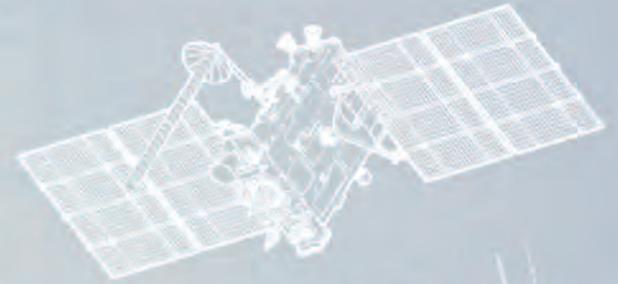




**A P E G S**

*Association of Professional Engineers  
and Geoscientists of Saskatchewan*

# Through the Decades, We See More



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## President's Report

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**T**he past year has been busy at APEGS. We have moved into a new office, started a new strategic planning process and have been reviewing and refining our registration processes. At the same time our membership continued to grow with a resulting increase in demand on staff and volunteers. Despite these changes, staff and volunteers have remained focused on serving our members and prospective members in an efficient and professional manner. Here are some of the highlights from the past year:

### Strategic Planning and the AVP

In August and September 2014 the executive committee got together to start a new strategic planning initiative called the APEGS Value Proposition or AVP for short. We then met with the full council and a number of committee chairs to define the AVP. As a result of these two sessions we have been able to define the Vision, Mission and Values of APEGS.

#### VISION:

A Safe and Prosperous Future through Engineering and Geoscience

#### MISSION:

APEGS regulates the practice of engineering and geoscience in Saskatchewan for the benefit and protection of the public, the environment and the benefit of society.

#### VALUES:

Safety; Competence; Honesty; Fairness; Respect

Starting in April at the board level, the committees began preparing for the next AVP session in June by identifying initiatives for the coming year. In May and early June Committee Chairs will submit implementation worksheets detailing the fit with APEGS Value Proposition; ownership/accountability and resources required including staff/volunteers/budget; and timing.

### New offices

APEGS had been in the offices in downtown Regina for around 30 years and they were getting too full. Given that our membership and staff had approximately doubled in the last 10 years it is not surprising that we ran out of office space. Not only was it inconvenient but it was becoming very difficult to maintain member confidentiality in such a restricted space.

Last year we announced that we had signed a lease for a larger space near the Regina airport. With the aid of an architect we designed a space that would have plenty of room for staff and provide the functionality to separate the staff areas where we worked on confidential member matters from the public space where we met and worked with our members and volunteers.

In the past year the leasehold improvements at the new offices were completed and the staff has moved in and mostly settled into their new space. Anyone who has ever moved knows that it can take a little adjusting until you have everything where you want it and operating at high efficiency. A great deal of the space has been devoted to various size meeting rooms. These are already being extensively used and despite some quirks of the space age telephones are very popular with staff and volunteers. If you haven't been there yet, please find the time to stop by and have a look around.

### International graduates, academic assessment and immigration

The vitality of the Saskatchewan economy has led to a need for many more Engineers and Geoscientists. While we have been happy to see many or even most of our local university graduates stay in the province,

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there are not enough graduates to meet the demands of the economy or the skills and experience needed to fill intermediate and senior positions. As a result we have seen many international graduates coming to Saskatchewan to help fill the demands.

These international graduates bring the experience that is so much in demand but represent a significant challenge for our registration committees, especially our academic review committee which must evaluate the academic training of each international graduate and determine if it meets the standard that Council has set for professional Engineers and Geoscientists. Unlike Canadian graduates who attend Engineering institutions accredited by the Canadian Engineering Accreditation Board (part of Engineers Canada) or take Geoscience programs defined by the Canadian Geoscience Standards Board (part of Geoscientists Canada), international graduates attend a multitude of institutions all over the world, most of which are not accredited by any recognized organizations.

It has been a real challenge for APEGS to assess these international graduate applicants. We believe that we have refined our procedures enough to handle the future flow of international graduate applications in a timely manner. However we currently have a backlog of applications that must be dealt with as soon as possible. Towards this end we have brought in contract personnel to undertake the initial review of applications and ensure that all required information is in order before the applications go to the Academic Review Committee for final evaluation.

In 2015 the federal government began using a new immigration process called express entry to help ensure that immigrants in high demand occupations can gain entry into Canada in an expedient manner. Engineers and Geoscientists are included in these categories. Engineers Canada is in the process of applying to become an organization capable of providing the initial assessment of all applicants who feel that they are capable of working as Engineers in Canada. If the program is successful, it may mean considerably more applicants will seek membership in Saskatchewan. A large increase would again cause challenges for our registration committees. Stay tuned for additional details as these initiatives roll out.

It was a great pleasure to travel across Canada meeting with other associations and working to progress self-regulation for our professions. We attended annual meetings, Engineers Canada and Geoscientists Canada Board meetings and attended PNWER meetings in BC and Washington. The goal of all of these trips is to stay informed about issues that may affect our professions and to participate in dialogues that will ensure our voice and views are heard and understood.

APEGS is very fortunate to have such a dedicated Council to serve its members. Thank you to all of Council for your support and all of your work during the past year.

I want to thank the members of the executive committee for their participation, guidance and direction through the past year. It has been a real pleasure to work with all of you. I look forward to working with next president in the new year and wish our past president, Dwayne Gelowitz, P.Eng., FEC continued success in his future activities.

I want to thank all of the APEGS staff and volunteers who work throughout the year to serve our members. Our association could not function without its staff or its volunteers working together to carry out our many regulatory, outreach and development functions. Thank you all for your dedication.

In closing I would like to thank all of the members for allowing me to take part at this level in the life of our association. It has been an honour to serve and represent you. Finally I want to thank my wife Flaviana who helped keep me organized, accompanied me on our travel and sacrificed her own time and activities to make this year possible.

Respectfully submitted,

Andrew Loken, P.Eng., FEC  
President

## Executive Director and Registrar

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The number of APEGS members and licensees grew by 5.8 per cent during 2014. This is a slight drop in growth over 2013 but is still a positive sign for the Saskatchewan economy. An increase in our members usually bodes well for continued economic growth.

### Registration

The membership statistics table at the end of this report records the net outcome of all registration activities. The table does not capture the number of inquiries, the number of applications or the number of files in process. The number of applications of all types increased by 2.8 per cent to 2,798. The two committees with the heaviest workload are the Academic Review Committee and the Experience Review Committee.

### Office Accommodations

In May of this year the tenant fit-up was completed on our new leased office space on the top floor of 4581 Parliament Avenue. The new office is in the Harbour Landing area immediately south of the Regina Airport and has ample parking for members, volunteers and staff. After the 2014 Annual Meeting we completed the move to our new location.

### Unlicensed Practice

Council does not support any registration scheme that facilitates or condones practicing without being licensed. In October a new staff member was hired to undertake enforcement activity related to unlicensed practice and misuse of engineering and geoscience titles. Business has been brisk.

### Our Website and e-Business Services

During the year we continued to add further e-business functionality to our website. Members and applicants can pay dues, update their contact information, report CPE activity, register and pay for events, make various applications and pay application fees all online. We will continue to make improvements to our website to make future online experiences efficient and effective.

### Reporting Continuing Professional Excellence (CPE) Activity

The Engineering and Geoscience Professions Regulatory Bylaws require that APEGS members and licensees “keep themselves informed in order to maintain their competence.....” While it is currently not mandatory to report your Continuing Professional Excellence activities to APEGS, members and licensees are encouraged to report. We have taken steps to facilitate a better on-line reporting interface and will continue to improve our on-line reporting capability. Your Council is monitoring national developments regarding mandatory reporting of professional development activities. I urge all members and licensees to promptly report your CPE activities if you have not already done so.

### Outreach

Throughout 2014 our volunteers and staff represented our professions at a wide variety of national, international, government, public, university, geoscience and engineering functions. These functions provided an excellent opportunity to further the Association’s mandate of protecting the public. APEGS continued with the practice of holding an annual MLA Reception, holding its 15th annual reception during the fall legislative session. This provided an excellent opportunity for politicians to meet engineering and geoscience professionals and to discuss issues relevant to Saskatchewan and our professions.

I thank all members who volunteered their time during the year in support of our professions. I especially thank President Andrew Loken, P.Eng., FEC, Executive Committee, Council and my staff for their strong support throughout the year.

Respectfully submitted,

Dennis K. Paddock, P.Eng., FEC, FCSSE, FCAE, FGC (Hon.)  
Executive Director and Registrar

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## Membership Statistics

MEMBERSHIP CATEGORY	2013	2014	CHANGE	% CHANGE
Professional Engineers	7168	7670	502	7.0%
Professional Geoscientists	580	586	6	1.0%
Engineers-in-Training	1607	1646	39	2.4%
Geoscientists-in-Training	154	176	22	14.3%
Geoscience Licensees	6	4	(2)	(33.3%)
Engineering Licensees	32	50	18	56.3%
Temporary Licensees	78	52	(26)	(33.3%)
Licence Requirement Waived (P.Eng./P.Geo./Members-in-Training)	906	920	14	1.5%
Life Members (P.Eng. & P.Geo.)	685	762	77	11.2%
Total Number of Members / Licensees	11216	11866	650	5.8%
Resignations – Members & Licensees	245	365	120	49.0%
Permission to Consult	507	652	145	28.6%
Certificates of Authorization	1083	1178	95	8.8%

Brackets indicate (decrease)

The Saskatchewan economic boom has been mirrored in the growth of our membership: 2005 (+5.7%) 2006 (+6.5%), 2007 (+7.5%), 2008 (+9.7%), 2009 (+10.6%), 2010 (+5.9%), 2011 (+9.7%), 2012 (+12.9%), 2013 (+7.4%) and 2014 (+5.8%).

## Investigation Committee

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Under *The Engineering and Geoscience Professions Act* and its bylaws, APEGS has the responsibility and authority to investigate complaints alleging professional misconduct and/or professional incompetence of its members, licensees or holders of a Certificate of Authorization. APEGS maintains separate Investigation and Discipline Committees that operate independently of each other and independent of the APEGS Council.

The Investigation Committee can initiate an investigation only when so requested by the Council or when it receives a written complaint alleging that a member's conduct constitutes professional misconduct or professional incompetence. The multi-disciplinary Investigation Committee leads the investigation process, which involves gathering, examining and weighing evidence, commonly over the course of multiple meetings. If subject matter is encountered that requires external support, APEGS staff will commission an expert to review evidence and provide an opinion.

Upon completion of its investigation, the Committee documents its findings and recommendations in a written report. This written report may conclude that the matter be forwarded to the Discipline Committee for a hearing or it may recommend that no further action be taken. In the case that the Investigation Committee recommends that no further action be taken, complainants may request that Council review the recommendation. Upon such a recommendation, Council may confirm the Committee's decision, or refer the matter back to the Investigation Committee for further investigation or to prepare a written report recommending a discipline hearing.

The Investigation Committee met six times throughout 2014. Three cases were carried forward from 2013 and nine new complaints were brought to the Committee in 2014. During 2014, the Committee completed closing reports for two cases, recommending no further action be taken. One ongoing case was forwarded to the Discipline Committee with a recommendation for a discipline hearing. As of January 1, 2015, 10 case files remain under investigation.

Thank you to the 10 APEGS member volunteers and to the Committee's public appointee for their valuable contributions of volunteer hours and expertise. The Investigation Committee receives legal counsel from Lyle Jones, P.Eng., FEC, LL.B and ongoing support from APEGS staff, Bob McDonald, P.Eng., FEC, FGC (Hon.), LL.B. and Chris Wimmer, P.Eng., FEC. Thank you to Lyle, Bob and Chris for their outstanding efforts in supporting the work of the Investigation Committee.

Respectfully submitted,

James Gates, P.Eng.  
Chair

## Discipline Committee

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Under the provisions of *The Engineering and Geoscience Professions Act* and *Regulatory Bylaws*, the Discipline Committee has the responsibility to act on formal complaints referred by the Investigation Committee. A discipline hearing panel, constituted from the Discipline Committee, hears complaints regarding the conduct of individuals and/or corporations registered with and under the authority of the Association to determine whether or not such conduct constitutes professional misconduct or professional incompetence. When the discipline hearing panel finds that conduct constitutes professional misconduct or professional incompetence, appropriate disciplinary orders are issued. Decisions of the discipline hearing panel are open to appeal only through the courts.

The Act requires that the Discipline Committee receive closing reports from the Investigation Committee upon closure of an investigation that does not result in a formal complaint being made to the Discipline Committee. In 2014, the Chair of the Discipline Committee received two closing reports from the Investigation Committee. The reports were reviewed in confidence by the Chair, and destroyed. In 2014, two formal investigations were referred to the Discipline Committee. The first was received by the Discipline Committee in July and a hearing scheduled for October. The hearing was subsequently adjourned and the formal complaint from the Investigation Committee is ongoing with an agreed statement of facts being negotiated. A second complaint received in December will result in a hearing in January of 2015. The committee officially met twice in 2014, although quorum was only attained once.

I would like to thank our committee support, Patti Kindred, P.Eng., FEC for her work helping with the business of the committee and preparing for our hearings.

Respectfully submitted,

Ian Flegel, P. Eng.  
Chair

## Governance Board

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The work of the Governance Board is vital to the fulfillment of APEGS' mandate and statutory objects to protect the public by ensuring high standards of engineering/geoscience practice and education and by setting high standards for admission into the professions.

The Governance Board administers and regulates the practice of engineering and geoscience in accordance with *The Engineering and Geoscience Professions Act* and Bylaws. Among its duties, the Board interprets and administers APEGS' policies on registration and corporate practice, and related matters concerning responsible self-governance. It also makes recommendations to the APEGS Council regarding changes to existing policy and the development of new policies in those areas.

The board promotes an understanding of the practice of engineering and geoscience and its scope among employers, government and the public. It also provides a clear, consistent and equitable process for identifying and registering engineers and geoscientists qualified to work in Saskatchewan.

The board functions through a number of committees made up of volunteers from APEGS' membership. The Academic Review, Experience Review, Licensee Admissions, Professional Practice Exam, Registrar's Advisory and Legislative Liaison Committees report to the Governance Board. The Board is chaired by the APEGS President and is comprised of the Committee Chairs and Liaison Councilors from these five committees. The APEGS representative to the Saskatchewan Construction Panel also sits on the Board.

Over the past few years, APEGS has seen significant growth in the number of applicants for membership and registration. The committees of the Governance Board, in particular the Academic Review Committee and the Experience Review Committee, have experienced significant growth in their workloads as a result of this growth in applications. To ensure that applications are dealt with by our Association in a timely manner, the committees have recruited new volunteers, and they have streamlined their processes to facilitate the increased workload. I want to express my sincere appreciation to this dedicated group of volunteers who play a pivotal role in the function of APEGS.

## Academic Review Committee

Each of the reports which follow, present the details of the objectives, activities and accomplishments of the various committees that form the Governance Board. Thank you to the many volunteers who have generously given their time, talent and insights to the committees of the Governance Board. And thank you to the many employers who support their employees as they give back to our professions.

On behalf of the Board, I also want to acknowledge and thank Tina Maki, P.Eng., APEGS Director of Registration, for her coordination of the Governance Board activities and agenda this year. I would also like to thank Dennis Paddock, P.Eng., FEC, Executive Director & Registrar, Kate MacLachlan, P.Geo., APEGS Director of Academic Review, Patti Kindred, P.Eng., APEGS Director of Education and Compliance, and the rest of the APEGS staff for their help with Governance Board activities.

Respectfully submitted,

Andrew Loken, P.Eng., FEC  
Chair, Governance Board

The Academic Review Committee (ARC) is a volunteer committee that is responsible for reviewing the academic preparation of applicants for professional membership in APEGS. ARC provides the due diligence reviews that ensure applicants have a bachelor level university program of study in engineering or geoscience that can be recognized by Council as prescribed in section 20(1) of *The Engineering and Geoscience Professions Act*. Individuals who have graduated from an accredited Canadian program in engineering, are registered in another association/ordre in Canada or who otherwise fall under the Registrar's Acceptance List are expeditiously registered as a P.Eng/P.Geo or as a Member-in-Training without a detailed academic review by ARC. The primary focus of ARC is the review of applicants with an international bachelor level education in engineering or geoscience, and Canadian geoscience applicants who have been referred to the committee by staff (there is no accreditation of geoscience programs in Canada).

The assessment of applications by ARC can take up to a year to complete once all documentation has been received. The assessment is required to determine if an applicant has a degree equivalent in breadth and depth to a Canadian degree and, if not, to identify any deficiencies in his or her program of study. Through the assessment process, the ARC advises applicants of any deficiencies and provides a clear road map for the applicant to eliminate such deficiencies. When the assessment reveals that an applicant does not have any deficiencies or, alternately, once the applicant has fulfilled previously assessed deficiencies, they will usually be assigned three confirmatory exams. These exams are intended to confirm that the applicant's engineering or geoscience program is at a level comparable to a similar engineering or geoscience program in Canada. The confirmatory exams may be waived by the ARC at the recommendation of the assigned committee reviewer if the applicant has five or more years of acceptable and progressively more responsible engineering or geoscience work experience at a professional level, as determined by a referral of the file to the Experience Review Committee (ERC), or if the applicant holds a graduate degree from an acceptable university program in engineering or geoscience, as the case may be, as determined by the ARC.

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During the 2014 year the ARC reviewed 169 applicants in engineering, compared to 143 in 2013. These included applicants coming before ARC for the first time as well as those requesting reassessment, those who have completed exams that were previously assigned and those requesting approval for courses to fulfill deficiencies. Some applicants were reviewed multiple times. From these reviews, the ARC recommended 40 to the Registrar for registration (some of those following the completion of exams). There were 60 applicants who were assigned confirmatory exams, and of those, 35 were given the option to submit work experience reports to ERC to be assessed with a potential outcome of having the exams waived. There were 55 applicants who were assessed deficiencies, and given the option to remedy them with course work or exams. Ultimately, of all engineering applications brought before the ARC, five were denied.

