

PSEA e-bulletin October 7, 2008

## Upcoming Meetings and Events

### Meetings

- Tuesday, November 25, 2008 – LRAC & SCHRPP
- Friday, April 17, 2009 – Joint Administration & Dispute Resolution Committee

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

## Board of Directors

At the September 23, 2008 PSEA Annual General Meeting, the new PSEA Board of Directors were elected in as follows:

- **Nick Rubidge** of the College of the Rockies was declared **Chair** of the PSEA Board of Directors and the **college representative**.
- **Don Wright** of the British Columbia Institute of Technology was declared **Vice-Chair** of the PSEA Board of Directors and the **institute representative**.
- **Ralph Nilson** of Vancouver Island University was declared the **Special Purpose Teaching University representative**.
- **Skip Bassford** of the University of the Fraser Valley was declared a **Member-at-Large**.
- **Rob Henderson** of Vancouver Community College was declared a **Member-at-Large**.
- **Jean Valgardson** of Northern Lights College was declared a **Member-at-Large**.
- **Tom Vincent** of the Public Sector Employers' Council (PSEC) is a **Government representative**.
- **Ruth Wittenberg** of the Ministry of Advanced Education and Labour Market Development (ALMD) is a **Government representative**.
- **Ken Jillings** of **Langara College** was elected as the **Chair of SCHRPP** (Standing Committee on Human Resources Practices). **Denis Powers** of **Camosun College** was elected **Vice-Chair of SCHRPP**. They will represent the SCHRPP as non-voting members of the PSEA Board of Directors.

We thank **Susan Witter** of Douglas College and **Deborah Harkin** of Kwantlen Polytechnic University for their contributions to the 2007-08 Board of Directors.

The newly elected Board of Directors will take effect once the Minister of ALMD approves the changes to the PSEA Bylaws passed by Special Resolution at the AGM.

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## Human Resources Database (HRDB)

### HRDBv10 2006-2007

The HRDB v10 CD was mailed out in September. If you did not receive a copy please contact Marcus Lee via the number listed below.

### HRDBv11 2007-2008

Almost all employers have submitted data for HRDBv11, and cleaning has begun. We thank all the institutions that met the September 1st deadline.

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

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## Excluded Compensation

### 2009 Excluded Compensation Survey

The PSEA Secretariat will be working with Western Compensation and Benefits Consultants (WCBC) in preparation for distribution of a market data survey for Executive and Excluded positions by mid-October 2008. The survey will cover approximately 25 benchmark positions, will include post-secondary comparators across Canada, and will consider factors of institution size, geographic location etc. Although the focus of the survey will be public sector, private sector data will also be analyzed for non post-secondary specific positions.

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## People Update

We are very pleased to announce that the PSEA Board of Directors has appointed **John Waters** as CEO of the **Post-Secondary Employers' Association** (PSEA) for a two-year appointment through August 2010. John will also continue in his current role as the PSEA, Director of Labour Relations until a successor in that position has been selected. John has worked in the Post-Secondary sector for 34 years as a faculty member and as an administrator, and has been PSEA's Director of Labour Relations since 2000. We congratulate John on his new position.

**Linda Holmes**, President of **Langara College** will be retiring from the College on November 1, 2008. Linda has been involved with the

PSEA since its inception in 1994. She served as the PSEA President from 2000 to June 2002 and has participated in the sectoral bargaining and in various committees such as JADRC and on the Board of Directors. Linda, thank you for your valuable contributions to PSEA and the sector!

**Langara College** has appointed **Dr. David Ross** to the position of President of the college effective November 1, 2008 for a five year term. Dr. Ross is currently the Vice President Administration and Student Services at Kwantlen Polytechnic University. Dr. Ross is an accomplished academic and administrative leader; his breadth of experience spans 19 years of academic, corporate, and administrative successes, with marked strengths in strategic planning, financial management, facility development, enrolment management, student-centered learning, community partnership development, marketing and fundraising. Dr. Ross holds a Doctor of Philosophy from the University of Nebraska; a Master of Aquaculture from Simon Fraser University; and a Master of Business Administration and Bachelor of Science from Dalhousie University. A committed lifelong learner, his own educational journey has taken him across Canada, and through a range of disciplines including executive leadership, business, and science.

