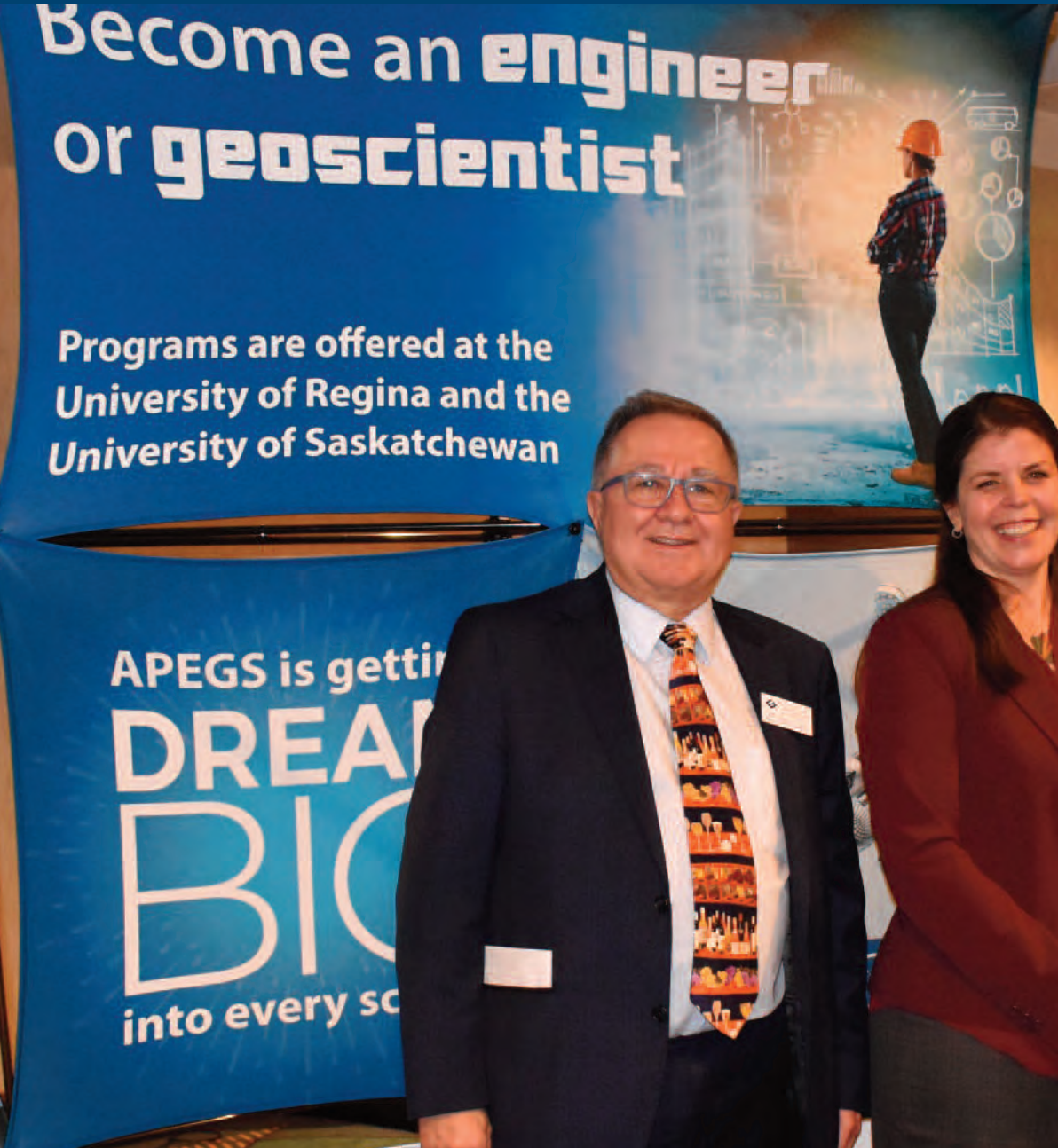




A P E G S

Association of Professional Engineers
& Geoscientists of Saskatchewan

Working Together, Engaging Communities





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& Geoscientists of Saskatchewan*

Front Cover: Executive Director and Registrar Bob McDonald, P.Eng., MBA, LL.B., FEC, FGC (Hon.), FCSSE and President Stormy Holmes, P.Eng., FEC introducing the Dream Big: Engineering Our World initiative for schools at the MLA reception, November 2018.