In 2014, the ARC considered 14 geoscience applications compared to 12 in 2013. Of these applications, eight were recommended for registration as Geoscientists-in-Training, four had deficiencies assessed and two were denied.

Over the past six years, the number of files referred to ARC has significantly increased. In response, the committee has revamped and simplified its review processes with a more rigorous self-assessment by applicants, a detailed staff review prior to assigning the file to a volunteer committee member and the use of a consent agenda. The committee continues to look at new practices to identify processes that will improve the efficiency of the academic review process.

The volunteers on the ARC include a wide cross-section of disciplines, and experience in academia, industry and government. As well, we are fortunate to have committee members who possess fluency in a number of languages, personal knowledge of the governance and structure of foreign post-secondary educational institutions and personal experience with the ARC processes leading to their professional registration in Saskatchewan. As a consequence, the ARC provides a thorough, fair and equitable assessment of applicants' academic qualifications while discharging its obligation to ensure protection of the public interest.

The Academic Review Committee would like to express its gratitude and appreciation for the staff at APEGS and for the dedication of our volunteers, both current and retired, who have contributed a significant amount of time, effort and expertise to the committee and to APEGS. As well, I would like to thank Dr. Kevin McCullum, P.Eng., my predecessor as Chair of ARC, for his able leadership and many contributions to the success of ARC during his term.

Respectfully submitted,

John A. Styles, P.Eng., FEC  
Chair

## Licensee Admissions Committee

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An APEGS Restricted Licence allows qualified individuals who lack a formal education in engineering or geoscience to practise professional engineering or geoscience within a specific scope of work. The requirements for obtaining a Restricted Licence are based on a combination of formal education and work experience. Most applicants come from a technology or science background. Each licensee is provided with a defined scope of work that is individually tailored to their specific training, work experience and expertise.

2014 saw a continuation of the increased recognition and use of the APEGS Restricted Licence route that we have seen in recent years. APEGS also worked to streamline the inter-association mobility requirements for licensees from other provinces as well as for holders of the P.Tech. (Eng.) designation from Alberta.

The Licensee Admissions Committee is responsible for reviewing applications for Restricted Licences and for defining the ultimate scope of work for successful applicants.

The Committee met three times in 2014. The agenda items for these meetings resulted in 23 new licensee approvals.

In closing, we would like to thank our director, Patti Kindred, P.Eng., FEC for her continued support and hard work. Her efforts are invaluable to the Committee and are greatly appreciated. We will continue our efforts to promote knowledge of this great program in 2015 and we anticipate continued growth in our membership in the coming years.

Respectfully submitted,

Daryl Andrew, P.Eng.  
Chair

## Experience Review Committee

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Under the jurisdiction of the Governance Board, the Experience Review Committee administers the policy and procedures established by Council for the review of work experience reports of Members-in-Training and other individuals applying for professional membership with the association. The Committee makes recommendations to the Registrar following completion of those reviews.

The Experience Review Committee reviewed 1,310 work experience reports in 2014, a new record number of reviews. This was a marginal increase over 2013 where there were 1,298 reports reviewed. Included in that total were a record high 156 reports reviewed for international engineering graduates referred from the Academic Review Committee.

The Committee would like to thank the retiring members whose terms ended in 2014 for their hard work and dedication. Without volunteers such as these, it would be impossible for the Experience Review Committee to fulfill its mandate. As it looks forward to another busy year, the Committee is pleased to welcome two new members who joined us in 2014.

The Committee would like to thank Tina Maki, P.Eng., FEC, FGC (Hon.) and all other APEGS staff for the support they have provided during 2014.

Respectfully submitted,

Dan Bonnet, P.Eng.  
Chair

## Professional Practice Examination Committee

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The mandate of the committee is to coordinate and direct the Law and Ethics Seminars and to oversee the setting and administration of the Professional Practice Exam.

The Law and Ethics Seminar is held in Saskatoon in the spring and in Regina in the fall each year. Each seminar runs for two days and is focused on preparing new members for the roles and responsibilities of Professional Engineers and Professional Geoscientists in society. The seminar also helps prepare the participants for the Professional Practice Exam. The major areas covered by the seminar include:

- An introduction to the Association
- Key laws and regulations for geoscientists and engineers
- An introduction to the Act and Bylaws
- Investigation and discipline processes of the Association
- Professional conduct, ethics and responsibilities
- Continuing professional excellence

The spring seminar was held in Saskatoon on April 25/26, 2014 with 174 registrations, and the fall seminar was held on September 19/20, 2014 in Regina with 143 registrations. The Professional Practice Exam is offered twice a year and written a number of weeks after each seminar. A total of 189 people wrote the spring exam on June 7, 2014 with six failures and 168 people wrote the fall exam on October 25, 2014 with one failure.

A realigning of the seminar was conducted in 2013 that was rolled out in 2014. This involved dividing up the comprehensive legal-related content in reflection of feedback received from seminar participants. The adjustment was viewed positively by the participants.

Respectfully submitted,

Doug Kelln, P. Eng.  
Chair

## Registrar's Advisory Committee

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The Registrar's Advisory Committee reports to the Governance Board. The Committee is composed of five members: Chair of the Academic Review Committee, Chair of the Experience Review Committee, Chair of the Licensee Admissions Committee, Chair of the Professional Practice Exam Committee and a Liaison Councillor appointed by Council. The Registrar will call on the Registrar's Advisory Committee to provide a recommendation on how to proceed with an application for membership or licensure should any question of character arise. The Committee uses the Good Character Guideline established by Council as its guide when making decisions.

The Committee met once in 2014 to consider a question of character on one applicant. Resolution was achieved and a recommendation was made to the Registrar. Outcomes of cases are published in *The Professional Edge* for the information of members, applicants and the public.

The Committee would like to thank Tina Maki, P.Eng., FEC, FGC(Hon.), Kate MacLachlan, P.Geo., Bob McDonald, P.Eng., FEC, FGC (Hon.), LL.B. and all other APEGS staff for the support they have provided to the Committee during 2014.

Respectfully submitted,

Registrar's Advisory Committee

## Legislative Liaison Committee

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The Legislative Liaison Committee monitors demand-side legislation and proposed regulations to assess potential effects on the Association and its members, related to the practice of engineering and geosciences in Saskatchewan.

Nine new Bills were introduced at the spring sitting of the Legislative Assembly which commenced on March 3, 2014 and concluded on May 15, 2014. Thirty-six new Bills were introduced at the fall sitting of the 4th session of the 27th Legislature, which commenced on October 22, 2014 and concluded on December 8, 2014. A total of 45 Bills were monitored during the year. The 45 Bills that were monitored have no direct effect on the Association and its members related to the practice of engineering and geosciences in Saskatchewan.

Respectfully submitted,

Myron Herasymuik, P.Eng., FEC  
Chair

## Saskatchewan Construction Panel

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The Saskatchewan Construction Panel (SCP) is a forum for exchange of ideas between the public and private sectors of the construction industry. Topics such as construction research, industry activity, limitation of liability, PST, fees and services, government tendering policy, consultant contracts and construction contracts are ongoing topics of discussion.

In the spring of 2014 it was announced that the Saskatchewan Construction Panel (SCP) would operate under the budget of the Minister of Economy rather than the Minister of Government Services. The Co-Chairs selected were Mark Cooper, president of the Saskatchewan Construction Association, and Warren Michelson, MLA for Moose Jaw North.

The SCP was reorganized with a number of new people and a mode of operation involving working groups which would work on specific projects. The first project involved the standardization of construction documents within government departments and Crowns. The working group used an RFP to select a consultant to work on this project. There were nine responses to the RFP, three proposers were interviewed, and the successful consultant, KPMG, was selected.

It has been reported that the consultant has made significant progress. A meeting of the SCP has been scheduled for early March to update the panel on the first project. The scheduled completion date for this first project is summer 2015.

Respectfully submitted,

Gordon Beck, P. Eng. FEC  
APEGS representative to the  
Saskatchewan Construction Panel

## Image and Identity Board

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The Image and Identity Board is responsible for the public image and communications of APEGS as well as membership engagement and recognition. The Board promotes the value of engineering and geoscience within the professions and to the public. These objectives are met by:

- Informing APEGS members and the public about the Association and its activities
- Promoting and encouraging member participation in Association activities
- Raising the public profile of the professions
- Developing, coordinating and implementing programs and activities that benefit members
- Promoting equity-based participation in the professions
- Providing recognition for deserving members and projects
- Providing a channel for technical input and communication on public policy issues of concern to the professions
- Developing policy related to Board responsibilities

The Image and Identity Board is chaired by the APEGS President-Elect and is composed of the Chairs and Liaison Councillors from the five standing committees that report to the Board. Details of the committee objectives and activities are well documented in the committee reports that follow. The following highlights deserve mention:

The Professional Edge Committee has been pursuing the concept of adding an e-zine format of *The Professional Edge* in addition to the traditional print version. The first issue of the e-zine version is planned for the second half of 2015.

The Communications and Public Relations Committee continues with the awareness campaign built around the theme “We See More.” A second round of polling on the effectiveness of the campaign and the understanding of the engineering and geoscience professions shows that the public continues to have a very high regard for the two professions in Saskatchewan.

The Connection and Involvement Committee, working with Martin Charlton Communications, is pursuing an online orientation for volunteers. The committee will continue with the face-to-face Volunteer Orientation Day to provide networking opportunities. This past year the overview and orientation included a presentation by Ashley Forbes, P.Eng., FEC and a training session called “Volunteer Boot Camp” presented by Dale Botting.

Last year’s Annual Meeting (Growth and Diversity – We See More) in Saskatoon was a great success, introducing the concept of the APEGS committee fair to increase the attending members’ awareness of the objectives of APEGS committees and their opportunities to volunteer.

The Awards Committee has been very active, awarding the APEGS member education grant for the first time, refreshing the membership of the Awards Committee, and initiating the project to redesign the APEGS award.

The Image and Identity Board approved the Awards Committee nominees, acknowledging the worthy recipients of seven APEGS awards which were presented at the Annual Meeting, and congratulating those members bestowed with the Fellow of Engineers Canada (FEC) and Fellow of Geoscientists Canada (FGC).

The Equity and Diversity Committee is made up of five subcommittees dedicated to addressing issues pertaining to equity and diversity within the professions and the importance of maintaining a respectful workplace.

A highlight of the past year includes the work of the Aboriginal Subcommittee in creating strategic partnerships with other organizations to promote the presence of Aboriginal peoples within the professions, and some inroads have been made with the two major universities within the province. The hope is to establish a network of these strategic partnerships to promote science, technology, engineering and mathematics (STEM) among Aboriginal youth, to support students during their education and to support professionals over the course of their career.

## Awards Committee

The Equity and Diversity Committee would like to encourage members to volunteer with any of these committees. In particular, representation on the Persons with Disabilities Subcommittee is being actively sought.

The 2014 Canadian Coalition for Women in Engineering, Science, Trades and Technology (CCWESTT) Conference was held in Regina. It was a great success, with the highest attendance of any CCWESTT Conference ever held, and attracted representatives from coast to coast. Recommendations coming out of the conference were presented to Council and the Women In Engineering Subcommittee.

Like all of APEGS boards and committees, the member volunteers, staff and consultants working with the Image and Identity Board and committees have a great attitude towards carrying out the activities of the Association. I would like to thank Chris Wimmer, P.Eng, FEC, Director of Professional Standards, and all the members of the Image and Identity Board for their dedication and assistance throughout the year. It has been my pleasure to work with this fine group of people who undertake the important task of communicating the value of our professions to the public at large as well as to our own members.

Respectfully submitted,

Margaret Anne Hodges, P.Eng., FEC  
Chair

The mandate of the Awards Committee is to pursue recognition for members' achievements by:

- Reviewing criteria of awards established by Council
- Developing criteria for new awards to be recommended for establishment by Council
- Searching for candidates, reviewing nominations and making recommendations to the Image and Identity Board for recipients of awards established by Council, annually
- Searching for candidates and making recommendations to the Image and Identity Board for submission of nominations of members for local, provincial, national and international awards offered to engineers or geoscientists, when appropriate
- Searching for candidates and making recommendations to the Image and Identity Board for submission of nominations of members for other awards as deemed appropriate by the Awards Committee, the Image and Identity Board or Council
- Searching for candidates and making recommendations to the Image and Identity Board for submission of nominations of members for Fellowship of Engineers Canada and/or Geoscientists Canada

In 2014, the Awards Committee reviewed many excellent nominees for the seven APEGS awards. Four individual recipients were chosen for their exemplary work in the areas of engineering/geoscience achievement, service to the profession and service to the community. One individual, who is not an APEGS member, was recognized for her exceptional achievements or unique contributions in the promotion of the professions.

One outstanding project delivered by a team of Saskatchewan engineers and geoscientists and one environmental project were recognized.

The seven awards presented at the 2014 Annual Meeting Awards Banquet were:

- Brian Eckel Distinguished Service: Don C.K. Poon, P.Eng.
- Outstanding Achievement: Richard T. Burton, P.Eng.
- McCannel Service: Douglas J. Kozusko, P.Eng.
- Promising Member: Brent R. Wolfater, P.Eng.

## Connection and Involvement Committee

- Exceptional Project: Campbell Collegiate Underpinning Project - WSP Canada Inc.
- Environmental Excellence: Northgate Commodity Logistics Centre - Clifton Associates Ltd.
- Friend of the Professions: Leslie Bell

In addition, six APEGS members received recognition from Engineers Canada for their noteworthy service to the engineering profession and were bestowed with the title of Fellow of Engineers Canada (FEC). Similarly, four APEGS members received recognition from Geoscientists Canada for their noteworthy service to the geoscience profession and were bestowed with the title of Fellow of Geoscientists Canada (FGC) or Honorary Fellow of Geoscientists Canada (FGC(Hon.)).

2014 was the inaugural year for the awarding of the member education grant. This grant was established to support APEGS members returning to further their education in graduate studies at either the University of Regina or the University of Saskatchewan. The recipients for 2014 were Ferguson Earnshaw, Engineer-in-Training (University of Regina) and Russell Munro, P.Eng. (University of Saskatchewan).

In 2014, the Awards Committee decided that the format of the award given to recipients should be renewed. The Committee is currently working with a local artist on ideas for a new award design and looks forward to being able to unveil it in the coming years.

I would like to take this opportunity to thank the members of the Awards Committee for their efforts and diligence in the selection of very deserving award recipients. I would also like to extend a special thank you to those members of the Committee whose terms were completed in 2014.

Special appreciation goes to APEGS staff members for their continued support of the Awards Committee.

Respectfully submitted,

Shawna L. Argue, P.Eng., FEC, FCSSE, FGC (Hon.),  
Chair

An important role of the Connection and Involvement Committee (C&I) is to assist both APEGS and its constituent societies with providing membership services.

The C&I Committee is also tasked with organizing the APEGS Annual Meeting and Conference, developing and maintaining membership benefits and affinity programs and providing volunteer management.

The 2014 Annual Meeting and Conference, Growth & Diversity – We See More, was held in Saskatoon on May 1, 2 and 3. There were several streams of seminars, tours for members and time for networking and catching up with friends and colleagues. On Saturday, May 3, the business meeting was an opportunity for members to meet their Council members, vote on APEGS motions and receive reports. The day ended with Council and committee meetings followed by the Awards Banquet. The theme for the 2015 Annual Meeting and Conference is Through the Decades – We See More.

The C&I continues to deliver the annual salary survey to provide APEGS members with salary baselines under several categories. Saskatchewan members are invited to complete the survey at the beginning of each year. The information is compiled and the results are posted in *The Professional Edge* and on the website, usually in May/June of that year.

The new grant formula for constituent societies has been in place for a year now with no issues, so it will continue as is. It seems that the new grant formula has provided sufficient funds to reduce and/or alleviate the need for extra funding. There were no additional funding requests for the 2014 year by any of the constituent societies.

The C&I is updating the information on APEGS member benefits and is working hard on the completion of a brochure outlining those benefits. The brochure will then be available to members on the website and in hard copy for distribution at events.

Part of the mandate of the C&I is to ensure that APEGS volunteers are properly oriented to their role and our Act and bylaws. With the demands of work, family and other personal commitments, our volunteers' time is limited. The C&I is working on an online orientation modules for volunteers. All volunteers – in waiting, new and current – will be encouraged to partake in the orientation modules. The timeline is

## Professional Edge Committee

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to have this ready for demonstration at the 2015 Annual Meeting and Conference.

The annual Volunteer Orientation Day was held in Moose Jaw on Sept. 6, 2014 with buses arriving from Regina and Saskatoon. The day's events included an overview of volunteer duties and responsibilities, a skills session called "Volunteer Boot Camp" presented by Dale Botting, committee meetings and pizza and billiards to end the day. The C&I will continue to hold a Volunteer Orientation Day as it provides additional volunteer training opportunities and face-to-face networking between committees. This event is fully funded by the C&I.

Respectfully submitted,

Renee Chevalier, P. Eng.  
Chair

The Professional Edge Committee's mandate is to publish current and relevant articles regarding subject areas of interest to the Saskatchewan community of professional engineers and geoscientists. To meet this mandate, the Professional Edge Committee publishes *The Professional Edge* once every two months. In addition to publishing *The Professional Edge*, the Committee mandate includes setting business and publishing policy.

*The Professional Edge* covers a wide array of topics and articles. Each edition focuses on a central theme that relays at least one unique aspect of engineering or geoscience in Saskatchewan. It is the Committee's intent to provide a balanced perspective regarding the articles contained in the publication and to engage as many different areas of interest as possible among the large and diverse membership. It is also the Committee's intent that each issue contain relevant material for all readers. To this end, the Committee invites members' input and ideas for articles to be included in the publication.