**Robin Ciceri**, has been appointed as the new Deputy Minister of the **Ministry of Advanced Education and Labour Market Development** (ALMD), and also the CEO of the **Public Sector Employers' Council Secretariat** (PSEC). Prior to this appointment, Robin was Deputy Minister of the Ministry of Small Business and Revenue and Deputy Minister for the Ministry of Human Resources, responsible for income assistance and employment programs. Other positions she has held include Assistant Deputy Minister, Post-Secondary Education, in the Ministry of Advanced Education, Training and Technology, and Assistant Deputy Minister of Intergovernmental Relations. Robin's experience also includes positions in the provincial ministries of Economic Development, Health, and Treasury Board Staff. Robin has a Bachelor of Arts degree, a Professional Certificate in Secondary Education, and a Master's degree in Public Administration. We would also like to thank **Chris Trumpy** for his contributions to the PSEA Board of Directors over the past few years in his role as the CEO of PSEC.

**Tom Vincent** was appointed Vice-President of **PSEC** in September 2008 and he was also the newly government appointed director of the PSEA Board of Directors. His previous position was Assistant Deputy Minister (ADM) of Students and Learning Division in the Ministry of Advanced Education where he was responsible for student financial assistance programs, developmental programs, Aboriginal PSE, accountability, international education, legislation, inter-governmental issues, and data. He was the ADM of Management Services and Executive Financial Officer of the ministries of

Education, Advanced Education, and Labour from 1999 to 2003, the Director of Social Policy in Treasury Board Staff from 1994 to 1999, Executive Director of Policy, Planning and Economics in the British Columbia Ministry of Health from 1992 to 1994, and Director of Health Economics and Planning in the Ministry of Health from 1990 to 1992. Prior to that, he was a Treasury Board Analyst and a budget manager in the Ministry of Health. Tom was an officer in the Canadian Scottish Regiment. He is the Chair of the Medical Services Commission and until recently was a member of the Teachers' Pension Board of Trustees.

**Northern Lights College** has appointed **Dwayne Hart** as the new Vice-President of Finance & Administration. Dwayne Hart joins NLC from Royal Roads University in Victoria, where he was the Senior Finance Manager. Dwayne replaces Greg Larsen, who retired on August 29th. Dwayne brings more than 25 years of management background to the position, including experience in the post-secondary, retail, energy, agriculture, and public service sectors. His education background includes: diploma in Agri-Management from the British Columbia Institute of Technology; Gasfitter Class B trade ticket from the College of New Caledonia; Accounting Diploma from Camosun College; and Certified General Accounting designation and an MBA in Executive Management from Royal Roads. For the past three years, Dwayne has taught accounting and finance at Camosun College.

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## PSEA Knowledgebase

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

- Sectoral and External Arbitrations

#### Research Centre / Clause Summaries

- Nursing Overtime-Overload - May 8-08
- Parking - Aug 29-08

#### Research Centre / Compensation

- CRC - Summary of Findings - Mileage Rates 2008 - May 1-08
- CEO Compensation Approval Process - Follow Up to SCHR Meeting - May 26-08

- Public Sector Exec Comp Reporting Form - May 30, 2008
- Executive Compensation Disclosure Guidelines (Final) - June 6-08
- Executive Compensation Guide from PSEC - June 2008
- Public Sector Executive Compensation Reporting - RESPONSES - June 2008
- CEO & Excluded Compensation Process Summary - Sept 9-08

#### **Research Centre / Contract Administration**

- Labour Relations Report - June 2-08

#### **Research Centre / Legislation & Issues**

- Mandatory Retirement for Bus Drivers - May 08-08
- BC - Phased Retirement Proposals (Mercer Communique) - May 12-08
- Federal Workers and Mandatory Retirement (Mercer Communique) - June 6-08
- Saskatchewan Drug Plan Changes (Mercer Communique) - July 18-08

#### **Research Centre / Presentations**

- Talentmap - Employee Engagement - Aug 26-08

#### **Research Centre / Queries**

- Query #7-2008-P Service Standards for Distributed Learning - June 16-08
- Query #8-2008-P Recruitment Advertising Expenditures - June 16-08
- Query #9-2008-P Senior Management Term Appointments - July 18-08
- Query #10-2008-P Human Rights Positions - July 18-08
- Query #11-2008-JD Literacy Coordinator - Aug 1-08
- Query #12-2008-JD Manager, Instructional Materials Development - Aug 19-08
- Query #13-2008-JD Counselor Positions - Sept 16-08

#### **Research Centre / Reports**

- Comparison of Excluded FTEs against Unionized FTEs across sector HRDB v9 - April 7-08
  - Douglas - Faculty Handbook - Aug 2008
  - Strategic Human Capital Measures - Orientation, Accountability, and Communication - Sept 05-08
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