Table of Contents

President's Report	4	University of Regina Senate	30
Executive Director and Registrar's Report	5	Engineers Canada Director's Report	31
Public Appointees	7	Geoscientists Canada Director's Report	33
Investigation Committee	8	College of Engineering, University of Saskatchewan	35
Discipline Committee.	9	Faculty of Engineering and Applied Science, University of Regina.	40
30 By 30 Champions' Group	10	Department of Geological Sciences, University of Saskatchewan	41
Governance Board.	12	Department of Geology, University of Regina	42
Academic Review Committee	13	Regina Engineering Society.	44
Licensee Admissions Committee	15	Saskatoon Engineering Society.	46
Experience Review Committee	16	Moose Jaw Engineering Society	47
Professional Practice Exam Committee	17	CIM Geology Section (Saskatoon).	47
Registrar's Advisory Committee	17	Saskatchewan Geological Society (Regina)	48
Legislative Liaison Committee.	18	Association of Consulting Engineering Companies - SK	49
Saskatchewan Construction Panel	18	Saskatoon Engineering Students' Society	51
Image and Identity Board	19	Regina Engineering Students' Society	52
Awards Committee	20	D.M. Kent Club (University of Regina Geology Students)	53
Connection and Involvement Committee	21	Ore Gangue (University of Saskatchewan Geology Students)	54
Professional Edge Committee.	22	Financial Report.	55
Communications and Public Relations Committee.	23	Balance Sheet	56
Equity and Diversity Committee	23	Consolidated Statement of Revenue and Expenditures	57
Education Board	24	Investment & Cash Funds	60
Professional Development Committee	25	2017 - 2018 APEGS Volunteers.	63
Student Development Committee	26	2017 - 2018 APEGS Council	67
K-12 Committee	27		
Environment and Sustainability Committee.	28		
University of Saskatchewan Senate	29		

President's Report

Over the last couple of years APEGS has had a renewed focus on operating within our statutory objects:

- Ensure proficiency and competency of members in their practice to safeguard the public;
- Regulate the practice of members in accordance with the Act and Bylaws;
- Promote and improve the proficiency and competency of members;
- Foster the practice by members in a manner that is in the public interest.

There has been much discussion within the organization about the role of the regulator in advocating for the members. As we protect the public interest, it is imperative that we are not seen to be favouring member interests over what is important in safeguarding the public. We are going to start taking a look at Council, board, committee and staff structure to align with our objects, while thoughtfully taking on advocacy within the regulatory view.

At the 2018 APEGS Annual Meeting, the membership unanimously passed instating required Continuing Professional Development (CPD). I am so proud to be a member of an organization that understands and embraces the role of CPD in demonstrating to the public that we hold paramount their protection. APEGS CPD program contains the elements of scope description, professional development plan and reporting back on progress against the plan. We are also leading in the country by requiring our members to complete at least an hour of ethics training as part of their professional development. With this new program, APEGS has created a new committee (the Continuing Professional Development Compliance Committee). This committee will provide oversight of the program and help it evolve as implementation gets underway.

Also at the Annual Meeting last year, our membership unanimously passed instating Competency Based Assessment (CBA) for our Engineers-In-Training. Competencies are observable and measurable skills, knowledge, abilities, motivations or traits required for professional registration that are demonstrated through the actions and behaviours of the applicant. By focusing on competencies this program:

- Allows for quantitative assessment;
- Assesses readiness for licensure with described and defined measurement;
- Provides objective, transparent and consistent assessment;
- Provides confidence to applicants, validators, employers and assessors.

APEGS continues its work towards inclusivity within the profession. Engineers Canada created the 30 by 30 initiative with the goal of having 30 per cent of newly registered professional engineers be women by 2030. APEGS endorsed this initiative and created a Task Group. Over the last year, the Task Group has taken steps to embed their work into existing committees such as Equity & Diversity, K-12, Student Development and Communications and Public Relations. APEGS participates on the Engineers Canada 30 by 30 committee to align with the other regulators and participate with national stakeholders.

As a provincial regulator, it is important that we engage with stakeholders of the professions. We meet regularly with the Ministry of Highways and Infrastructure, which is responsible for our Act and held the MLA reception with an opportunity to meet with MLAs from government and opposition. At a North American level, we participate in the Pacific Northwest Economic Region summits, where we meet with MLAs, governors and senators from the region to discuss issues about the professions, in particular mobility.