Publications for 2014 included the following themes:

- Profiles in Achievement (January/February)
- Sustainability (March/April)
- Annual Meeting (May/June)
- Women in Science and Technology (July/August)
- Aboriginal Canadians in the Professions (September/October)
- Education (November/December)

*The Professional Edge* remains a printed magazine. The value of a physical publication continues to outweigh that of the electronic versions that often get buried deep in electronic communication. The Committee continues to monitor and explore publication opportunities which result from technological advances in the publishing industry. The trend to move to timelier and environmentally friendlier publications will be a strong influence on the future of *The Professional Edge*. A combination of multiple publication techniques will continue to be used for *The Professional Edge*.

## Communications and Public Relations Committee

The publication of *The Professional Edge* is aided greatly by the work of the members of the Professional Edge Committee and the editorial skills of Lyle Hewitt, Martin Charlton Communications. The Committee acknowledges the significant contributions of Ben Boots, P.Eng., FEC who served on the Committee in a number of capacities over the past number of years. The Committee wishes to express its gratitude to the APEGS staff for their ongoing support.

Respectfully submitted,

Robert Schultz, P.Eng.  
Chair

The Communications and Public Relations Committee (CPR) reports directly to the Image and Identity Board and works in partnership with other committees within APEGS to raise the awareness and profile of our professions and our association within the following audiences:

- General public
- Business
- Governments and politicians
- APEGS members
- Other professional organizations

The Committee traditionally works on a two-year cycle developing a multimedia campaign which primarily utilizes billboards, radio, web media and print media as means of reaching our target audiences. Print media will be utilized to reinforce our messaging throughout the year.

The “We See More” campaign, initiated in 2013, incorporated the two sub-messages of “prosperity” and “safety,” and continued in 2014. This multimedia campaign focused on Engineering and Geoscience Week and featured 30-second television ads together with strategically placed billboards. Additionally, Internet pre-rolls were incorporated into the campaign in the fall of 2014. This three-year program continues through the 2015 Engineering and Geoscience Week.

Another initiative included the revamping of the APEGS website, with both the front and back ends targeted for updating. The back end work improved the productivity of APEGS staff and volunteer committees while making it easier for engineers and geoscientists to interact with the Association. The front end design work improved the layout and flow of the website to better serve members, future members and the general public. The website went live in January 2014.

## Equity and Diversity Committee

The Committee has been well served in 2014 by all volunteer members who have generously contributed their time and talents. I extend a special thank you to our former committee members for their contributions. I would also like to thank Martin Charlton Communications for their enthusiasm and new ideas for our Committee and the APEGS staff, who have helped immensely with the transition between new Chairs, new consultants and new websites.

Respectfully submitted,

Robert J. Berry, P.Eng., FEC  
Chair

The Equity and Diversity (E&D) Committee provides leadership for the Association on equity and diversity matters, and fosters an understanding among all APEGS members of the role of equity and diversity in the engineering and geoscience professions and the importance of maintaining a respectful workplace. The Equity and Diversity Committee encompasses five equity groups:

- Women in engineering
- Aboriginal persons
- Visible minorities
- International graduates
- Persons with disabilities

This year has been a year of rebuilding. The E&D Committee has been able to grow due to recruitment at the 2014 Annual Meeting and as such we have been able to gain some traction with the work of our subcommittees. In the upcoming year the Committee will be setting our strategic goals, which will cascade down to action items on the subcommittees.

The Women in Engineering Subcommittee is benefiting from the momentum of the Canadian Coalition for Women in Engineering, Science, Trades and Technology (CCWESTT) Conference which was held in Regina in May 2014. This was a significant endeavour for the Women in Engineering Subcommittee over the previous two years, and it was very successful. Many committee members transferred their efforts to the planning of the CCWESTT Conference, and new members for this subcommittee were recruited. Regular meetings are now held every two months.

In the coming year, we will be defining our short-term and long-term goals with the overarching goal of working to remove barriers that keep women from practising geoscience and engineering in Saskatchewan. In 2011, Engineers Canada formed the Women in Engineering Operational Committee, and they have set goals to see the number of women practising engineering become more representative of Canada's population. With that national focus and support, we expect to be sharing in the work of other provincial engineering and geoscience

## Education Board

organizations to provide more support resources to women, families and employers.

The Aboriginal Subcommittee is in the process of creating strategic partnerships with other organizations to promote the presence of Aboriginal peoples within the professions, and some inroads have been made with the two major universities within the province. Their hope is to establish a network of these strategic partnerships to promote science, technology, engineering and mathematics (STEM) among Aboriginal youth, to support students during their education and to support professionals over the course of their careers.

The role of the Visible Minority Subcommittee will be changing going forward. Since each of the other subcommittees represents a visible minority within the profession, the goals of this subcommittee will be incorporated into those of the other subcommittees and the Visible Minority Subcommittee will be disbanded.

The International Graduate Subcommittee reports minor progress in the last year. Efforts have been limited to the monitoring of projects done at the national level. With the re-establishment of a new set of long-term and short-term goals, expect more progress in the upcoming year.

The Persons with Disabilities Subcommittee is seeking interested volunteers. Volunteers would not necessarily be required to lead the subcommittee, but would be much needed participants.

The committee would like to recognize APEGS staff for their help with some of the initiatives this year.

Respectfully submitted,

Cathy Starkell, P.Eng.  
Chair

The Education Board fosters the development of potential future and practising Professional Engineers and Professional Geoscientists by promoting science, mathematics and environmental sustainability to students, teachers and administrators in the elementary and secondary school systems, and to the general public. The Board also encourages member competence through professional development activities and promotes the profession to engineering and geoscience students and faculty at Saskatchewan's post-secondary institutions.

The Education Board was well served in 2014 by many capable and enthusiastic volunteers who represent the following four constituent committees:

- Professional Development Committee (PDC)
- Kindergarten to Grade 12 Committee (K-12)
- Student Development Committee (SDC)
- Environment and Sustainability Committee

Also serving important roles on the Education Board are the APEGS representatives to the university senates:

- University of Saskatchewan Senate, Rick Forbes, P.Eng., FEC
- University of Regina Senate, Art Opseth, P.Eng., FEC

Following are brief summaries of the key work completed by the four standing committees and the University of Saskatchewan Senate and University of Regina Senate for the past year.

The mandate of the PDC involves ensuring, through various activities including arrangement of professional development opportunities for members, that our members maintain their professional excellence. As a result of the analysis of feedback from the members, the number of these PD events and variety of locations were increased in 2014 to include RGI Practical Writing courses in Yorkton and Prince Albert in addition to the fall and winter PD sessions in Regina and the PD Day at the Annual Meeting. All were well attended and this practice will continue. The committee also formalized the APEGS Past President Library Grants for the University of Regina and University of Saskatchewan and worked on enhancement of the Continuing Professional Excellence reporting and tracking.

The K-12 Committee works to encourage the children of Saskatchewan to recognize and foster their innate engineering and geosciences tendencies by supporting the math and science curriculum for primary and secondary educators in the province. In addition to the annual review and distribution of sponsorship requests, this year the committee completed the Dam Effects water resources unit for grade 8 students and is working on getting it into the schools, worked with the Science Centre on the revamp of the Innovators in the Schools program and worked with Walter Murray Collegiate to develop a career video. The work of this committee was also supplemented by APEGS sponsorship of the Teachers' Experience Day during the Canadian Coalition of Women in Engineering, Science, Trades and Technology (CCWESTT) Conference in Regina in May. Ten teachers from around the province were excited to attend not only the conference but an industrial field trip to the Mosaic Colonsay potash mine where they observed geoscience- and engineering-related careers in action. The committee continues to monitor changes in the science curricula and contribute wherever possible.

The mandate of the SDC is to foster an understanding of our self-regulated professions amongst students studying in these fields in our post-secondary institutions. The committee accomplishes this primarily through grants to the four student societies in engineering and geoscience at the University of Regina and University of Saskatchewan. These funds are used for departmental events, particularly those that allow students to interact with professionals, and for student participation in various engineering and geosciences meetings and competitions. The committee used a new funding assessment matrix to aid in the evaluation of all of the funding requests. This year the committee was also a sponsor of the inaugural D.M. Kent Club field trip to Iceland, and worked with the Equity and Diversity Committee to do the initial evaluation of the funding request for the National Conference on Women in Engineering (NCWiE) held in Saskatoon in November.

The Environment & Sustainability Committee helps guide and bring awareness to APEGS and committees on environmental issues in everything that we do. The committee is very excited to be contributing to the Model Guide for Engineers Canada Constituent Associations

Principles of Climate Change Adaption for Professional Engineers, and worked with the School of Environment and Sustainability at the University of Saskatchewan. to introduce the first Sustainability Networking Conference in January 2014. Three new initiatives have been identified for this committee moving forward: discussions with the Deans of Engineering at both University of Regina and University of Saskatchewan.; determination of the role of APEGS with respect to environmental regulations and the duty to report; and addition of environmental and sustainability content to the APEGS professional practice seminar.

Both the University of Regina and the University of Saskatchewan are pleased to report increasing enrolment in engineering and geoscience programs, but are struggling with funding and classroom space that is not increasing at the same rate. The University of Regina has had to face some derogatory media reports that were eventually shown to be either incorrect or much less serious than originally reported. The University of Saskatchewan also had some challenges with complaints regarding and the eventual abandoning of the TransformUS program as well as changeover of university management positions, but is recovering well and moving forward.

I would like to thank Patti Kindred, P.Eng., FEC, Director of Education and Compliance, and all members of the Education Board and its constituent committees for their dedication and assistance throughout the year.

Respectfully submitted,

Tara Zrymiak, P.Eng.  
Chair

## Professional Development Committee

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The Professional Development Committee (PDC) promotes and encourages the professional growth and continuing education of all members of APEGS. We do this by offering various opportunities to members to obtain professional development, thereby helping them maintain competence and stay current in their chosen field, which is a requirement under the APEGS Code of Ethics.

PDC was once again active in organizing professional development opportunities for members in 2014, by assisting with the planning and delivery of the PD Day at the APEGS 2014 Annual Meeting and the fall/winter PD session in Regina. In addition, PDC arranged for a “Practical Writing for Technical Professionals” course presented by RGI in Yorkton and Prince Albert in September/October 2014. The PDC’s fall Professional Development Days focused primarily on Aboriginal awareness, climate change and project management. We had a very well-received presentation from Greg Johnson, the Tornado Hunter, preceding the climate change session. There was a positive response to the PD Days sessions and they were well attended.

The PDC worked diligently on the three-year plan introduced in 2013 to enhance professional development opportunities. We increased the number and frequency of PD opportunities, took these opportunities to communities outside of Saskatoon and Regina, engaged the services of EyeInspire for planning our PD events, added two new members to our Committee and developed formal agreements and terms of reference for the annual library grants provided to the University of Saskatchewan and University of Regina by APEGS through the PDC. The library grants were formally named the “APEGS Past President Library Grant” and were presented to each university in separate ceremonies in Regina and Saskatoon in the fall of 2014.

The PDC is also closely monitoring developments in continuing professional excellence and professional development in our sister associations. We have formed a subcommittee to work on improving the continuing professional excellence (CPE) reporting and tracking on the APEGS website and to review the future PD requirements both locally and at the national level.

In closing, we would like to thank our fellow APEGS committees and our constituent organizations. We would especially like to recognize the contributions of the APEGS Environment and Sustainability Committee, APEGS Connection and Involvement Committee, Engineers Canada and the Saskatoon Engineering Society.

Respectfully submitted,

Terry Werbovetski, P.Eng., FEC  
Chair

## Student Development Committee

The Student Development Committee is the APEGS connection to Saskatchewan university faculty and students. The SDC provides volunteers for career fairs, competitions and conferences, and also funds extracurricular groups and activities organized by the students.

In 2014 APEGS promoted several enriching endeavours, some of which I will highlight here. We helped send a group of budding University of Regina geologists to Iceland to explore the unique features found there. Both universities sent students to conferences including Prospectors and Developers Association of Canada Convention, Western Inter-University Geosciences Conference, Canadian Federation of Engineering Students Congress, and the National Conference on Women in Engineering. Both engineering groups also sent successful teams to competitions including Western Engineering Competition, Canstruction, SAE Baja and Aero Design and ASABE 1/4 Scale Tractor Competition. The funding for 2015 has also been awarded, and the upcoming events can be seen below.

GROUP	GRANTS	SPONSORSHIP
<b>Regina Engineering Students' Society</b>	WESST Executives Meeting	Western Engineering Competition
	CFES Congress	Regina Engineering Competition
	CFES Presidents Meeting	Canstruction
	Conference on Diversity in Engineering	Baja SAE International - Baja Competition
	Year 1 to 4 Reception	Engineers Without Borders
	WESST Retreat & Olympics 2015	
<b>Saskatoon Engineering Students' Society</b>	National Engineering Week	
	CFES Conference on Diversity Engineering	Saskatoon Engineering in Competition
	CFES Presidents Meeting	SAE Aero Design West
	WESST Executives Meeting	Formula SAE West
	WESST Retreat & Olympics	IEEE Illumination
	Western Engineering Competition	ASABE 1/4 Scale Tractor International Student Design Competition
	CFES Congress	University/European Rover Challenges
	Unite to Unlock: EWB	National Conference 2015

GROUP	GRANTS	SPONSORSHIP
<b>D.M. Kent Club (UofR Geo)</b>	WBPC	PDAC
		WIUGC
<b>Ore Gangue (UofS Geo)</b>	PDAC 2015	WIUGC 2015
	Core Lab Trip	Canmore 2015
<b>TOTAL</b>	<b>\$16,200</b>	<b>\$42,800</b>

The Committee has established goals for 2015. First, our funding process will continue to be refined for ease of use. Second, communication with the students at both universities regarding APEGS and registration will be scrutinized and improved upon. Additionally, we are exploring the possibility of initiating a mentorship program, connecting students and professionals for advice and fellowship.

Our Committee will be welcoming new members and saying good-bye to others in 2015. My term as Chair will be complete in May. Catherine Griffith, P.Eng. will be moving on to other activities within APEGS as well. I would like to thank our membership for their diligent attendance and participation, in particular the Vice-Chair, secretary, and APEGS staff for their time and commitment.

Respectfully submitted,

Stephanie Campbell, Engineer-In-Training  
Chair

## K-12 Committee

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The K-12 Committee continued its work during 2014, promoting STEM (science, technology, engineering, and math) education to students and educators across Saskatchewan, spanning kindergarten to grade 12.

The Committee continued its support and involvement in the career video project with various high school media studies students in Saskatoon; however, there were no new videos completed this school year. Previously completed videos are available for viewing on the APEGS website.

Development and piloting of a teacher resource for the grade 8 water unit continues to wrap up, and the Committee hopes to see feedback from teachers who have used the resource in their classrooms. We continue to discuss ideas with the Ministry of Education for the development of similar resources in the future, particularly for use with the new secondary science curriculum.

The Committee offers outreach and sponsorship to various student groups, organizations and educators in our province. We appreciate the support of APEGS member volunteers who give their time through direct involvement in various outreach opportunities. Some organizations that benefit from our efforts include EYES Science Camps (University of Regina), Sci-Fi Science Camps (University of Saskatchewan), SIEC Cardboard Boat Races (Saskatoon), various robotics clubs throughout the province, and Saskatchewan science fairs, among others.

We invite APEGS members to learn more about assisting the Committee in continuing our current initiatives as well as developing the numerous projects we are excited to roll out in the coming years. These upcoming projects include a focus on providing information to students regarding careers in engineering and geoscience, whether through educator resources or other programming.

Respectfully submitted,

Stacey Sirois, P.Eng.  
Chair

## Environment and Sustainability Committee

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The role of the Environment and Sustainability (E&S) Committee is to:

- Monitor environmental trends and issues which may impact on APEGS and its members and recommend responses and actions
- Promote environmental considerations in APEGS activities and member actions
- Function as a liaison for APEGS with Engineers Canada environmental initiatives, environmental groups within the APEGS professions and other professions
- Support activities of the Education Board by developing and sponsoring environmental-based professional development activities

In 2014, the Environment and Sustainability Committee continued to monitor and communicate information on environmental trends and continued to be involved in educational opportunities that would improve environmental awareness for our members and the public.

In January of 2014, the E&S Committee partnered with the Professional Development Committee and the School of Environment and Sustainability and developed a one-day seminar that focused on sustainable transportation planning. The title was Urban Transportation: "Getting Where We Need To Go." The seminar attracted engineers, planners, government officials and system users, and the unique layout encouraged discussion among all in attendance. The information from the strategy sessions was recorded and brought back to decision makers.

The E&S Committee has selected three focus areas related to furthering environmental education within the universities and with members, and hopes to build bridges with academia and industry in our ever-changing climate.

The E&S Committee continues to participate in Engineers Canada teleconferences of environment and sustainability officials and was excited that the draft Model Guide for Engineers Canada Constituent Associations Principles of Climate Change Adaptation for Professional Engineers is complete. Watch for more information on this important document in upcoming professional development opportunities.

## University of Saskatchewan Senate

Thank you to those who served the committee in 2014. Your insight into issues and participation has made a difference. A special thank you to our APEGS staff liaison, Patti Kindred, P.Eng., FEC.

Respectfully submitted,

Sheri Praski, P.Eng., FEC  
Chair

There were two University of Saskatchewan Senate meetings held during the past year: April 26, 2014 and October 18, 2014.

Dr. Ilene Busch-Vishniac's appointment as president of the University of Saskatchewan was terminated effective May 22, 2014. Dr. Gordon Barnhart was appointed as temporary replacement. This was a complicated period for the university that has been effectively managed by Dr. Barnhart. The financial concerns that had been a major issue appear to be under control. The controversial TransformUS program has been replaced by a smaller set of priorities:

- Accelerate the delivery on our commitment to Aboriginal achievement
- Continue the restructuring of the College of Medicine
- Deliver on the promise of interprovincial health education and interdisciplinary health research
- Advance the reorganization and strengthening of graduate studies and support for graduate students
- Continue the capital project for the transformation of the library collections, facilities, capital and services
- Complete the reorganization and revitalization of centrally organized teaching and learning activities and functions
- Focus on the creation of interdisciplinary and cross-college academic programming
- Align the administrative services culture to support and facilitate the academic mission
- Details can be found at [www.usask.ca](http://www.usask.ca)

Total enrolment at the university for fall 2014 was 20,960, slightly down from 2013 with 21,043. There were 16,852 undergraduates, 3,113 graduates, 431 postgrad and 564 non-degree. 79 per cent of the direct entry was from Saskatchewan, 7.3 per cent international and 13.7 per cent out of province. There was 76.4 per cent retention of first to second year students.

