded FTEs against Unionized FTEs across sector HRDBv9 - April 7-08

Research Centre / Legislation & Issues

- Succession Management - Conference Board of Canada - June 20-07
- Succession Planning - Ray Berndtson - 2007
- Federal Budget - Mercer Communique - Feb 26-08
- Federal Budget 2008 - Mercer Communique Part 2 - March 3-08

Research Centre / Queries

- Query #20-2007-P External Compensation Consultants
- Query #21-2007-P Aboriginal Peoples Programs and Services Structures
- Query #22-2007-P Emergency Preparedness Plans-Managing Pandemics
- 2007 Queries Summary Table
- Query #1-2008-P External Consultants Part 2
- Query #2-2008-JD Accounting Supervisor
- Query #3-2008-P Student Workers
- Query #5-2008-JD Associate and Assistant Registrar
- Query #6-2008-CA Local Grievances

Research Centre / Presentations

- Executive Pay for Performance - Hay Group Presentation - Nov 19-07

Research Centre / Reports

- NIC 2007 Business Continuity Plan