We participated in some of the other regulators' annual meetings and in Engineers Canada meetings. At these meetings, we have discussed issues that are affecting our sister associations and trends that we are seeing in the regulatory industry. In British Columbia, EGBC has been dealing with the outcomes of the Professional Reliance Review, which has included the government there creating the *Professional Governance Act* – which created the Office of the Superintendent of Professional Governance – an umbrella “regulator of regulators” with broad sweeping powers. This has produced some positive outcomes - there will be required reporting of professional development activities and corporate registration, both of which EGBC has been working on for some years.

The Sponsorship Task Group has been diligently working towards a policy document for how APEGS distributes and receives sponsorship. Part of the work has been defining what sponsorship is – there are many types – grants, scholarships, event sponsorship, etc. The committee has also reached out to the other regulators to understand what they call sponsorship and how they distribute it. I'm looking forward to having this policy in place to help guide our future contributions.

Thank you to everyone for their support over this year of my presidency and all my previous time with APEGS. I have grown so much from working with each of the members of the Executive Committee, Council, boards, committees and staff. There is so much to be proud of in the work that we do. I appreciate the

Executive Director and Registrar's Report

candid respectful conversations and discussions that have let us get to the best decisions. The level of trust between the Council members is beautiful to experience. We can and do express contrary opinions making sure that all sides of an issue are seen before a decision is made. I have been involved with APEGS as a volunteer for over twenty years and have loved every minute of my time with the organization.

Why volunteer with APEGS? Because I felt there is nothing more important to my work as an engineer than to be able to shape the profession. It has been a privilege and an honour to work with the other regulators and Engineers Canada. I encourage everyone that I meet to get out and volunteer. APEGS is a great place to give your time and knowledge, you will reap rewards back. Thank you, again for this opportunity to serve you.

Respectfully submitted,

Stormy Holmes, P.Eng., FEC
President

APEGS membership increased by one per cent in 2018. Despite the soft Saskatchewan economy, the number of professional members remained relatively constant, with an increase in members-in-training and licensees. A table of membership statistics is included below. APEGS also experienced unprecedented growth in the number of applications from internationally-educated engineering graduates.

The membership ratified amendments to the Regulatory Bylaws at the 2018 annual meeting which will result in changes for members, volunteers and staff. APEGS volunteers and staff undertook extensive member consultations throughout the province to discuss the bylaw amendments. A record number of members registered to vote at the annual meeting. Council and Executive Committee has acknowledged the value and importance of member consultations.

The Sponsorship Task Group evolved from the task group reviewing APEGS participation in the Children's Discovery Museum (now Nutrien Wonderhub) in Saskatoon with a mandate to review of APEGS sponsorship practices. Its report will be available to Council in early 2019.

Work also continued on an upgraded database to support our membership and enhance members' online experience. Highlights of many of these activities are provided below.

Continuing Professional Development

The Engineering and Geoscience Professions Act states the objects of the Association. Two of the objects relate to the proficiency and competency of its members and licensees in order to safeguard the public, and to regulate the professions in the public interest. The Code of Ethics requires members and licensees to "keep themselves informed in order to maintain their competence.....". In furtherance of these requirements, APEGS members unanimously ratified amendments to the Regulatory Bylaws enacting a required Continuing Professional Development Program at the 2018 Annual Meeting. Members and licensees were mailed a copy of the program document in December, following approval of the amendments by the Minister. The program became effective on January 1, 2019 and members will report on their 2019 activities with the renewal of their 2020 membership and licence dues. The Professional Development Committee will continue to highlight professional development opportunities and ensure that members have options to satisfy the verifiable ethics requirement. A new Continuing Professional Development

Compliance Committee will monitor compliance with the program and review requests from members for a variation from the program resulting from individual special circumstances.

Registration

Overall, the membership of APEGS increased by one per cent in 2018. Most of the growth resulted from an increase in the number of members-in-training, with a nearly constant number of professional members. The number of licence waivers decreased by 14.3 per cent and the number of life members increased by 7.9 per cent. With 2,362 members-in-training, the work load of the Experience Review Committee and the Professional Practice Exam Committee is assured for the next several years.

At the 2018 annual meeting, APEGS members unanimously approved bylaw amendments which will change in the reporting of work history from a paper-based reporting system to an online competency-based reporting system for engineers-in-training. The new system came into effect as of January 1, 2019, and will impact the engineers-in-training, their supervisors (the validators) and the assessors (Experience Review Committee members). Engineers-in-training already reporting work experience using the paper-based system have the option to complete their reporting in the old system. However, as of January 1, 2019, engineers-in-training who have not yet reported work experience will be required to use the new system. Work is continuing through Geoscientists Canada to develop the competencies for geoscience licensure, and it is anticipated that a similar online competency-based work experience reportingsystem will take effect for geoscientists-in-training in 2021.