## University of Regina Senate

The College of Engineering issued a survey to 900 people from alumni and industry to get feedback and ideas. There was an excellent response, highlighting the need for communications, leadership and project management skills. This fits in well with the Ron and Jane Graham School of Professional Development that started in 2013. The direction of the College continues to follow the 2012-2016 strategic plan. Work is in progress to add a mining option to the undergraduate program. Engineering enrolment has decreased from 2,146 to 2,096. Donations to the College remained strong in 2014. The College Of Engineering held the second annual Safety Days on September 10 and 11, 2014 to make the students aware of safety. Details from the College of Engineering can be found at [www.engr.usask.ca](http://www.engr.usask.ca).

Respectfully submitted,

Rick Forbes, P. Eng., FEC, FGC (Hon.)  
APEGS representative to the University  
of Saskatchewan Senate

The enrolment at the university has grown to almost 14,000 students. Of this total, about 1,765 are international students. Just over 11 per cent of the students are self-declared Aboriginal. Some fourth year engineering classes are now near 100 students and, for example, the Engineering Law class is now at 157 students. The Faculty of Engineering first year enrolment was 252 for the fall of 2013 and is now about 400 for 2014. This means that some classes may have to be offered more than once a year. Large classes create a huge pressure on teaching and marking loads.

There is a new \$77.7 million residence under construction on campus and it will have 605 beds along with 90 new daycare spaces. It will also have 150 underground parking stalls to replace some of the surface spots that were on the building site. The university is doing fundraising for the renewal of the College Avenue Campus where business and other classes are offered to many people (about 1,000 last year) who work downtown.

In 2013 it was reported in the media that some research money in the Faculty of Engineering had not been spent properly. When this was investigated and the former CEO of the company who donated the fund was contacted, he said that the money had been used in a way that fell within the mandate of the donation. The Provincial Auditor was also asked to look into that matter and other issues. The university also had the VP Research from Dalhousie and the Director of Research for the University of British Columbia review the research practices and make recommendations for changes. Their reports have been received and it would appear that nothing serious was found but they have made suggestions for improvements in reporting and policies. Dr. Timmons has stated that the university is handling public money so that all records and policies must be clear and open. Policies must be clearly stated and they must be followed.

There was also a report in the media that the university had not followed proper tendering and procurement processes in building the Research Innovation Centre. The university had followed the same procedures as on all other major works on campus for many years and the procedures were well accepted by those involved in the work. The media report was wrong. In fact the university won the 2005 Construction Owners of

America award for Project Leadership, for “demonstrating Leadership, Professionalism, and Management Excellence in Project Delivery” in recognition of the residence and CKHS projects which used the same procedures.

The University of Regina had a small increase in the government grant in 2014 of about 1.9 per cent, but considering inflation that will mean the equivalent of a decrease of 3 per cent. The university and all faculties' budget for 2014-2015 are very tight. This will be hard to manage when something like 80 to 85 per cent of the budget goes in wages, and they keep going up. While the university has a balanced budget and is in good financial shape, 2014-15 has presented many challenges for the university administration. With the increased demand in engineering, business and nursing —the new Faculty of Nursing already has 987 students and is expected to be near 1,200 next year and it only started about two years ago — there is a tremendous pressure on classroom space. Many courses in engineering and other faculties are now having trouble finding suitable sized rooms. There have been no new classrooms built on campus for some time and it is clear that the university must get new classroom space. However, considering recent comments from the provincial government, the university may be lucky to get zero increase in its grant for 2015 and that will lead to a very tight budget.

With the budget being very tight, it is unfortunate that some programs with very low enrolments may have to be dropped or suspended but the university must continue to offer a variety of programs in all areas. Dr. Riddell, Principal of Regina Campus, University of Saskatchewan once said that universities must and will change.

The university must continue to grow as a comprehensive university if it is to serve the needs of the people of this province. It cannot return to being strictly a liberal arts university, as a few people want. The university is lucky to have a strong leader in Dr. Timmons, and it will become a stronger institution in the future.

Respectfully submitted,

Art Opseth, P.Eng., FEC, FGC (Hon.)  
APEGS representative to the U of R Senate

Engineers Canada is the national organization of the 12 provincial and territorial associations that regulate the practice of engineering in Canada and license the country's 280,000 members of the engineering profession. Engineering is a self-regulated profession. Engineers Canada exists to support APEGS and the other provincial and territorial regulatory bodies to advance the profession in the public interest.

The board of Engineers Canada adopted a policy governance model in June 2013. At the February 2014 board meeting, the board fine-tuned its Ends policies in order to ensure they reflect what is to be achieved. The Ends are a set of broad policies that provide direction to the chief executive officer and Engineers Canada staff to work out the details of how that work will be achieved. The Ends policies are Engineers Canada's reason for being. All work that Engineers Canada does must align with these Ends:

### **E Engineers Canada's Purpose**

Engineers Canada exists so that constituent associations have support for an advancing engineering profession and its self-regulation in the public interest at a cost that is justified by the results.

### **E-1 Consistency in Regulatory Standards and Practices**

Consistency among the constituent associations' regulatory standards and practices to protect and serve the public interest is the highest priority among Ends. This End shall be allocated no less than 40 percent of the overall resources.

### **E-2 Public Confidence in the Profession**

The public has confidence that engineers practise with competency and integrity and recognize that their work benefits society. This End shall be allocated between 15 and 25 per cent of the overall resources.

### **E-3 Sustainability of the Profession**

Engineering is recognized as an attractive profession. This End shall be allocated between 15 and 25 per cent of the overall resources.

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#### E-4 Protection of the Engineering Terms

The public is not misled by persons improperly using engineering terms, titles, images and words in federal corporations and trademarks. This End shall be allocated no more than 10 per cent of the overall resources.

Following is an overview of some of the work carried out by Engineers Canada during the past year to achieve the Ends.

The Framework for Regulation (formerly the Canadian Framework for Licensure) is a set of aspirational elements that form the baseline for engineering regulators. The constituent associations, through the Chief Executive Officers Group, participate in the development of elements and decide if, when and how to adopt the elements in their jurisdiction. Engineers Canada supports the CEO Group by facilitating the development and ongoing improvement of the framework. At a meeting of the Framework Steering Committee in November 2014, a new streamlined process for developing framework elements was established and a two-year milestone was set to complete development of all elements.

The Competency-Based Assessment Project was created in January 2011 in response to the need for an improved process for assessment of engineering work experience. In March 2013, the board resolved to pursue the recommendations of the project report. The system includes a national set of guidelines, competencies and training tools. The competencies have been verified and are part of the endorsed framework element, “Competencies and Requirements for the Professional Engineering Licence.” The current work plan includes developing a document assessment model, investigating a process for training, assessing and nationally certifying assessors and working with the constituent associations seeking to implement competency-based assessment. Engineers Canada is seeking funding from the federal government to develop an online assessment tool.

The Career Action Program is an online source of information about engineering, engineering programs and careers. The program offers an assessment tool and a personal counselling resource. The program was launched in December 2014 and was updated for National Engineering Month.

The Educational Credential Assessment Project is Engineers Canada’s plan to become a Citizenship and Immigration Canada (CIC) designated agency for assessing engineering educational credentials for immigration purposes. An educational credential assessment (ECA) verifies that education credentials obtained outside of Canada are valid and substantially equivalent to a credential completed in Canada. Anyone with a foreign educational credential applying to immigrate to Canada under the federal Skilled Worker Program must obtain and submit an ECA as part of their immigration application. Engineers Canada would act as the clearing house and assessments would be done by the constituent associations. Constituent associations will continue to make all licensure decisions.

Federal government relations continue to be an Engineers Canada priority. Engineers Canada initiates and maintains positive relations with the federal government. This relationship ensures the federal government addresses the public interest concerns of the engineering profession. It also enables policy-makers to access the expertise of the engineering profession. On November 4, the Bridging Government and Engineering Committee travelled to Ottawa for Contact Day to meet with numerous Members of Parliament from across the country. The focus was Engineers Canada’s pre-budget submission, and 28 meetings were held where engineer experts discussed the importance of having engineers involved in public policy and protecting the public. They also highlighted many projects and publications Engineers Canada has contributed to, such as the Public Infrastructure Engineering Vulnerability Committee Protocol and the Labour Market Report, as well as the need for the government to help municipalities build capacity to properly assess infrastructure projects’ resilience to a changing climate.

The Linkages Task Force was established by the board to enhance the board’s effectiveness and efficiency by creating a program of board dialogue and deliberation with constituent associations to inform board policy development – with particular emphasis on Ends policies. The task force developed several baseline surveys for completion by board directors and constituent association presidents and CEOs, as well as a template to facilitate director consultations with their constituent associations. The task force provided an interim report to the board in

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February 2015 and is expected to complete its work by the Annual General Meeting in May 2015.

The Canadian Engineering Accreditation Board (CEAB), a standing committee of the Engineers Canada board, is the only body that accredits Canadian undergraduate engineering programs that meet the profession's high education standards. There are 278 accredited engineering programs at 43 post-secondary institutions across Canada. Graduates of those programs are deemed by the profession to have the required academic qualifications to be licensed as professional engineers in Canada. The CEAB offers advice to universities developing new engineering programs to help those programs meet accreditation criteria. The CEAB also assesses the equivalency of the accreditation systems used in other nations relative to the Canadian system, and monitors the accreditation systems employed by the engineering bodies which have entered into mutual recognition agreements with Engineers Canada.

CEAB criteria are undergoing a transition from input measures (curriculum content criteria) to outcomes assessment (graduate attribute criteria). During the transition and development period, programs that received accreditation visits have been given feedback on their progress regarding the development of graduate attributes and their readiness to comply with the graduate attributes criteria in 2015. Starting in June 2015, the CEAB will begin making accreditation decisions based on compliance with the graduate attribute criteria. Compliance with curriculum content criteria will remain a requirement. The National Council of Deans of Engineering and Applied Science has expressed concern about the cost of accreditation.

The Canadian Engineering Qualifications Board (CEQB) develops national guidelines on the qualifications, standards of practice, ethics and professional conduct expected of professional engineers. The CEQB is also responsible for the Engineers Canada examination syllabus and the Engineers Canada international institutions and degrees database. The associations use the syllabus and database as guides to develop appropriate suites of technical engineering examinations for international engineering graduates seeking licensure in Canada in order to ensure those individuals meet the standards for

admission into the Canadian engineering profession. The CEQB has conducted an internal review of relationships, reporting structure and priorities. The work of the CEQB remains well aligned with the Ends policies of Engineers Canada.

The Engineers Canada website ([www.engineerscanada.ca](http://www.engineerscanada.ca)) is mobile-friendly and has been designed to make it easy to find information. On the home page, users can subscribe to the weekly Engineers Canada newsletter. On the Media page, users can sign up to receive engineering-related news in a daily media report. To learn more about what Engineers Canada is doing, you can also follow on Twitter, LinkedIn or Facebook.

Now in the third year of my three-year term as Engineers Canada director, I am currently serving on the International Committee (Chair) and the Bridging Government and Engineering Committee. I am also Chair of a review team assessing Engineers Ireland for the International Professional Engineers Agreement.

I would like to thank APEGS staff and volunteers for their ongoing support of Engineers Canada. It has been a privilege and a pleasure to serve as APEGS appointed director.

Respectfully submitted,

Rick Kullman, P.Eng., FEC, FGC (Hon.)  
Director, Engineers Canada

## Geoscientists Canada Director's Report

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Geoscientists Canada (GC) is a national council of self-governing professional associations (constituent associations) that regulate the profession of geoscience in each of the jurisdictions in Canada. GC does not license individual geoscientists. Individuals must become licensed with the appropriate constituent association (CA) in each of the provinces or territories in which they intend to practise. An exception to this is an Incidental Practice Initiative between the Association of Professional Geologists of Ontario and APEGBC initiated in 2014.

The mission of GC is to develop consistent, high standards for the licensure and practice of geoscience, facilitate national and international mobility and promote the recognition of Canadian professional geoscientists. The objectives of GC to support the CAs:

- In achieving excellence in geoscience practice through effective regulation in the public interest
- In pursuing Canada-wide co-operation in the regulation of the profession
- In enhancing public confidence in the competency and integrity of professional geoscientists
- To provide a voice for the CAs nationally and internationally

Geoscientists Canada continues to support the work of the Canadian Geoscience Standards Board (CGSB) in preparation of a Framework for Assessment in the Licensing of Professional Geoscientists in Canada.

In Saskatchewan, practising geoscientists are required to register with APEGS. The abbreviation "P.Geo." may only be used by geoscientists who are licensed members in good standing with APEGS.

Several important initiatives regarding the practice of professional geoscience have progressed during 2014.

In response to concerns raised by the CAs in 2013, GC, through the Strategic Planning Committee, created a document entitled "Geoscientists Canada Moving Forward" which detailed the future direction of GC. Specifically, five items were detailed and are the current focus of GC. These items are:

- The need to adequately resource the immediate work that needs to be done, the exploration of alternative models and the adequate resourcing of Geoscientists Canada longer term.
- Clarifying the roles and responsibilities of CAs, CA representatives (CA presidents and CA CEOs), Geoscientists Canada board members and Geoscientists Canada staff.
- A draft Geoscientists Canada strategic plan.
- A robust, two-way engagement protocol.
- Additional strategic improvement suggestions recommended by the board to the CAs.

Due to changes in the legislation governing non-profit corporations, GC prepared and submitted material to Corporations Canada to obtain Articles of Continuance under the not-for-profit corporations Act. In undertaking this process, and in conjunction with the "Moving Forward" document, GC is in the process of:

- Examining the board structure
- Terms of directors
- CGSB governance
- Rules and regulations including roles and responsibilities
- Policies and guidelines.

### **Other initiatives taken by GC include:**

- Geologist In Training (GIT) Task Force: to understand and address the issue of GITs' legal status with respect to supervision, authorized activities and future eligibility for professional designation. The task force submitted a questionnaire to all CAs in order to understand the current status of GITs in each jurisdiction and found a great deal of variability between jurisdictions.
- In July, the Forum of Labour Market Ministers targeted geoscience as a target occupation under which federal, provincial and territorial governments work together to streamline and improve foreign qualification recognition by setting out a vision, guiding principles and

desired outcomes for strengthening foreign qualifications recognition for internationally trained workers. GC and CGSB will be working towards addressing these issues with respect to geoscience.

**The CGSB continued with two significant initiatives:**

At the June AGM, CGSB brought forward a document entitled “Competency Profile for Professional Geoscientists at Entry to Practice” which was to be presented to each CA for consideration and adoption.

Admission Support Tools (AST) Project: CGSB carried out a diagnostic study which researched the experiences of internationally trained geoscientists who have gone through the process of applying for and having their credentials assessed for the purpose of becoming licensed. Through this research, CGSB and GC aim to identify successes and identify issues in the assessment and admissions process that can be improved and/or streamlined to help facilitate a more effective, objective, expeditious and transparent system and assess consistency with best practices related to the assessment and recognition of foreign credentials in other regulated professions.

Respectfully submitted,

John G. Pearson, P.Geo., FGC  
Director, Geoscientists Canada

Over the past academic year, the College of Engineering has endured challenge, embraced change, and engaged opportunity as a means of propelling towards a prosperous future.

Since assuming the role of Dean in September 2013, my colleagues and I have sought ways to not only meet the strategic goals of the university and our College, but to serve as an example of administrative, teaching, learning and research excellence across the province and country.

Through the monumental efforts put forth by faculty, staff and students, the College of Engineering successfully prepared for an accreditation visit by the Canadian Engineering Accreditation Board and associated review of our eight undergraduate programs. While the results have yet to be announced, we are positive that the quality of our academic programming, outstanding faculty and staff and overall support services left a lasting impression and will result in a positive verdict.

**Student Enrolment**

The College of Engineering has made progress towards achieving the university’s goal to increase undergraduate student enrolment by 30 per cent and graduate student enrolment by 40 per cent between the 2011/2012 and 2016/2017 academic years.

As a result of strategic enrolment management and the implementation of a competitive-based admission process in 2013/14, the College of Engineering successfully increased undergraduate enrolment by 6 per cent and graduate enrolment by 2 per cent within one academic year. In general, total enrolment within our College has increased by approximately 10 per cent since the planning period began.

Alongside striving to achieve enrolment targets established by the university, the College of Engineering Strategic Plan (2012-2016) emphasizes increasing enrolment statistics for under-represented demographics. In particular, emphasis is placed on attracting and retaining female students and students of Aboriginal descent, as well as international and out-of-province recruitment.

Overall, the College of Engineering has made significant progress in recruiting and retaining female undergraduate students. Since the

2010/2011 academic year, female undergraduate enrolment has increased by 10 per cent but female graduate enrolment has decreased by 7 per cent.

Our institution’s third strategic direction emphasizes that “the College of Engineering will engage Aboriginal people and communities in pursuing the mission of the College.”

Alongside a 7 per cent increase in self-declared Aboriginal undergraduate enrolment over the past academic year, various initiatives have been undertaken to recruit and retain Aboriginal faculty and students and to foster their overall success within our academic community. The College of Engineering remains committed to increasing Aboriginal representation within our College in the future and plans to focus recruitment initiatives on graduate students as well.