The elements of acceptable work experience has not changed as a result of the change in the reporting system, but the move to competencies will result in a more transparent and consistent assessment of work experience.

There are several things that don't show up in the statistics below. There continues to be more professional members, both engineers and geoscientists, licensed to practice professional engineering or professional geoscience in Saskatchewan, who reside outside of Saskatchewan. This is not new to APEGS but continues a trend that has existed for a number of years. The number of applications from international engineering graduates increased rapidly in late 2017 and 2018 as a result engineering being included as an occupation in the Saskatchewan Immigrant Nominee Program. The total number of applications received from international engineering graduates increased from 391 in 2016 to

945 in 2017 to 2,715 in 2018. The number of applications has challenged volunteers and staff, who should be commended for processing these applications. With the removal of engineering from the applicable occupation codes, it is anticipated that the number of applications will decline to a "new normal" in the range of 600-700 annually.

Membership Statistics

MEMBERSHIP CATEGORY	2017	2018	CHANGE	% CHANGE
Professional Engineers	8024	8071	47	0.6%
Professional Geoscientists	598	568	(30)	(5.0%)
Engineers-in-Training	1910	2144	234	12.3%
Geoscientists-in-Training	212	218	6	2.8%
Geoscience Licensees	9	11	2	22.2%
Engineering Licensees	92	113	21	22.3%
Temporary Licensees	23	23	0	0%
Licence Requirement Waived: (P.Eng./P.Geo./Licensee/Members-in-Training)	1608	1378	(230)	(14.3%)
Life Members (P.Eng. & P.Geo.)	1035	1117	82	7.9%
Total – Members / Licensees	13511	13643	132	1.0%
Resignations: Members & Licensees	379	475	96	(25.3%)
Permission to Consult Applications	343	339	(4)	(1.2%)
Certificates of Authorization	1252	1261	7	0.6%

Brackets indicate (decrease)

Compliance Activities

The Engineering and Geoscience Professions Act prohibits persons who are not APEGS members or licensees from using the "engineering" or "geoscience" titles to imply they are members, and from engaging in the practice of professional engineering or professional geoscience without being appropriately licensed or supervised by someone licensed by APEGS. When staff identifies compliance issues, they follow up with these persons to ensure compliance with the Act. Staff routinely monitors the Saskatchewan Gazette and other publications. However, APEGS requests that members assist by reporting potential compliance issues in Saskatchewan.

Public Appointees

Member Database, Website and Online Services

The updated member database was launched prior to the 2019 renewal season, approximately one year later than planned. The full functionality was not available at launch and work continues by the developer and APEGS staff to complete the initial phase of the project, which is expected mid-year 2019. Planned wish list items, including increasing efficiency for staff and improving members' online experience, will continue throughout 2019.

Volunteerism and Outreach

APEGS cannot function without the commitment and expertise provided by its volunteers to achieve its regulatory functions such as registration, investigation and discipline and professional development and its governance functions such as Council, event planning, communications and outreach. APEGS members also volunteer at the national level, participating in activities of Engineers Canada and Geoscientists Canada and for local chapters of the learned societies and similar engineering and geoscience groups.

I thank all APEGS volunteers who contributed their time during 2018 in support of public safety and regulating the professions in the public interest. I offer special thanks to Presidents Ernie Barber, P.Eng. and Stormy Holmes, P.Eng., Executive Committee and APEGS Council for their continued support during 2018. I also wish to recognize and offer thanks to my colleagues – the dedicated staff at APEGS – that serve the public, our members and applicants.

Respectfully submitted,

Bob McDonald, P.Eng., MBA, LL.B., FEC, FGC
(Hon.), FCSSE
Executive Director and Registrar

The government of Saskatchewan appoints two members of the public to the APEGS Council. These representatives are independent members of the public working together with the elected members of the APEGS Council to represent and protect the public interest in the outcome of decisions made by Council in regulating the professions in the province. Public appointees serve on either the Investigation Committee or the Discipline Committee. They are appointed for a three-year term which is renewable for an additional three-year term. However, they may serve longer until a replacement is appointed.

As public representatives on Council, this 2018 report presents our opinion on how the APEGS Council has met its mandate over the past year.

The Professional Development Committee and staff have been working on the development of a required Continuing Professional Development (CPD) Program, which would include required reporting. The implementation of such a program will bring APEGS into alignment with most of the other self-regulated professions in Saskatchewan as well as its sister engineering and geoscience regulators across the country.

We were pleased to see the membership unanimously approve the required CPD program as proposed by Council at the 2018 Business Meeting.

In the area of registration, APEGS has again seen a large increase in international applications which have created an added workload for staff that will continue well into next year.

The investigation and discipline processes are well managed.

In closing, it is our opinion that the APEGS membership is well served by Council and the dedicated staff. APEGS is seen as a leader amongst our peers in self-regulation, within the province and nationally. APEGS is fortunate to have an accomplished leadership team.

Respectfully submitted,

Dwaine Entner, Public Appointee
Wendell Patzer, Public Appointee

Investigation Committee

The Engineering and Geoscience Professions Act and Bylaws state that APEGS has the responsibility and jurisdiction to investigate complaints alleging professional misconduct and/or professional incompetence of its members, licensees or holders of a Certificate of Authorization. To fulfill this requirement, the APEGS Council appoints an Investigation Committee comprised of volunteers from its membership, as well as one public appointee. To maintain confidentiality and fairness in the investigation process, the Investigation Committee completes its investigations independently of the Discipline Committee and the APEGS Council.

The Investigation Committee initiates the investigation process when either a written complaint is received or when requested by APEGS Council. The investigation process is led by the volunteer members of the investigation committee with support from APEGS staff and external legal counsel and includes gathering, examining and weighing evidence, generally over the course of multiple meetings. The full investigation process can take more than a year to complete, especially in more complex cases. In cases where the investigation committee requires additional information related to the subject matter or assessment of the conduct of the member, the committee can request APEGS staff commission an independent external expert to review evidence and provide an opinion.

Upon completion of its investigation, the committee can conclude that the matter be forwarded to the Discipline Committee for a hearing or it may recommend that no further action be taken. The conclusions are presented to the complainant, the member being complained against, the APEGS Council and the Discipline Committee in a written report. When the Investigation Committee recommends that no further action be taken, complainants may request that Council review the recommendation if they feel that the investigation committee did not fully and fairly follow the investigation process.

The Investigation Committee held five face to face meetings throughout 2018, investigating 22 complaints, of which seven were new complaints received in 2018. Two cases were referred to the Discipline Committee in 2018 after completion of the pre-hearing conferences. The committee completed seven reports in 2018, recommending no further action in six cases, four of which were officially closed in 2018. A formal complaint to be heard by the Discipline Committee has been recommended in one case, pending completion of a pre-hearing conference. The committee ended 2018 with 13 ongoing investigations.

In total, 15 individuals work together to complete the objectives of the Investigation Committee, comprising 12 APEGS member volunteers, the public appointee, external legal counsel and staff support. Thank you to all for their outstanding efforts in supporting the work of the Investigation Committee.

Respectfully submitted,

Margaret Ball, P.Eng., FEC
Chair

Discipline Committee

Under provisions of *The Engineering and Geosciences Professions Act* and Regulatory Bylaws, the Discipline Committee has the responsibility to act on formal complaints referred by the Investigation Committee. It is worth noting that these complaints once investigated and deemed actionable are represented by the Investigation Committee and not by the individuals or groups that initiated the complaint. A Discipline Hearing Panel constituted from the Discipline Committee hears the complaints regarding the conduct of individuals or corporations registered with and under the authority of, the Association to determine whether such conduct constitutes professional misconduct or professional incompetence. Where the Discipline Hearing Panel finds that conduct constitutes professional misconduct or professional incompetence, it issues appropriate disciplinary orders. Decisions of the Discipline Hearing Panel are open to appeal only through the courts.

In 2018, there were two formal Discipline Hearing Panels that were convened for cases that were referred to the Discipline Committee. The results of these hearings have been published in *The Professional Edge* and on the APEGS website. Please take the time to read these and pass on any lessons learned. As a self-regulating profession, we owe a duty to learn and hold one another accountable for the continued privilege of practicing engineering in our province.

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 to the Discipline Committee. In 2018, the Chair of the Discipline Committee received eleven closing reports from the Investigation Committee. The reports were reviewed in confidence by the chair and destroyed.

The committee officially met twice in 2018. There were some transitions on the Committee this year as well, with a few members stepping down as their terms expired and some new faces stepping up. We are always looking for volunteers, especially from the Geosciences and in keeping with the APEGS 30 by 30 initiative, we are also seeking to increase the representation of women on our committee.

A training day regarding Practical Issues in Professional Discipline Hearings was held at the beginning of December in Regina. It was attended by all the Discipline Committee members and was well received. Thank you to Gregory Sim from Field Law for presenting.