**Figure One: College Enrolment Statistics**

(By Level and Gender, Per Academic Year)

ENROLMENT	10/11	11/12	12/13	13/14
Undergraduate (Male)	1,283	1,288	1,335	1,426
Undergraduate (Female)	307	318	328	338
Undergraduate (Total)	1,590	1,606	1,663	1,764
Graduate (Male)	287	296	307	326
Graduate (Female)	122	120	124	113
Graduate (Total)	409	416	431	439
Enrolment (Total)	1,999	2,022	2,094	2,203

**Figure Two: College Aboriginal Enrolment Statistics**

(By Level, Per Academic Year)

ENROLMENT	10/11	11/12	12/13	13/14
Undergraduate (Aboriginal)	52	49	56	60
Graduate (Aboriginal))	6	5	5	3
Total (Aboriginal)	58	54	61	63

During the 2013/2014 academic year, the majority of undergraduate students within the College of Engineering originated from Saskatchewan (approximately 71 per cent). Conversely, the majority of graduate students within the College of Engineering were reported as international students (approximately 63 per cent).

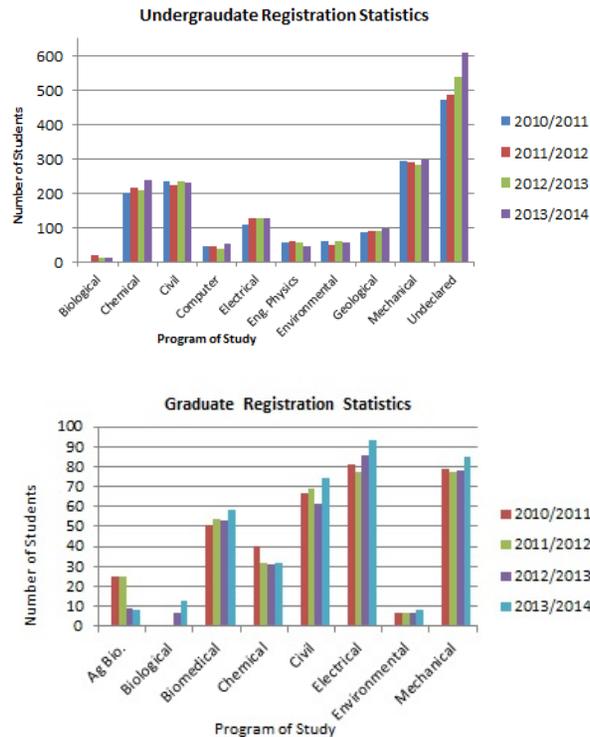
### Academic Programming

One of the greatest strengths of the College of Engineering is the quality and diversity of our academic programming. Regardless of one’s aspirations, our programs well prepare and equip graduates for in-demand and fulfilling career opportunities across the globe.

During the 2013/2014 academic year, the number of undergraduate programs offered by the College of Engineering was reduced to eight programs. The termination of the undergraduate program in Biological Engineering was the result of changing industry demands and duplicated curriculum offered across our undergraduate programs. In contrast, the number of graduate programs offered remained constant at eight programs.

Registration trends indicate that there is strong demand for three of our undergraduate programs: chemical, civil and mechanical engineering. During the 2013/2014 academic year, average registration in these programs increased by 6 per cent. While other undergraduate programs have not experienced a parallel level of demand, registration in many programs, such as electrical and geological engineering, has greatly increased as well.

**Figure Three: College Registration Statistics**



Each of the eight graduate programs experienced an increase in registration. Overall, graduate studies registration within the College of Engineering increased by an average of 12 per cent during the 2013/2014 academic year.

To remain competitive in the ever-changing higher education sector and to better prepare graduates of our College for in-demand employment opportunities, the College of Engineering has implemented various initiatives to further diversify our academic offerings. During the 2013/2014 academic year, three new program options in mining were developed and subsequently approved by the Academic Programs Committee of University Council. Effective January 2015, undergraduate

students registered in the chemical, geological and mechanical engineering programs are able to register in three new program options: the mining and mineral processing option, geological engineering mining option, and the mechanical engineering mining option, respectively. In general, a program option is completed in tandem with students' core degree requirements, thus allowing a student to acquire a more comprehensive understanding of a specific field of study and differentiate themselves from other graduates in an increasingly competitive job market.

The College of Engineering remains committed to diversifying its academic offerings and continuing to deliver the quality education our institution has become known for.

#### Faculty Complement and Research Initiatives

The unwavering commitment of our faculty to teaching, learning and research excellence, as well as the contributions of support staff, has been paramount to the overall success of the College of Engineering.

The contributions of faculty members within the College of Engineering extend well beyond teaching and learning excellence; they also include innovative and ground-breaking research.

Over the past academic year, non-Tri-Agency funded research within the College of Engineering grew moderately. The total value of non-Tri-Agency funded research exceeded \$5.5 million (a 14 per cent increase from the previous academic year). Conversely, the total value of Tri-Agency funded research decreased by approximately \$1.5 million (a 6 per cent decrease from the previous academic year).

In regards to total annual funded research initiatives per department, the Department of Chemical and Biological Engineering, Mechanical Engineering, as well as Civil and Geological Engineering possess the highest dollar value of funding, respectively.

**Figure Four: Faculty Complement Statistics**

(BY TOTAL, PER ACADEMIC YEAR)				
FISCAL YEAR	2010/2011	2011/2012	2012/2013	2013/2014
	82	81	78	77

**Figure Five: Total Research Funding and Projects**

(TOTAL VALUE AND NUMBER OF PROJECTS, PER ACADEMIC YEAR)				
FISCAL YEAR	2010/11	2011/12	2012/13	2013/14
All Other	\$7.0M	\$9.5M	\$6.5M	\$8.4M
Tri- Agency	\$3.5M	\$3.1M	\$4.2M	\$3.3M
TOTAL	\$10.5M	\$12.6M	\$10.7M	\$11.7M

The College of Engineering is committed to continuing to deliver teaching and learning excellence, as well as advancing research initiatives conducted by our faculty members. Going forward, the College of Engineering is committed to supporting graduate students in advancing their research interests and to seek ways of incorporating research initiatives within each of the undergraduate programs.

### Future Initiatives

With increased undergraduate and graduate enrolment, an ever-increasingly diversified portfolio of academic offerings and a strong commitment to teaching, learning and research excellence on the part of our faculty members, the College of Engineering's future appears optimistic and prosperous.

As indicated in the university-level Third Strategic Plan (of the Provost's Committee on Integrated Planning), the College of Engineering is committed to furthering knowledge creation, forging new relationships with Aboriginal communities, fostering a culturally diverse academic community and being innovative in academic programs and services.

Aside from university-level initiatives, the College of Engineering is committed to achieving the goals illustrated in the College of Engineering Strategic Plan (2012-2016).

Through strategic enrolment management, the College has begun to optimize enrolment in each of our undergraduate and graduate programs while ensuring a quality student experience. During the 2013/2014 academic year, the College of Engineering established partnerships with St. Peter's College, Queen's University, and ICAM (France) as a means of increasing enrolment and improving access to post-secondary education. Future initiatives are likely to include optimizing the use of College resources to perfect overall service delivery and to allow for increased enrolment within our academic community. In addition, the College of Engineering is committed to participating in international student mobility initiatives as a means to provide an international experience for our current students and to increase enrolment in undersubscribed academic programs.

The College of Engineering is also committed to leading in the creation and implementation of interdisciplinary research centres. To do so, the College will continue to build upon the partnerships already in place both on and off campus.

In regards to engaging Aboriginal people and communities in pursuing the mission of the College, our institution has already developed partnerships with northern institutions such as Northlands College. Future initiatives are likely to better prepare Aboriginal students for science, technology, engineering and mathematics curriculum, as well as to provide a curricular foundation for the engineering profession. The development of Aboriginal support services across campus has already yielded fruitful results, but the College of Engineering is committed to developing in-house initiatives to engage and support students of Aboriginal descent.

To better prepare our graduates for successful careers, and in response to the outcome-based criteria prescribed by the Canadian Engineering Accreditation Board, the College of Engineering is committed to assessing student outcomes and exploring new approaches as needed to ensure students who complete undergraduate programs have the

## Department of Geological Sciences, University of Saskatchewan

technical skills and aptitudes expected of a developing professional engineer. Future efforts are likely to include assessing and amending the common core curriculum within our undergraduate programming, investigating alternative delivery methods for many of our courses and consulting with industry as a means of developing robust and industry-relevant academic offerings.

Finally, the College of Engineering is committed to providing holistic support to individual undergraduate and graduate students as a means of enabling each student to reach his or her full potential. Student retention and success initiatives have been developed to support the undergraduate population within our College. In addition, the College is committed to investigating methods of improving student mobility between provincial institutions and developing plans to ensure the success of each of our students regardless of where they begin their academic career.

Regardless of how the upcoming academic year unfolds, the College of Engineering is well positioned for success and intends to meet and exceed the needs and expectations of each of our stakeholders.

Respectfully submitted,

Georges J. Kipouros, Ph.D., P.Eng  
Professor and Dean

The Department of Geological Sciences offers three undergraduate B.Sc. degree programs (Geology, Geophysics, Environmental Earth Sciences) which can lead to registration as a Professional Geoscientist in Saskatchewan. We also offer M.Sc. and Ph.D. graduate programs. The number of undergraduate students who have designated Geology or Geophysics as their major is now over 250, with a smaller number of students in the Environmental Earth Science program.

ENROLMENT IN		GEOLOGY	GEOPHYSICS
Year 1*		9	2
Year 2	M	41	8
	F	16	0
Year 3	M	53	5
	F	17	0
Year 4 – Final year	M	62	8
	F	30	0
Bachelors graduated	M	29	4
	F	13	0
# Honours	M	6	1
	F	7	0

\* Science students are not required to choose a major early in their programs, so year 1 data are not reflective of who may be intending to major.

Graduate enrolment is also growing, especially in the M.Sc. There are now 64 students enrolled in our graduate programs. Seven post-doctoral fellows and visiting scientists from Canada, the United States, Argentina and the U.K. have spent time in the Department working on research projects with faculty.

DISCIPLINE AREA	IN PROGRESS				COMPLETED			
	M.SC.		PH.D.		M.SC.		PH.D.	
	M	F	M	F	M	F	M	F
Geology/Earth Science	19	18	9	11	3	1	2	1
Geophysics	3	1	2	1	0	0	0	0
TOTAL – Cdn. Students	14	14	4	8	2	0	0	1
TOTAL – Visa Students	8	5	7	4	1	1	2	0

The Department maintains strong research programs covering a broad spectrum of the geosciences, including geophysics, environmental geochemistry, climate change, isotope geochemistry, sedimentology, stratigraphy and mineral deposits. Funding is significant and comes from a variety of sources (NSERC Discovery, Collaborative Research and International Polar Year Grants, Canadian Foundation for Innovation, National Science Foundation, Canadian Foundation for Climate and Atmospheric Sciences, European Science Foundation, SSHRC, Saskatchewan Energy and Resources, and industry). Synchrotron-based research on metals in the environment, performed by two Canada Research Chairs in the Department, is also funded by health research funding agencies in Canada and the US.

Members of the Department have served on APEGS committees this year and Dr. Kevin Ansdell, P.Geo. FEC (Hon.), FGC is one of the Saskatchewan representatives to the Canadian Geoscience Standards Board.

We have welcomed two new faculty this year. Dr. Bruce Eglington is the Murray W. Pyke Chair. Dr. Eglington has broad research interests in the geological evolution of Precambrian earth and its mineral deposits. Dr. Camille Partin has been hired into a tectonics position. Her research interests are in Precambrian geology/geochemistry/geochronology and field geology applied to tectonics, atmospheric oxygen evolution, and sedimentary basins, particularly on the Canadian Shield.

Dr. Matt Lindsay, who joined the department two years ago, has won the prestigious NSERC Industrial Research Chair in Mine Closure Geochemistry.

Respectfully submitted

Dr. Jim Merriam, P.Geo.  
Professor and Head

## Department of Geography & Planning, University of Saskatchewan

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The Department of Geography and Planning is involved in the delivery of the B.Sc. program in Environmental Earth Sciences (EES), which leads to registration as a Professional Geoscientist with APEGS. The Department also offers undergraduate programs in Geography (3-year, 4-year, and Honours B.A. and B.Sc.), Environment and Society (4-year and Honours B.A. and B.Sc.) and Regional and Urban Planning (4-year and Honours B.A.). As well, the Department offers M.A., M.Sc. and Ph.D. programs, and currently has 53 graduate students, 30 of whom are Ph.D.s.

In 2014, after long deliberations, the Department decided to focus on EES, Environment and Society, and Regional and Urban Planning, and to delete its undergraduate programs in Geography. The enhanced focus of its undergraduate programs offerings will enable the Department to use its resources in areas where its strengths lie. Students enrolled in the undergraduate Geography programs will be able to complete the program of their choice, but no new students will be accepted.

Environmental Earth Sciences requires students to take foundational science courses (i.e., mathematics, physics and chemistry) in addition to key courses offered by Soil Science, Geological Sciences, and Geography and Planning. Senior undergraduate courses in hydrology, geomorphology, GIS and remote sensing offered by Geography and Planning faculty continue to be popular choices for EES majors.

In December 2014, the EES program had 34 majors and one Honours student. In 2014, seven students graduated from the program. At the 2014 Spring Convocation the award for the Most Outstanding Graduate in Environmental Earth Sciences was presented to Melissa May Brausse. Ms. Brausse graduated with distinction. She is currently employed in an environmental consulting firm in the province of Saskatchewan.

The Department continues to have a strong research program with a wide range of projects including, on the natural sciences side, cold regions hydrology (Pomeroy), watershed modelling (Pomeroy, Martz), ecohydrology (Westbrook), marine biology and coastal geomorphology (Aitken), geoarchaeology of paleo-Indian settlements (Aitken), fluvial

geomorphology (De Boer), geographic information science (Bell, Martz), remote sensing of vegetation response to grazing and vegetation productivity in northern ecosystems (Guo), environmental impact assessment (Noble), integrated water resource management (Patrick), and First Nations access to safe drinking water (Patrick).

The Department currently has three faculty registered as P.Geo. with APEGS (Aitken, de Boer and Martz).

Respectfully submitted,

Dirk de Boer, Ph.D., P.Geo.  
Professor and Head

## Faculty of Engineering & Applied Science, University of Regina

### Introduction

It is my pleasure to provide this report on the Faculty's recent achievements. In the past year, we have made significant progress towards establishing a framework for the outcomes (graduate attributes) accreditation process, and began the acquisition of some supporting data. Our enrolment has continued to grow significantly, to the point that we will introduce an enrolment management scheme to manage our growth while continuing to provide high-quality professional education to our students. Our research programs are continuing to receive healthy funding, and we are revising our M.Eng. program to incorporate elements of professional practice. Following are the key highlights of 2014:

### Enrolment

Undergraduate enrolment based on the fall semester increased from 1,083 students in 2013 to 1,295 in 2014, representing an increase of almost 20 per cent. Total first year enrolment jumped from 317 in 2013 to 390 in 2014. Significant increases in enrolments from other provinces have occurred, and international enrolment remains high. The following table presents undergraduate enrolment numbers from fall 2014:

#### Undergraduate Students by Major and Gender (Fall 2014)

	TOTAL BY MAJOR			DEGREES AWARDED
	TOTAL	FEMALE	FEMALE (%)	(SPRING & FALL 2014)
Electronic Systems	127	12	9.5	22
Environmental Systems	169	70	41.4	50
Industrial Systems	228	32	14	47
Petroleum Systems	425	63	14.8	49
Software Systems	88	10	11.4	14
Common 1st Year & Undeclared	192	28	14.6	-
Exchange Students	62	29	46	-
<b>GRAND TOTAL</b>	<b>1,291</b>	<b>244</b>	<b>18.9</b>	<b>182</b>

Note: Students registered in and graduating from the Environmental Health Science program at the First Nations University of Canada are not included.

Enrolment in the largest undergraduate programs is exceeding capacity, and the Faculty is reviewing various measures to reduce the pressure in those programs. The Faculty is in the process of introducing a dynamic enrolment management scheme to optimize the admission process.

Recruitment efforts continue to focus on the Electronics and Software Systems Engineering programs. There will be significant demand in these areas across Canada in coming years, and enrolment in these programs needs to be increased to help meet this expected demand.

Graduate enrolment has remained relatively steady, but the number of applications has been increasing. The following table presents graduate enrolment numbers from fall 2014:

#### Graduate Students by Major and Gender (Fall 2014)

MAJOR	TOTAL BY MAJOR			DEGREES AWARDED
	TOTAL	FEMALE	FEMALE (%)	(SPRING & FALL 2014)
Electronic Systems	47	10	21	15
Environmental Systems	68	31	46	22
Industrial Systems	54	14	26	15
Petroleum Systems	65	15	23	19
Software Systems	18	1	6	5
General (PHD)	12	3	25	2
Process Systems	24	6	25	0
<b>GRAND TOTAL</b>	<b>288</b>	<b>80</b>	<b>27.8</b>	<b>78</b>

### Funding

Funding for three positions in the Faculty was approved, while we are in process of filling three faculty vacancies: two in Petroleum Systems Engineering, and one Faculty-wide.

## Department of Geology, University of Regina

### Research

New research awards totalled over \$4.27 million, including over \$630,000 from various Natural Sciences and Engineering Research Council (NSERC) programs, over \$520,000 from the Petroleum Technology Research Centre, about \$2.3 million from Western Economic Diversification, and over \$700,000 from various government, industry and other research funding sources.

### Programs

The Master of Engineering Program (M.Eng.) was recently revamped to address the increasing demand for this degree and to make it a truly professional degree. Three new courses on the practice of engineering have been introduced: (1) Engineering practice and experience in Canada; (2) Engineering practice and continuing learning in the workplace; and (3) Engineering practice, professional development, communication and ethical challenges.

### Recognition and Achievements

Noteworthy national recognitions this year are:

- Dr. Luigi Benedicenti, P.Eng. was appointed as a Fellow of Engineers Canada (FEC), and the Saskatchewan/Manitoba representative on the Canadian Engineering Accreditation Board (CEAB).
- Mr. Ben Freitag was recognized by Actua ([www.actua.ca](http://www.actua.ca)) for his leadership as a director of EYES (Educating Youth in Engineering & Science) for more than five years.