I would like to thank the APEGS staff and our external legal counsel for our committee support, as well as the many dedicated volunteers for their work to help with the business of the committee and preparing for the hearings. Without their continued support and patience, we would not be able to effectively carry on.

Respectfully submitted,

Grant Gingara, P.Eng.
Chair

30 by 30 Champions' Group

30 by 30 has taken root over the last few years and is now in a position to grow and evolve. The 30 by 30 Task Group has become the 30 by 30 Champions' Group with a new Terms of Reference approved by Council in the fall. The goal is to champion the 30 by 30 effort, which will lead APEGS to meet and exceed the national goal, by ensuring that the goals and activities required are embedded into the annual activities of standing APEGS committees and boards and other related working groups.

Engineers Canada has also clearly defined 30 by 30 in their Strategic Plan, by identifying it as one of their top four strategies; "Re-imagine 30 by 30. Define achievable goals for the 30 by 30 program. Develop action plans in accordance with the goals." This includes the important realization that to increase the women in the professions requires a multidimensional approach that emphasizes not only recruitment but retention and professional development. Young women will not choose to pursue engineering if they do not see a future for themselves in that profession. This means visible role models, the opportunity for meaningful work and advancement and mentorship. APEGS has recognized this multidimensional approach from the beginning and the 30 by 30 goal remains "To raise the percentage of women in engineering and geoscience from 11 per cent to 30 per cent by the year 2030."

With this in mind, 30 by 30 has worked with APEGS standing committees and boards this past year on many initiatives and activities focusing on the four target timeframes in a girl-to-woman's life where knowledge, choice and support are key. A sampling includes:

Dream It! Young Girls, Grades K to 8:

The focus activities are awareness among girls, their parents and their teachers. In an effort to reach elementary school teachers, 30 by 30 partnered with EYES/SciFi to pilot a professional-development program regarding "Engineering/Geoscience and what an Engineering/Geoscience career can mean." Much was learned from the pilot and a simplified approach will be considered going forward. EYES/SciFi have a significant network and reach that make a partnership with them worthwhile pursuing. Champions' Group member Ben Freitag is a prime example.

Saskatchewan Career and Work Education Association (SCWEA):

To reach elementary and high-school guidance counsellors, Champion's Group member Barbra McKinnon (Ministry of Education) connected the K-12

Committee with SCWEA to participate at their Annual Meeting. Tara Zrymiak, P.Eng., attended the event in Saskatoon.

Believe It! Teens, Grade 9 to 12:

The focus activities include promoting choices that will allow a girl to pursue engineering and geoscience and belief that they are capable.

In conjunction with K to 12, it was decided 30 by 30 would again sponsor girls from La Ronge and other northern communities to attend the Girls Discover STEM Conference. The total sponsorship was \$1,500. The sponsorship included registration and overnight stays for the participants. In addition, 30 by 30 sponsored one of the lunches at the Sci-Fi STEM conference and provided a table activity and volunteers to interact with the participants.

Middle Years Teachers Association (MYTA):

To communicate the 30 by 30 message to teachers of Grades 6 to 8, Margaret Anne Hodges P.Eng., Kate McLaughlin, P.Geo. and Patti Kindred, P.Eng. provided resources and presentations at the MYTA conference in Regina.

Career Fairs:

Building on the success of the 2017 Business Professional Women's Careers Unlimited event in Regina, APEGS attended their trade show with 30 by 30 materials and found volunteers to speak to girls in Grades 10 to 12 about engineering and geoscience.

Be It! University Students:

The focus activities continue to be choice in pursuing a professional career and creating an environment of belonging and respect.

Mentoring Lunch Proposal for U of S Students:

Dr. Jeanie Wills (Assistant Professor Ron and Jane Graham School of Professional Development) approached 30 by 30 with a draft proposal for creating a mentoring program for U of S students. Our 30 by 30/SDC liaisons Greg Godwin, P.Eng. and Delee Silvius, P.Eng. worked with SDC to host the first mentoring lunch on March 19. The overall feedback was positive. The College of Engineering included funding for the Geology students since the mentoring lunch is a joint activity between the College and APEGS. SDC has continued with additional mentoring events and has expanded the program to the University of Regina.