Respectfully submitted,

Esam Hussein, P.Eng., Ph.D.  
Professor and Dean

### Faculty and Staff

The Department of Geology at the University of Regina maintains the same number of faculty members and staff as last year (nine faculty members, two laboratory instructors, one administrative staff and one technical staff). Nine adjunct professors again played an important role in assisting the Department to teach our undergraduate courses and co-supervise undergraduate and graduate thesis projects.

### Undergraduate and Graduate Programs and Enrolment

The B.Sc. in Geology, B.Sc. Honours in Geology, B.Sc. in Combined Geology and Geography, B.Sc. Honours in Combined Geology and Geography, B.Sc. with Co-op designation, M.Sc. and Ph.D. degree programs were continuously offered throughout the year. As of December 2014, the Department had 148 undergraduate students majoring in geology. Geology professors also provided supervision to six Ph.D., 24 master's, and eight B.Sc. honours students.

### Research

In 2014 our faculty members received funding from various sources including NSERC-DG, NSERC- CRD, Geological Survey of Canada – TGI4, Saskatchewan Geological Survey (Ministry of Economy), Petroleum Technology Research Centre (PTRC), and the private sector. Our research projects cover various areas including fundamental geosciences, hydrocarbon and mineral resources and geo-environmental studies in Saskatchewan, Canada and abroad. These research projects supported 32 graduate students and attracted four international visiting graduate students and one visiting scholar.

### Student Activities

Over the year of 2014, the geology students' society (the D.M. Kent Club) conducted several geology-related activities, including organizing the first annual Geoscience Hockey Game, supporting 21 students to attend the 2014 Western Inter-University Geosciences Conference (WIUGC) in Calgary, funding for 13 students to partake in the PDAC

## Regina Engineering Society

International Convention in Toronto and fundraising to support 22 students and three faculty members to participate in the first field trip to Iceland.

Respectfully submitted,

Guoxiang Chi, Ph.D., P.Geo.  
Professor and Department Head

The mission of the RES is to serve the professional and social needs of engineers in the Regina area and to support interaction between its members, local technical societies, engineering students and major engineering employers.

The objective of the RES shall be to promote the objectives and interests of the engineering profession in close co-operation with APEGS:

- To develop and maintain high standards in the engineering profession
- To facilitate the acquirement and the interchange of professional knowledge among members
- To advance the professional, social and economic welfare of members
- To enhance the usefulness of the profession to the public
- To collaborate with universities and other institutions in the advancement of engineering education
- To promote good relations between engineers and members of allied professions
- To co-operate with other technical societies for the advancement of mutual interests

### RES Fiscal Year and Executive

The RES fiscal year runs from June 1 to May 31. The RES Annual General Meeting was held in conjunction with the annual golf tournament on June 6, 2014. The 2014-2015 RES executive is listed below:

President - Brett Kelln, Engineer-in-Training

Vice-President - Chad Bialobzsky, P.Eng.

Past President - Lisa Vindevoghel, Engineer-in-Training

Treasurer - Robert Schultz, P.Eng.

Secretary - Waqar Khan, P.Eng.

Social - Lisa Vindevhohel, Engineer-in- Training

Technical Presentations - Greg Stephenson, P.Eng.

Communications & Website - Deborah Mihial, P.Eng.

Merchandise - Vacant

University of Regina - Rob Jones, P.Eng. & Douglas Wagner, P.Eng.

RESS - Nicole Barber

APEGS Liaison - Ian Sloman, P.Eng.

CSCE - Brent Miller, P.Eng.

RGG - Darrell Mihial, P.Eng.

IEEE - Ian Sloman, P.Eng.

The first meeting of the fiscal year was held in September 2014 where the past volunteers returned in order to get started on a year of change for the RES. Many new faces are also present for this year, helping to fill all vacancies that existed before the 2014 summer break.

### **Awards/Scholarships**

The RES recognized three deserving professionals for their commitment and service to the engineering community. The 2013-2014 Engineering Excellence Award was presented to Derrick Bellows, P.Eng., FEC. The Volunteer Service Award recipient was Dr. Dena McMartin, P.Eng., FEC. A new award was created for a deserving Engineer-in-Training who displayed a commitment to engineering, an aptitude in the application of skills, and pursued real world learning in their field. The recipient of this newly created award was Tyler Whiteside, Engineer- in-Training.

The RES awarded six students with scholarships. Each of the scholarships is valued at \$500. Five scholarships were given to engineering students at the University of Regina, one for each discipline of study. One scholarship was presented to a SIAST Palliser Campus engineering technology student.

### **RES Events**

The first event of the year was the annual Engineering Horizons Dinner which was held during National Engineering Week at the Conexus Arts Centre on March 4, 2014. Apart from the dinner and awards, this event

featured guest speaker Jeff Eichhorst, Ph.D. As the director of toxicology, chemistry and newborn screening Jeff provided a keynote on the design and engineering challenges of the newly built Saskatchewan Disease Control Laboratory.

The RES expanded its yearly IMAX Night to a combined IMAX and Science Centre Day for its members and their families. The day brought the IMAX to max capacity, which featured the Lemurs of Madagascar for the matinee screening. The RES is looking to keep this combined event as a yearly combination due to its resounding success.

The RES Annual Golf Tournament and AGM was held on a rainy June 6, 2014 at the Murray Golf Course. Many prizes were given out due to the generosity of sponsors. A new executive was elected to council at the event after a filling supper.

The Saskatchewan Science Centre holds summer science camps for interested kids. They inquired if the RES would like to come and talk to the kids about engineering. A group of four members of the RES decided to hold an activity for the morning where the kids learned about electricity and created circuits with LEDs and conductive Plasticine.

The Meet the Executive Night has been converted to a more welcoming Beer and Billiards Night at the Broken Rack. The event room was packed with both students and engineers enjoying a successful night.

### **Sponsorships/Support for External Events**

The RES continues to provide support to a number of other events throughout the community, which include the Regina Science Fair Award, Engineers Without Borders, Women's History Month, SIAST Business and Industry Dinner, EYES camp, APEGS Law and Ethics Seminar and the IEEE Annual General Meeting.

As well as financial support, the RES played an active role during the University of Regina's Project Day which showcases engineering students' projects. The RES set up a booth near the presentations to provide details to the public regarding the mandate of the RES, information regarding the RES scholarships and RES merchandise. Also, the RES had executive members volunteer as industry evaluators for the

## Saskatoon Engineering Society

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students' projects, which was an enjoyable experience for all that attended.

The RES is looking forward to another successful year and would like to thank APEGS for their continuing support and guidance.

Respectfully submitted,

Brett Kelln, Engineer-in-Training  
President

We had a great team of volunteers that helped carry out the duties on the executive this year. My thanks go to the entire executive:

### **2013/2014 Executive Committee**

President: Jeremy Nelson, P.Eng.

Vice-President: Rajan Kannabiran, P.Eng.

Past President: Ross Welford, P.Eng.

Treasurer: Satya Panigrahi, P.Eng.

Secretary: John Allen, P. Eng., FEC

Director: Radhey Lal Kushwaha, P. Eng., FEC

Director: Rajeev Chadha, P. Eng.

Director: Cathy Starkell, P. Eng.

Director: Jonathan Bushman, P. Eng.

Director: Andrew Loken, P. Eng., FEC

Director: Helen Song, P.Eng.

Director: Ashok Thakkar, P.Eng.

APEGS Liaison Councillor: Stormy Holmes, P. Eng., FEC

College of Engineering: Rick Retzlaff, P. Eng.

Student Representatives: Booker Blakely and Sakeena Akhtar

The Society carried on operations under the guidance of the Executive Committee and with instructions from our members.

### **Important events from September 2013-August 2014**

- SES mixers were held throughout the year at various establishments throughout the city. The largest event was the Christmas Mixer at Boffins in December. Attendance seemed to be growing at mixers this year. Thanks to Cathy Starkell for organizing the mixers.
- Student Paper and Design Competition Night

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- The 2014 Engineering Innovative Design and Student Paper Competitions were held at Marquis Hall at the University of Saskatchewan. This event is jointly organized by the Saskatoon Engineering Society and the College of Engineering, University of Saskatchewan, and sponsored by SES, the College of Engineering, University of Saskatchewan Office of the Vice-President Research and APEGS. Thanks to Rick Retzlaff for organizing this event again this year.

### **National Engineering Week**

As a part of National Engineering Week, the Saskatoon Engineering Society was proud to host our annual 2014 ICE (Industry Celebrating Excellence) event at the Saskatoon Club. A special thanks to Cathy Starkell for leading the organization of this event.

### **Website**

The SES website has been regularly updated to help promote upcoming events.

### **Professional Development Funding**

This initiative continued this year to help individual members in their professional development. The guidelines were set up so that members could be reimbursed up to \$500 for their continuing education. Although this has not been fully utilized, we hope that additional members can plan to take advantage of this funding.

### **2014 Awards**

- SES Educator of the Year – Chris Zhang, P.Eng.
- SES Engineer of the Year – Bert Munro, P.Eng., FEC, FGC (Hon.)

### **Members and Executive**

The activity that the SES had this year would not be possible without the members that provided input and attended our events. Thanks go to the APEGS staff that support our activities and help notify members of our activities. I thank the members for the opportunity to represent them as president for the past year.

Respectfully submitted,

Jeremy Nelson, P.Eng.  
President

## Moose Jaw Engineering Society

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The Moose Jaw Engineering Society (MJES) held several events in 2014. We started the year with our 2013 Annual General Meeting on May 28, 2014. The late timing of the general meeting led to a motion during the meeting to set the date for the Annual General Meeting each year in November. After a brief call for nominations, the MJES executive had two new additions in Ed Fredeen, P.Eng. and Daryl Bunnell, P.Eng. being added as professional development and social events coordinators.

The MJES annual golf tournament took place on August 9, 2014. We had 17 golfers attend and the weather, though appearing sketchy at the beginning, turned out quite nice. The dinner afterwards at the Crushed Can Sports Bar was a bit delayed as the golf took longer than expected. However, the food and conversation was excellent and the prizes/bling to give away were more than sufficient. All of the sponsors are to be applauded.

We held a noon hour presentation on October 2, 2014. The presenter was Doug Johnson, P.Eng., director of regional services, Water Security Agency. His presentation was entitled Flood Events and Flood Mitigation - 2011 to 2014. This was an insightful presentation on what the Water Security Agency has been doing to mitigate damage from the increased rainfall the province has been experiencing.

We held another noon hour presentation on October 14, 2014. The presenter was Albert Engel, P.Eng. and his presentation was on site and entitled, Construction of the 3rd Avenue Dam, Part 1 - 2014. This was the high priority project in the community of Moose Jaw to replace the failed structure that maintains water levels for recreation within the city.

On November 19, 2014, we held our 2014 Annual General Meeting on the Saskatchewan Polytechnic Moose Jaw Campus, and we wish to thank that facility for their continued support through use of Sarah's Room and the Macoun Lounge for our events.

On December 4, 2014 we had a tour of the Yara plant in Belle Plaine. The tour was very interesting and enjoyed by over a dozen of our members.

We would like to thank all the presenters and hosts as well as those who planned the events.

We look forward to seeing everyone during an eventful 2015.

Respectfully submitted,

John Conway, P.Eng.  
President

## Saskatchewan Geological Society (Regina)

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The Saskatchewan Geological Society experienced a productive year once again, with many opportunities for professional development and a number of recreational events. The Society offered a good variety of professional development events this year. First and foremost are our luncheon seminars. Murray Rogers and Jason Cosford organized a diverse and very interesting suite of speakers that made for a very high-quality roster of presentations. Members enjoyed topics such as continental margin basins, salt structures, structural geology in the Himalayas and flooding on the prairies.

John Lake organized another successful field trip with members visiting a modern carbonate environment in south Florida. The Society's annual field trip is an excellent opportunity to visit a variety of geological settings and offers members of every vintage a great opportunity to develop and enhance their geoscience skills.

The Saskatchewan Geological Open House was held in Saskatoon from December 1-3, 2014. The Open House is co-hosted by the Society and the Saskatchewan Geological Survey, a branch of the Saskatchewan Ministry of the Economy. More than 750 delegates attended the 2014 Open House, which included a fully subscribed short course and four speaking sessions that offered high-quality geoscience presentations. The Society sponsors a student poster contest each year at the meeting and this year 16 graduate and eight undergraduate students participated. A highlight of the event was our annual Public Lecture, one of the Society's most important outreach efforts. This year's speaker was Dr. Nizar Ibrahim from the University of Chicago. Ralf Maxeiner and Murray Rogers are to be commended for suggesting and securing such a high-profile speaker for the event. I would also like to thank the Open House Committee for its efficient organization of this event.

With the Open House now part of the Society's annual responsibilities, the treasurer's position has never been more important. From navigating the Society's financial obligations in the world of new legislation for non-profit organizations to fulfilling its responsibilities to remit goods and services tax, Michelle Hanson has gone above and beyond the requirements formerly associated with the treasurer's position. The Society extends its gratitude for her commitment.

The Society's website was migrated to a new platform this year. In the future, the Society plans to use its website to help provide important information to the membership rather than just mass emails. Dan Kohlruss spearheaded this effort. We suggest that you take a look at what the Society has to offer at [www.sgshome.ca](http://www.sgshome.ca). Please note that we are still in the process of finalizing some of the pages. Input from the membership on improving the website and its content is always appreciated.

We have again made a few changes to the Society's bylaws, mainly to streamline the function of the Society's Executive Committee. Thanks to Murray Rogers, Ralf Maxeiner, Michelle Hanson and Jason Cosford for reviewing the bylaws and making the appropriate changes.

As always, the Society's social events were well attended and very enjoyable. The year started with our annual bonspiel at Regina's Tartan Club, co-hosted by the Society and the University of Regina's D.M. Kent Club of Geology. A full slate of teams competed, many in full costume. The Society would like to thank Lynn Kelley and Kate MacLachlan for organizing the event. As always, the Society's annual golf tournament and barbeque was one of the most enjoyable events of the year. Four teams enjoyed a beautiful September afternoon and then over 50 members convened at the MacDougall residence for the barbeque. We would like to thank Dave and Alice MacDougall for hosting the event once again, and all the volunteers that helped with setup, cooking and cleanup.

The Annual General Meeting was scrupulously planned by Dave MacDougall. The Society would like to thank Dave for having the vision to make the meeting a "can't miss" event on the Society calendar. Wine for the event was sponsored by D.M. Kent Consulting Geologist.

I would like to thank the executive for its hard work in 2014. Members of the executive were Ralf Maxeiner, P.Geo. (vice-president), Michelle Hanson, Geoscientist-in-Training (treasurer), Dan Kohlruss, P.Geo. (secretary), Kate MacLachlan, P.Geo., FGC (business manager), Murray Rogers, P.Geo. (program Chair), Jason Cosford, P.Geo. (assistant program Chair), Lynn Kelley, P.Geo. (past president) and Mark Matthews and Shayna Glass (D.M. Kent Club of Geology student liaisons). Murray, Dan, Kate and Lynn will be leaving the executive in 2014 and the Society

## Association of Consulting Engineering Companies - SK

thanks them for volunteering their time. In addition, we acknowledge our committee Chairs for 2014: John Lake, P.Geo. (field trip); Kate MacLachlan and Fran Haidl, P.Geo. FEC (Hon.), FGC (education and outreach); Fran Haidl (Geoscape Saskatchewan); Dan Kohlruss, Ralf Maxeiner and Michelle Hanson (website); Dave MacDougall, P.Geo., Don Kent, P.Eng., P.Geo., FEC, FGC and Jim Christopher, P.Geo. (honour roll); Jason Berenyi, P.Geo. (Open House); Dave MacDougall (AGM); Lynn Kelley and Kate MacLachlan (curling bonspiel); and Colin Card, P.Geo. and Thomas Love (golf tournament and barbeque). Finally, I would like to thank all of our volunteers for this year's events. Thanks for helping the Society achieve its goals.

Respectfully submitted,

Colin D. Card, P.Geo.  
President

The Association of Consulting Engineering Companies – Saskatchewan (ACEC-SK), is a not-for-profit association representing the business interests of the majority of consulting engineering and consulting geoscience firms in Saskatchewan.

ACEC-SK represents 65 member firms that employ over 2,000 professional, technical and support personnel who provide local, regional, national and international engineering and geoscience services. ACEC-SK also has a number of associate member firms from related interest groups. It is a member of the Association of Consulting Engineering Companies – Canada (ACEC) and is affiliated with the International Federation of Consulting Engineers (FIDIC).

### **The objectives of ACEC-SK are, in part:**

- To assist in promoting satisfactory business relations between its members and their clients.
- To promote cordial relations among the various consulting engineering and geoscience firms in Saskatchewan and to foster the interchange of professional, management and business experience and information among consulting engineers and consulting geoscientists and, when necessary, to safeguard business interests.
- To further the maintenance of high professional standards in the consulting engineering and consulting geoscience professions for the public good.
- To promote the employment of member firms for engineering and geoscience services in the province of Saskatchewan.
- To promote quality workplace environments for employees which provide growth opportunities, training and development for the future • success of both the employee and the member firm.
- To develop regional representation and participation in the affairs of ACEC-SK.
- To operate in liaison and harmony with the Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS).

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ACEC-SK fulfills these objectives through various initiatives, including:

- Continued promotion of the best practice for selecting a professional consultant, which promotes selection of consultants based on their qualifications.
- Continued development of more consistent engineering/geoscience consulting selection practices and contracting policies across government.
- Continued consultations and discussions with all levels of government, ministries and agencies regarding issues affecting the industry.
- Maintaining a dialogue with cabinet, as well as the official opposition, in a forum for sharing information and discussion about the industry to promote economic growth for the province and the industry.
- Providing an annual Recommended Schedule of Fees for Consulting Professional Engineers and Geoscientists.
- Maintaining task groups and subcommittees with specific focuses, including buildings, environment/water resources, industry/resources, transportation, communications, human resources, risk mitigation and the Young Professionals Group.
- Promotion of ACEC-SK members through our electronic directory.
- Maintain an online presence for the benefit of ACEC-SK members, clients and the general public.