U of R:

“What does a Woman Need to Know to Succeed in Engineering?” 30 by 30 worked with the Faculty of Engineering to host this session in honour of Engineering Month 2018. Working with the Faculty and Student Chair, APEGS assembled a panel of women engineers with differing amounts of experience to talk about their experiences (good and bad) in a Q&A format. The event was well attended, by more than 30 people—mostly university students, although there were also a few high school students who heard of the event through the contacts with city high schools. 30 by 30 also provided door prizes, copies of *What I Wish I Knew When I was Twenty*, which partly inspired the topic. The book has a chapter called, “No way...Engineering is for Girls!”

30 by 30 Student Awards:

Margaret Anne Hodges, P.Eng., Dena McMartin, P.Eng. and Patti Kindred, P.Eng. have been working with Erin Werner of the University of Regina’s External Relations and Graham Dickson of the University of Saskatchewan’s Development Office to complete the Awards terms of reference/ agreement. Draft agreements have been reviewed and feedback has been given.

U of S – Gear Up!

This is a group program offered to female engineering students at the University of Saskatchewan with the following primary objectives: 1) Encourage female students within the College of Engineering to develop new technical, hands-on skills and implement these skills during design/group work and as engineers and 2) Build a network of female classmates, professors and industry professionals. 30 by 30 supported the pilot Gear Up project in 2017-18 with funding of \$1,000. 30 by 30 confirmed the continued APEGS’s support for the 2018-19 Gear Up project as a platinum title sponsor with a donation of \$1,500. This entitled 30 by 30 to provide a speaker (Stormy Holmes, P.Eng.) at a GearUp session in January.

Be It! Professional Women:

The focus activities are building upon an environment of belonging and respect, mentorship and developing a sense of work/life balance.

PD Days – Watch out for Unconscious Biases:

If I Looked at the World a Different Way: 30 by 30 sponsored this half-day PD session in the spring of 2018, a practical workshop where participants were given

an opportunity to practice and have their self-awareness raised regarding areas where they have unconscious bias. It was an opportunity to learn why unconscious bias matters and how it affects your outcomes and bottom line. We encouraged members from Council, Governance Board Committees, Image and Identity Committees, Education Board Committees and the Champions’ Group to attend. The track session was well attended and there was positive feedback from the participants.

PD Day, November 6 in Saskatoon:

30 by 30 Champions’ Group recommended this PD day on Psychological Health and Safety in the Workplace (Bridges Health).

2018 CCWESTT:

Established in 1992, The Canadian Coalition of Women in Engineering, Science, Trades and Technology (CCWESTT) is a voluntary, non-profit national coalition of individual members and groups from across the country who advocate for a diverse and inclusive Canadian science, engineering, trades and technology workforce. CCWESTT holds biennial national conferences and supports regional conferences. 30 by 30 sent Champions’ Group members Pat Faulconbridge and Denise Stilling, P.Eng, to the CCWESTT conference in Edmonton. APEGS is a member and has the right to attend the business meeting.

2018 Society of Women Engineers (SWE) Conference:

The SWE is a not-for-profit educational and service organization in the United States. For more than six decades, SWE has given women engineers a unique place and voice within the engineering industry. The organization is centred around a passion for its members’ success and continues to evolve with the challenges and opportunities reflected in today’s exciting engineering and technology specialities. Tara Zrymiak, P.Eng., attended as 30 by 30 Champions’ representative.

Donation request from ACEC-SK:

This was referred to the E&D committee. They approved the request. ACEC-SK held the Women’s Leadership Forum, “Inspiring Bold Leaders,” on December 11. It featured APEGS President Stormy Homes, P.Eng. and a host of other accomplished professionals, discussing challenges professional women leaders face at various ages/stages in their careers and sharing cross-industry

learnings/successes. The break-out of attendees by age demographic grouping provided great insight into those challenges.

The Edge:

Articles were provided for publication this past year.

Engineers Canada Champions Meeting in Ottawa:

Margaret Anne Hodges, P.Eng. and Dena McMartin, P.Eng. attended the day-and-a-half face-to-face meeting with other Regulator and University Champions from across the country. Highlights of the agenda included 30 by 30 data, an engineer-in-training panel of professionals discussing their experiences to date in the profession and action plan sessions for recruitment, retention and professional development.

I would like to thank the Champion's Group members for their effort and guidance. It has been an extremely busy year and much was accomplished. On behalf of the Champion's group, I also want to acknowledge and thank the APEGS staff for their outstanding support of the Champion's group's activities and agenda this year.