**The ACEC-SK Awards program including:**

- The Brian Eckel Awards, which provide member firms with an opportunity to showcase projects reflecting the talent, expertise and innovation of the individual firm and its staff, including the development of videos to showcase these projects.
- The Lieutenant Governor of Saskatchewan Meritorious Achievement Award, which recognizes lifetime consulting engineering/geoscience achievements in Saskatchewan.
- The ACEC-SK Young Professional Award, which recognizes

achievements of a young professional who demonstrates excellence in his/her field of expertise, the business of consulting engineering/geoscience, dedication to his/her consulting engineering/geoscience association and community, as well as increasing awareness of the value of young professionals in the Saskatchewan consulting engineering/geoscience industry.

- The ACEC-SK Road Show which provides ACEC-SK with the opportunity to celebrate accomplishments of individuals and member firms. ACEC-SK appreciates the opportunity to showcase its members' achievements at APEGS events.
- The Brian Eckel Memorial Scholarship, which was created by family, friends and member firms of ACEC-SK in memory of Brian Eckel, P.Eng., P.Geo., a long-time member and active participant in the consulting engineering and consulting geoscience industry in Saskatchewan. The scholarship recognizes academic performance and community volunteerism of students pursuing a Bachelor of Science in Engineering degree at the College of Engineering at the University of Saskatchewan.
- Active participation in Engineering and Geoscience Week, particularly through publication of articles in provincial newspapers.
- Liaison with affiliated organizations such as the Saskatchewan Construction Association, Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS), Saskatchewan Heavy Construction Association, Saskatchewan Association of Architects, Saskatchewan Urban Municipalities Association, Saskatchewan Mining Association and others in support of common goals and activities.
- Coordination and participation in networking and professional development events for the benefit of ACEC-SK member and associate member firms, clients, suppliers and other industry-related groups, including a Consulting Engineering/Geoscience Forum with SaskPower to advance industry issues.
- Recommendations regarding infrastructure and human resource needs to assist with sustaining provincial economic growth.

## Regina Engineering Students' Society

Members across multiple industry sectors indicated that problematic procurement processes and onerous contract language are the largest challenges they face on a regular basis. As a consequence, ACEC-SK refocused its 2014-2015 priorities to emphasize advocacy, with a redoubled effort to advance these specific issues with government.

ACEC-SK continues to grow and succeed, thanks in part to the ongoing commitment of the volunteer board of directors who I recognize for their efforts, including:

Stormy Holmes, P.Eng. - Vice-Chair

Jeff Halliday, P.Eng. - Secretary-Treasurer

Mel Leu, P.Eng. - Past Chair

Tim Magus, P.Eng. - Director

Paul Walsh, P.Eng. - Director

Terry Frank, P.Eng. - Director

Trevor Knoll, P.Eng. - Director

Chelsey Bartlett, P.Eng. - Young Professionals Liaison

Tara Zrymiak, P.Eng. - APEGS Liaison

Jason Mewis, P.Eng. - ACEC-Canada Liaison

Shane Baillargeon - Associate Member Liaison

ACEC-SK efforts on behalf of the industry are coordinated by Beverly MacLeod, executive director; Elaine Armstrong, executive assistant; and Linda Nelson, communications coordinator. The dedication of our office staff and many member firm volunteers contributes greatly to our success, and is much appreciated.

For more information contact the ACEC-SK office at (306) 359-3338 or refer to the ACEC-SK website at [www.acec-sk.ca](http://www.acec-sk.ca).

Respectfully submitted,

Jason Gasmu, P.Eng.  
Chair of the Board of Directors

It has been another excellent year for the University of Regina Faculty of Engineering and Applied Science and our corresponding students' society. A record number of engineering undergraduates, along with many exciting events, made 2014 an excellent year.

APEGS sponsors many of the events hosted by the RESS, and without their support many of these events could not happen. The RESS hosts design competitions throughout the year, the largest of these being the Regina Engineering Competition. This year we had APEGS volunteers among our judges for the competition and they provided our competitors with valuable feedback. The RESS also hosts Engineering Week, sends students to conferences and supports constituent societies including Engineers Without Borders (EWB), Canstruction and Cougar Motorsports. The RESS is looking forward to continuing to host these events in the upcoming year, and with the record number of undergraduate engineering students, these events are increasing in demand and size.

The 2014 year held many highlights for the University of Regina Faculty of Engineering. We have over 1,100 undergraduate students as of December 2014. The RESS has been working closely with Dr. Esam Hussein, P.Eng., the Dean of Engineering, to improve student services and address student concerns. To address the needs of increased equipment funding, the RESS has established an endowment fund which will eventually replace the current funding scheme and provide a greater benefit to the students. The RESS implemented a social equality director position to ensure equality amongst students, faculty members and staff, and help everyone feel equal and comfortable with their experience at the University of Regina. For the first time in recent years, the RESS sent a large delegation to the National Conference on Diversity in Engineering (formerly NCWIE) which was hosted in Saskatoon. This conference immersed students in great discussion on diversity and equality, and allowed them to network with other students and industry.

## D.M. Kent Club of Geology

It is excellent to see that the next generation of engineers that Saskatchewan requires are getting a great education right here in Regina. The RESS hopes to continue our fantastic relationship with APEGS in our united effort in continuing to produce young and thoughtful engineers.

Respectfully submitted,

Nicole Barber  
VP Professional Affairs

2014 has been one of the most monumental years in society history for the D.M. Kent Club of Geology at the University of Regina. Filling in from last year's annual report, this overview encompasses all of the Club events from the winter 2014 semester to present.

Two annual conferences regularly attract students from all over Canada: the Western Inter-University Geoscience Conference (WIUGC) in the Western provinces and the Prospectors and Developers Association of Canada (PDAC) in Toronto. WIUGC was held in Calgary in January of 2014. Twenty-five of our upper-year students had the opportunity to not only mingle with industry geologists, but also attend field trips to Drumheller and Canmore. There were also 15 PDAC attendees in Toronto in March of 2014. This conference serves as a global job hunting opportunity since it attracts international companies interested in employing Canadian hardrock geoscientists. Due to the sheer size and scope of this Canada-wide convention, efforts have been put in place by student executives to inform the new group of 2015 PDAC attendees of all the happenings of the conference.

Along the same lines of these large conferences, the Canadian Society of Petroleum Geoscientists (CSPG) GeoConvention in Calgary attracted 12 undergraduate/graduate presentations from our university. Although this was not funded by the Club, arrangements for bringing this sponsorship opportunity to the Student Development Committee in 2015 are under way as this conference presents a fresh inventory of opportunities to geology students with petroleum exploration careers in mind.

The summer of 2014 was the most exciting time for the Club. For only the second time in history, the Club planned and executed a student-run international field trip. Twenty-two students and three professors were abroad in Iceland for 10 days in August of 2014. While in Iceland, the attendees were able to experience the realms of geology that few places on earth exhibit simultaneously: volcanic and glacial/periglacial landforms of high-latitude divergent plate boundaries. From the lava fields and geothermal power plant near Reykjavik to the modern-day glacial lagoons and sandurs near Thorsmark, students endured the most rugged and beautiful field experience that most of them have ever seen. The plan to execute a student-initiated field trip on a biyearly schedule is attracting younger students' attention, and talks about a field trip to

## University of Saskatchewan Ore Gangue

Romania in 2016 are in the works.

With the commencement of the fall university semester, several smaller events were held by the Club for both membership registration and fundraising efforts. The annual Geology Students' Meet & Greet registration numbers record an increase in student involvement.

Our efforts and strict budgeting have allowed us to send all the students who did not receive funding in 2014 to conferences this year. WIUGC 2015 was the start of the winter semester and seven students were sent to Winnipeg in January. Tours of the University of Manitoba geoscience lab and the Manitoba Geological Survey's Core Laboratory gave students an idea of the ongoing geochronological research and petroleum exploration techniques in Manitoba.

Keeping petroleum exploration education in mind, our club executive employed two prolific geologists to assist in an academic function. Club founder and supporter Dr. Donald M. Kent, P.Eng., P.Geo., FEC, FGC, along with John Lake, P.Geo., volunteered for a day to instruct 40 students on basic core logging procedures. Reaching out to the University of Saskatchewan's Ore Gangue, our Club divided the day into one four-hour core logging session per university. Discussions after the session concluded that this type of endeavour should be an annual one. Other future functions for the club are already set for this year. There will be 15 new students attending PDAC in March, and there will be 30 student members attending the Williston Basin Conference (WBC) in April. Three students are set to present at this conference as well.

Without funding from APEGS through the Student Development Committee, very few of these plans could ever materialize. Yearly sponsorship of this magnitude certainly does not go unnoticed in our Club, as we have striven to support as many students as possible within the last year. Most of our success as a student society club is attributed to the fact that APEGS recognizes the value of developing young geoscientists from students into professionals. The D.M. Kent Club of Geology and the University of Regina intend to continue our excellent rapport with APEGS in our effort to yield accomplished and knowledgeable geologists.

Respectfully submitted,

Shayna Glass, President

The Ore Gangue Students' Society and all of its members would like to thank APEGS for their financial and academic support in 2015. We are very grateful for all of the support received for the development of the University of Saskatchewan student experience. With the support of APEGS, the Ore Gangue was able to provide and host many educational field trips and events while making them more affordable for students within our department.

WIUGCS 2014 was held in Calgary, which was a very good opportunity for students to network and socialize with various professionals in the geological industry. Students were also able to attend field trips around Calgary, including core lab, geological tours of Banff and the Royal Tyrell Museum. In total we had 20 students register for the event and with the money the Ore Gangue received, we were able to subsidize all of the registration and a portion of the transportation costs. Due to the high cost of attending these conferences, the Ore Gangue would like to thank APEGS for their financial support.

In October 2014, the Ore Gangue was able to send 20 students along with three teachers to Canmore, Alberta to expand their geological knowledge of the Rocky Mountains. This trip is an annual event that attracts more people each year. Due to the high cost of the trip, APEGS funding was used wisely in the expenses of transportation for these individuals. With the continued support of APEGS, we at the Ore Gangue are proud to say that we now have a contract with the dormitory and committed geologists who will offer tours for this field trip each year.

A core lab trip to Regina last year was also a great success. Students were introduced to 3-D geological modelling as well as to how cores are logged and stored in databases. Students in attendance were also able to look at real cores drilled from the Athabasca Basin. In all we had a total of 20 students attend and the APEGS funding went towards the cost of transportation to Regina for the day.

The Ore Gangue also hosted various events throughout the year, allowing students and professors to socialize. These events included Bowling with the Profs, In-lounge Pubs, free campus recreation, curling, food drives, student and professor talks and a Christmas/year-end banquet.

## Financial Report

We are very fortunate to be able to receive support from APEGS in order to further the educational experience for University of Saskatchewan geology students. Once again, on behalf of our student members, the Ore Gangue executive would like to thank APEGS for continued support. The support from APEGS is greatly acknowledged and appreciated and allows students to excel on academic and professional levels.

Respectfully submitted,

Steven Hammermaster  
University of Saskatchewan  
Ore Gangue Representative

This is a summary of the unaudited Consolidated Statement of Revenues and Expenditures of the Association to December 31, 2014. The Auditor's Report will be available at the 85th Annual Meeting on May 2, 2015.

In 2014 expenditures were \$178,631 less than budgeted, a 3.5% under expenditure. Executive Committee was under budget by \$21,684, Council and its committees were under budget by \$24,620, Operations was under budget by \$32,831, Governance Board and its committees were under budget by \$25,186, the Education Board and its committees were over budget by \$22,925 and the Image and Identity Board and its committees were under budget by \$97,235. The under expenditures were in areas where costs did not rise to the levels envisioned in the budget, as opposed to under execution of planned activities.

Revenue was \$600,288 higher than estimated, which is 11.2% more than the budget. The 2014 budget proposed a surplus of \$233,325, and we ended the year with a projected surplus of \$1,012,245. Our total members' equity at year-end is estimated to be \$8,755,392, and consisted of the projected surplus of \$1,012,245, retained earnings of \$4,852,483, a training reserve of \$22,550, a working capital reserve of \$2,068,114 and a discipline and enforcement reserve of \$800,000. The strong sustained growth in our province has kept member numbers increasing; hence our revenue was also up.

Executive Committee is pleased to report that the financial planning and management of our Association continues to be sound.

Respectfully submitted,

Tara Zrymiak, P.Eng.  
Vice-President

## Balance Sheet December 31, 2014 (unaudited)

### Assets

#### Current Assets:

Bank Operating Account	\$604,429.38
Bank Investigation and Discipline Training	22,402.09
Petty Cash	265.00
Investments	10,790,294.27
Accrued Interest	24,825.10
Accounts Receivable	29,148.30
Prepaid Expenses	110,826.29
Total Current Assets	<u>\$11,582,190.43</u>

#### Fixed Assets

Office Equipment	\$269,323.08
Accumulated depreciation	<u>94,173.36</u>
Net Office Equipment	<u>\$175,149.72</u>
Computer Equipment	\$136,222.66
Accumulated depreciation	<u>80,858.14</u>
Net Computer Equipment	<u>\$55,364.52</u>
Leasehold Improvements	\$1,283,794.14
Accumulated amortization	<u>239,822.23</u>
Net Leasehold Improvements	<u>\$1,043,971.91</u>
Other Intangible Asset	\$516,076.19
Accumulated amortization	<u>323,923.28</u>
Net Intangible Asset - Membership Database	\$192,152.91
Total Fixed Assets and Intangible Asset	<u>1,466,639.06</u>
Total Assets	<u>\$13,048,829.49</u>

### Liabilities and Members' Equity

#### Current Liabilities:

Accounts Payable & Accrued Liabilities	\$54,511.60
Accrued Vacations	270,047.80
Goods & Services Tax Payable	162,211.67
Prepaid Annual Dues	<u>3,806,600.00</u>
Total Current Liabilities	<u>\$4,293,371.07</u>

#### Members' Equity:

Reserves	\$2,868,114.00
Reserves - Investigation and Discipline Training	\$22,550.09
Retained Earnings	4,852,483.05
Surplus/(Deficit) for period	<u>1,012,244.62</u>
Total Members Equity	<u>\$8,755,391.76</u>
Total Liabilities & Members' Equity	<u>\$13,048,762.83</u>

Consolidated Statement of Revenues and Expenditures for the Period Ended December 31, 2014 (unaudited)

	UNADITED 2014	BUDGET 2014	% OF BUDGET	AUDITED 2013
<b>Revenues</b>				
Membership Dues	\$4,237,511.29	\$3,950,000.00	107.28	\$3,971,532.78
Licence Dues	32,187.24	42,250.00	76.18	43,453.43
Certificate of Authorization	653,572.45	600,000.00	108.93	609,758.36
Registration Fees	492,022.50	400,000.00	123.01	497,140.00
Late Payment Surcharges	38,028.25	16,000.00	237.68	23,073.00
Advertising (Newsletter and Website)	70,235.00	85,000.00	82.63	75,015.01
Interest	169,907.63	89,000.00	190.91	127,102.38
Miscellaneous	1,822.25	1,000.00	182.23	2,208.99
Grants - WES Grant 2011/CCWESTT 2012	0.00	0.00	0.00	3,682.94
Professional Practice Exam & Seminar	152,926.10	135,000.00	113.28	142,277.01
Member Seal Fees	11,922.62	7,000.00	170.32	10,170.92
Professional Development Day	76,735.00	15,000.00	511.57	28,885.71
Association Functions (Womens History & Book)	6,418.08	2,750.00	233.3	6,121.50
<b>Total Revenues</b>	<b>\$5,943,288.41</b>	<b>\$5,343,000.00</b>	<b>111.24</b>	<b>\$5,540,422.03</b>
<b>Expenditures</b>				
<b>Executive Committee</b>				
Executive Committee	\$11,251.16	\$13,425.00	83.81	\$6,668.55
Liaisons	58,798.24	73,275.00	80.24	62,459.81
Government Relations	76,987.06	54,900.00	140.23	54,484.96
UofS/UofR Activities	13,645.74	13,300.00	102.60	8,153.28
Provincial Meetings	41,516.54	33,650.00	123.38	31,945.17
Elections	10,747.94	23,800.00	45.16	12,485.81
Annual Report	56,446.60	62,000.00	91.04	58,522.43
Engineers Canada	166,729.07	178,600.00	93.35	158,479.57
CCPG	41,543.32	46,400.00	89.53	43,541.55
<b>Total Executive Committee</b>	<b>\$477,665.67</b>	<b>\$499,350.00</b>	<b>95.66</b>	<b>\$436,741.13</b>
<b>Council &amp; Committees</b>				
Council Meetings	\$166,914.01	\$152,600.00	109.38	\$127,257.07
Investigation Committee	28,656.54	53,000.00	54.07	52,996.40
Discipline Committee	6,630.80	19,600.00	33.83	3,871.99
Enforcement	8,378.19	10,000.00	83.78	9,535.58
<b>Total Council</b>	<b>\$210,579.54</b>	<b>\$235,200.00</b>	<b>89.53</b>	<b>\$193,661.04</b>

	UNADITED 2014	BUDGET 2014	% OF BUDGET	AUDITED 2013
<b>Operations</b>				
Salaries	\$1,622,758.34	\$1,622,700.00	100.00	\$1,425,090.61
Fixed Asset Purchases	915.73	2,500.00	36.63	754.67
Depreciation	232,149.36	295,000.00	78.69	95,448.31
Occupancy Costs	655,974.92	596,000.00	110.06	117,610.74
Professional Fees	46,028.89	65,000.00	70.81	93,427.80
Telephone	7,218.36	15,400.00	46.87	9,493.27
Other Operations Costs	407,148.72	408,425.00	99.69	326,288.21
Total Operations	<u>\$2,972,194.32</u>	<u>\$3,005,025.00</u>	98.91	<u>\$2,068,113.61</u>
<b>Governance Board &amp; Committees</b>				
Governance Board	\$967.44	\$5,300.00	18.25	\$1,284.86
Legislative Review Committee	0.00	350.00	0.00	0.00
CEAB/CEQB Meetings	9,112.61	13,225.00	68.90	5,217.95
Experience Review Committee	54,078.85	77,900.00	69.42	75,134.13
Academic Review Committee/Interviews	28,643.75	33,450.00	85.63	17,506.01
Prof. Practice Exam Com./Seminar & Exam	198,276.65	181,945.00	108.98	133,512.86
Limited Member Admissions Committee	205.17	4,300.00	4.77	2,257.16
Total Governance Board	<u>\$291,284.47</u>	<u>\$316,470.00</u>	92.04	<u>\$234,912.97</u>
<b>Education Board &amp; Committees</b>				
Education Board	\$46,301.55	\$42,390.00	109.23	\$25,362.13
Environment and Environmental Issues Committee	3,871.43	8,750.00	44.24	3,815.79
Professional Development Committee	128,542.52	70,750.00	181.69	21,821.11
Student Development Committee	87,301.65	96,300.00	90.66	68,644.62
K to 12 Committee	16,828.13	44,100.00	38.16	52,712.55
Scholarships and Bursaries	55,870.00	53,500.00	104.43	30,271.96
Total Education Board	<u>\$338,715.28</u>	<u>\$315,790.00</u>	107.26	<u>\$202,628.16</u>
<b>Image &amp; Identity Board</b>				
Image & Identity Board	\$9,294.30	\$20,900.00	44.47	\$6,724.05
CPR Committee	296,341.45	322,675.00	91.84	306,590.43
Connection and Involvement Committee	167,996.35	194,415.00	86.41	145,143.13
Awards Committee	2,911.91	4,500.00	64.71	2,881.02
Professional Edge Committee	152,298.35	172,350.00	88.37	160,973.03
Equity and Diversity Committee	7,510.83	22,250.00	33.76	4,096.70
Women's History Task Group	4,251.32	750.00	566.84	5,147.23
Total Image & Identity Board	<u>\$640,604.51</u>	<u>\$737,840.00</u>	86.82	<u>\$631,555.59</u>
<b>Total Expenditures</b>	<u>\$4,931,043.79</u>	<u>\$5,109,675.00</u>	96.50	<u>\$3,767,612.50</u>
<b>Surplus (Deficit)</b>	<u>\$1,012,244.62</u>	<u>\$233,325.00</u>		<u>\$1,772,809.53</u>

## Investments and Cash Funds Month Ending December 31, 2014

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COMPANY	PURCHASE DATE	MATURITY DATE	ANNUAL YIELD%	INVESTED VALUE \$	MATURITY VALUE \$
<b>RBC DOMINION SECURITIES INC.</b>					
Bank of Nova Scotia GIC - Annual (2.300% Annual Yield)	Aug 29/11	Aug 29/15	2.300%	\$300,000.00	\$300,000.00
Manulife Trust GIC - Annual (1.950% Annual Yield)	Aug 29/11	Aug 29/15	1.950%	\$100,000.00	\$100,000.00
Royal Bank of Canada GIC - Annual (2.370% Annual Yield)	Dec 23/11	Dec 23/15	2.370%	\$400,000.00	\$400,000.00
B2B Trust GIC - Annual (2.550% Annual Yield)	Aug 29/11	Aug 29/16	2.550%	\$100,000.00	\$100,000.00
Bank of Nova Scotia GIC - Annual (2.550% Annual Yield)	Aug 29/11	Aug 29/16	2.550%	\$300,000.00	\$300,000.00
ICICI Bank GIC - Annual (2.630% Annual Yield)	Aug 29/11	Aug 29/16	2.630%	\$100,000.00	\$100,000.00
Home Trust Company GIC - Annual (2.310% Annual Yield)	Sept 30/13	Sept 30/16	2.310%	\$100,000.00	\$100,000.00
Royal Bank of Canada GIC - Annual (2.670% Annual Yield)	Dec 23/11	Dec 23/16	2.670%	\$200,000.00	\$200,000.00
BMO Advisors Advan. GIC - Annual (2.650% Annual Yield - #130927-B066D6)	Sept 30/13	Oct 02/17	2.650%	\$800,000.00	\$800,000.00
Nat'l Bank of Canada GIC - Annual (2.650% Annual Yield - #130927-B06632)	Sept 30/13	Oct 02/17	2.650%	\$200,000.00	\$200,000.00
BMO Advisors Advan. GIC - Annual (2.950% Annual Yield - #130926-B07EDE)	Sept 27/13	Sept 27/18	2.950%	\$800,000.00	\$800,000.00
Canadian Tire Bank GIC - Annual (2.950% Annual Yield - #130926-B07EBF)	Sept 27/13	Sept 27/18	2.950%	\$100,000.00	\$100,000.00

COMPANY	PURCHASE DATE	MATURITY DATE	ANNUAL YIELD%	INVESTED VALUE \$	MATURITY VALUE \$
<b>RBC DOMINION SECURITIES INC.</b>					
Natcan Trust Company GIC - Annual (2.900% Annual Yield - #130927-B06632)	Sept 27/13	Sept 27/18	2.900%	\$100,000.00	\$100,000.00
HomeEquity Bank GIC - Annual (2.500% Annual Yield - #140828-B0BFAB)	Aug 29/14	Aug 29/19	2.500%	\$100,000.00	\$100,000.00
Laurentian Bank GIC - Annual (2.460% Annual Yield - 140828-B0C020)	Aug 29/14	Aug 29/19	2.460%	\$100,000.00	\$100,000.00
LBC Trust GIC - Annual (2.460% Annual Yield - 140828-B0BFEE)	Aug 29/14	Aug 29/19	2.460%	\$100,000.00	\$100,000.00
Bank of Nova Scotia GIC - Annual (2.570% Annual Yield - 141223-B02790)	Dec 23/14	Dec 23/19	2.570%	\$700,000.00	\$700,000.00
RBC Investment Savings Account	n/a	n/a	Variable	\$6,190,267.09	
<b>TOTAL INVESTMENTS</b>				<b>\$10,790,267.09</b>	
<b>ROYAL BANK CURRENT ACCOUNT</b>				<b>\$604,429.38</b>	
<b>RBC DOMINION ACCOUNT</b>				<b>\$0.00</b>	
<b>TOTAL INVESTMENTS &amp; CASH BALANCES</b>				<b><u>\$11,394,696.47</u></b>	

## APEGS Value Proposition

In August 2014, APEGS engaged a planning consultant to assist with improving the annual planning approach for APEGS' Council, Boards, Committees, and staff. With this consultant's help, Council defined their Value Proposition, incorporated the existing ROCK.doc groundwork into a new APEGS Value Proposition (AVP) framework, and established a common understanding of "Why" APEGS exists. APEGS' "Why", Ensuring Public Safety, succinctly and memorably frames APEGS' core beliefs and higher purpose.

The AVP incorporates not only the "Why" of Ensuring Public Safety, but also the vision, mission, values, focus areas, broad goals, ongoing operations and improvement focused initiatives. The initial process to build the AVP allowed Council, committee volunteers and staff to review the existing goals and initiatives to ensure there was clear alignment to APEGS' "Why", and ensure that other business elements such as budgeting, implementation, performance management and governance were accounted for.

The AVP is a living document that guides APEGS' strategic direction and the initiatives and actions it undertakes to support the purpose. The evolutionary process to refresh the AVP begins in April by engaging volunteers in Committee planning to generate new initiatives and actions aligned to the focus areas and broad goals, and ends in December with budget approval. This timing allows for the implementation of approved actions to begin in the following January and carry through until December.

### APEGS Value Proposition

**Why** Ensuring Public Safety

**Vision** A Safe and Prosperous Future through Engineering and Geoscience

**Mission** APEGS regulates the practice of engineering and geoscience in Saskatchewan for the protection of the public and the environment and the benefit of society.

**Values** Safety; Competence; Honesty; Fairness; Respect

**Focus Areas**

1. Registration and Compliance
2. Member Competence
3. Regulating the Professions
4. Sustaining the Professions
5. Organizational Management

**Broad Goals**

1. **Registration and Compliance Goal:**  
*Ensure member registration and compliance requirements are met.*
2. **Member Competence Goal:**  
*Promote and improve the competence and proficiency of members.*
3. **Regulating the Professions Goal:**  
*Proactively regulate the professions.*
4. **Sustaining the Professions Goal:**  
*Ensure the sustainability of the professions.*
5. **Organizational Management Goal:**  
*Meet the requirements of ongoing governance and operations.*

## 2014-2015 APEGS Volunteers

---

### A

Hikmet Abdulkadir, P.Eng.  
Colin Abernethy, P.Eng.  
Dr. -Ing.Sven Achenbach, P.Eng.  
Alec Aitken, P.Geo.  
Abayomi Akande, P.Eng.  
Salman Akhtar, P.Eng.  
Dianne Allen, P.Eng.  
Mary Anderson, P.Geo.  
Daryl Andrew, P.Eng.  
Gregory Andrist, P.Eng.  
Kevin Ansdell, P.Geo., FEC (Hon.), FGC  
Shawna Argue, P.Eng., FEC, FGC (Hon.)  
Koorosh Asghari  
Ul Haque Ashraf  
Michael Avery, P.Eng.  
Mohammed Aziz, P.Eng.

### B

Narendra Bakhshi, P.Eng.  
Danny Baliad, P.Eng.  
Devin Bean, P.Eng.  
Nicole Beatch, P.Eng.  
Gordon Beck, P.Eng., FEC  
Georges Belcourt, P.Geo.  
Stephen Bend, P.Geo.  
Luigi Benedicenti, P.Eng., FEC  
Lyle Benko  
Robert Berry, P.Eng., FEC  
Curtis Berthelot, P.Eng.  
Alexandre Binette  
Christopher Blondeel, P.Eng.  
Ralph Bock, Geoscience Licensee  
Darla Bodnarchuk  
Richard Bond, P.Eng.  
Daniel Bonnet, P.Eng.

Ben Boots, P.Eng., FEC  
Leon Botham, P.Eng., FEC, FGC (Hon.)  
G. Botterill, P.Eng.  
Danae Bradshaw, Engineer-In-Training  
Timothy Braun, P.Eng.  
Ryan Brazeal, P.Eng.  
Leta Brisebois, P.Eng.  
Eric Broberg, P.Eng.  
Robert Brockmeyer, P.Eng.  
James Bugg, P.Eng.  
Wadena Burnett, Engineer-In-Training

### C

Stephanie Campbell, Engineer-In-Training  
Shawn Carriere, P.Eng.  
Rajeev Chadha, P.Eng.  
Xiongbiao (Daniel) Chen, P.Eng.  
Renée Chevalier, P.Eng.  
Guoxiang Chi, P.Geo.  
Horea Chifa, P.Eng.  
Danielle Chorney, P.Eng.  
Muhammed Chowdhury, Engineer-In-Training  
Nurul Chowdhury, P.Eng.  
Robert Cochran, P.Eng.  
William Cook  
Edward Cooke, P.Eng.  
Robert Cooper, P.Eng.  
Karen Cossitt, P.Eng.  
Vanessa Cozine, P.Eng.  
Kevin Croteau, P.Eng.  
Kevin Crowe, P.Eng.  
Angeline Crozier, P.Eng.

### D

Brian Daku, P.Eng.  
Janis Dale, P.Geo.

David Dansereau, P.Eng.  
Kristen Darr, P.Geo.  
Zahra Darzi, P.Eng., FEC  
S. Daum, P.Eng.  
Grant Dawson, P.Eng.  
Beatriz de Freitas, P.Eng.  
Kelvin DeGrow, P.Eng.  
Donald Delaney, P.Eng.  
David deMontigny, P.Eng.  
John Desjarlais, P.Eng.  
Michel Detharet, P.Eng.  
Mark Dieno, P.Eng.  
Anh Dinh, P.Eng.  
Kurtis Doney, P.Eng.  
Matthew Drotar, P.Eng.  
Graeme Drysdale, P.Eng.  
Allan Duff, P.Eng.  
Matthew Dunn, P.Eng.  
Jean-Christian Dupont, P.Eng.  
Terence Dyck, P.Eng.

### E

Edgar Earnshaw, Engineer-In-Training  
Sarah Jane Eaton, P.Geo.  
Yasir Elawad, P.Eng.  
Dean Elliott  
Meagan Elliott, P.Eng.  
Amin Elshorbagy, P.Eng.  
Dwayne Entner  
Zuri Epp, P.Eng.  
Lenard Erickson, P.Eng., FEC  
Jackson Esabu, P.Eng.  
Richard Evitts, P.Eng.

### F

Kara Fagnou, P.Eng.

Michael Famulak, P.Geo.  
Ian Farthing, Engineer-In-Training  
Donald Figley, P.Eng.  
Onile Finnestad, P.Eng.  
Andrea Fisher, P.Eng.  
Ian Flegel, P.Eng.  
Terrance Fonstad, P.Eng.  
Ashley Forbes, P.Eng., FEC  
Jordan Forbes, Engineer-In-Training  
Richard Forbes, P.Eng., FEC, FGC (Hon.)  
Robert Forbes, P.Eng.  
Marcia Fortier, P.Geo.  
Sandra Foster, P.Geo., FEC (Hon.), FGC  
Reza Fotouhi-C., P.Eng., FEC  
James Fraser, P.Eng.  
Dawn Friesen, P.Eng.

## G

Jeremy Gabel, P.Eng.  
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Jeanette Gellesta, P.Eng.  
Craig Gelowitz, P.Eng.  
Dwayne Gelowitz, P.Eng., FEC  
Meghan Gervais, P.Eng.  
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Wayne Gienow, P.Eng.  
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Corey Gorrill, P.Eng.  
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Mike Griffin  
Catherine Griffith, P.Eng.

## H

Masood Haghighi  
Mahmoud Halfawy, P.Eng.  
Jeremy Hall, P.Eng.  
Deliang Han, P.Geo.  
Robert Hawboldt, P.Eng.  
Christopher Hawkes, P.Geo., Engineer-In-Training  
Lawrence Hein, P.Eng., FEC  
Blake Heisler, P.Eng.  
Jerome Helfrich, P.Eng., FEC  
Myron Herasymuik, P.Eng., FEC  
Peter Herczakowski, P.Eng.  
Bruno Hernani, Engineer-In-Training  
Gerry Hertz  
Margaret Anne Hodges, P.Eng., FEC  
Philip Holloway, P.Eng.  
Stormy Holmes, P.Eng., FEC  
Karl Hoover, P.Eng.  
Joshua Howe, P.Eng.  
Metro Hrabok, P.Eng.  
Jonathan Hromek, P.Eng.  
Yafei Hu, P.Eng.  
Gordon Huang, P.Eng.  
David Hundebly, P.Eng.  
Glenn Hussey, P.Eng.  
Jonathan Hutt, P.Eng.

## I, J

Trodhie Irlandez, P.Eng.  
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Mehrnoosh Janbakhsh, P.Eng.  
Sami Jasem, P.Eng.  
Gavin Jensen, Geoscientist-In-Training  
Roy Jewell, P.Eng.  
Yee-chung Jin, P.Eng.  
Jaime Johnson, P.Eng.

James Johnston, P.Eng.  
Lyle Jones, P.Eng., FEC  
Kim Junek, P.Eng.

## K

Rajesh Karki, P.Eng.  
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Brett Kelln, Engineer-In-Training  
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Alexandre Koustov, P.Eng.  
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## L

Paul Laforge, P.Eng.  
Vincent LaHaye, P.Eng.  
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Stephen Lau  
Larry Lechner, P.Eng.  
Yen-Han Lin, P.Eng.  
Kenneth Linnen, P.Eng., FEC  
Xiang (William) Liu, P.Eng.  
Edward Llewellyn, P.Eng.  
Andrew Lockwood, P.Eng., FEC

Andrew Loken, P.Eng., FEC  
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Arthur Lotts, P.Eng., P.Geo.  
Ian Loughran, P.Eng.  
Denard Lynch, P.Eng.

## M

David MacDougall, P.Geo.  
Reynaldo Madduma, P.Eng.  
Edmund Mahoney, P.Eng.  
Anastassia Manuilova, P.Eng.  
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Lynne Marr, P.Eng.  
John Masich, P.Eng.  
Lori Matthews, P.Eng.  
Kerry Mazurek, P.Eng.  
Daniel McCarthy, P.Eng.  
Kevin McCullum, P.Eng.  
Michael McKibben, P.Eng.  
Brian McKinnon  
Jane McLeod, P.Eng.  
Dena McMartin, P.Eng., FEC  
Kerry McNamara, P.Eng.  
Robert McPherson, P.Eng.  
Shakil Meenai  
Mehran Mehrandezh, P.Eng.  
Muluneh Mekonnen  
Marina Melchiorre, P.Eng.  
Lei Meng, P.Eng.  
Xiao Wei (Annie) Meng, P.Eng.  
James Merriam, P.Geo.  
Andrew Mievre, P.Eng.  
Anant Minhas, P.Eng.  
Yuseph Montasser  
Terence Monteith, P.Eng.  
Ryan Morelli, P.Geo.  
Li Sheng (Judy) Morgan, P.Eng.

Erin Moss, P.Eng.  
Devin Mutschler, P.Eng., P.Geo.

## N

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Shahrooz Nafisi, P.Eng.  
Syed Naqvi, P.Eng.  
Matthew Naylor, P.Eng.  
Subodh Negi  
Kevin Ness, P.Eng.  
N. Ralph Newson, P.Eng., P.Geo.  
Philip Ng, P.Eng.  
Satindar Nijhawan, P.Eng.  
Catherine Niu, P.Eng.  
Nancy Normore, P.Geo.

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