Respectfully submitted,

Margaret Anne Hodges, P.Eng., FEC, FGC
(Hon.)
Chair

The Governance Board oversees the qualifications and acceptance of applicants to the professions of engineering and geoscience. The board ensures that professional standards are upheld and kept current. Committee members are drawn from experienced professionals who are qualified to provide the reviews and assessments that ensure persons admitted to practise engineering and geoscience in Saskatchewan meet appropriate academic, experience and ethical standards. The Governance Board is chaired by the president and is comprised of the chairs and liaison councillors of its five standing committees (soon to be six when Continuing Professional Development Compliance Committee gets established.) The APEGS representative to the Saskatchewan Construction Panel also sits on the board.

Reports from each committee provide more detailed information on the mandate and activities of that committee. Some highlights are summarized here:

The Academic Review Committee administers the policies and procedures established by Council for the review of the academic qualifications of individuals who apply for membership in the association. The ARC reviews 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 national accreditation of geoscience programs in Canada.) In 2017, ARC developed a document "Guideline on applying the CEQB Syllabi" to make the review process more flexible, consistent and systematic. Over the past seven years, the number of international graduates applying for licensure as a member-in-training has significantly increased from about 200 in 2010 to over 2700 in 2018.

The Experience Review Committee administers the policies established by Council for the review of work experience reports of members-in-training and other individuals applying for professional membership with APEGS. The Experience Review Committee reviewed 1,442 work experience reports. This is another record-setting year, up from the previous four-year average of just over 1,300 reports. The committee also played an important role in the evaluation, pilot trials and subsequent recommendation to Council to adopt the competency-based assessment (CBA) format for work experience review.

The Professional Practice Exam Committee coordinates and directs the Law and Ethics Seminars and oversees the setting and administration of the Professional Practice Exam. A total of 171 people wrote the spring exam on May 26, 2018, or on pre-arranged alternate dates. For the fall exam, 124 people wrote on November 3, 2018, or on pre-arranged alternate dates. Two people failed the spring exam and one failure in the fall sitting of the exam.

Academic Review Committee

The Licensee Admissions Committee (LAC) administers the policies and procedures established by Council for the review of the academic and experience qualifications of applicants seeking to practise engineering or geoscience as an Engineering Licensee or Geoscience Licensee. Policies administered by this committee provide a route to licensure for individuals who have completed a minimum of two years of post-secondary education in engineering, geoscience or related science who may receive a licence to practise engineering or geoscience within an individualized scope of practice. The LAC approved twelve new Engineering Licensees, no new Geoscience Licensee and 12 applicants for interprovincial mobility which were approved via the Registrar's Acceptance List. At the end of 2018, APEGS membership included 118 Engineering Licensees and 11 Geoscience Licensees. The LAC is working to increase awareness of the licensee option for membership with APEGS and this initiative will be carried forward in 2019.

The Registrar's Advisory Committee provides recommendations to the Registrar, at the request of the Registrar, in those few cases where a question of character arises during the assessment of an application for membership or licensure.

The Legislative Liaison Committee monitors and reviews provincial demand-side legislation and proposed regulation and assesses the potential effect on the association and its members related to the practice of engineering and geoscience in Saskatchewan.

The Saskatchewan Construction Panel is a forum for the 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 items of discussion.

Thank you to all the volunteers and special advisors without whom these essential regulatory functions would not be possible. A self-regulating profession simply could not function without a team of experienced professionals who are qualified and willing to exercise judgment in the interests of ensuring public safety. The Governance Board committees and the board itself are supported by a talented team of APEGS staff and dedicated volunteers, all of whom I would like to thank at this time.

Respectfully submitted,

Stormy Holmes, P.Eng., FEC
Chair

Academic Review Committee (ARC) is made up of 16 voting Members and 12 non-voting Reviewers. ARC's mission is to administer the policy and procedures established by Council for the review of the academic qualifications of individuals applying for membership in the association and to make recommendations to the Executive Director & Registrar as prescribed in Section 20(1) of the Engineering and Geosciences Professions Act.

Individuals who have graduated from a Canadian Engineering Accreditation Board accredited program, are registered in another association/ordre in Canada or who otherwise fall under the Registrar's Acceptance List (estimate >225 in 2018) are expeditiously registered as a P.Eng/P.Geo or as a member-in-training without a detailed academic review by ARC.

The ARC reviews 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 national accreditation of geoscience programs in Canada). In the middle of 2018, ARC started to meet monthly rather than every six weeks, as it did previously.

The assessment of applications by ARC is required to determine if an applicant has a degree with sufficient breadth and depth to practice safely in a Canadian environment and, if not, to identify any deficiencies in the program of study. ARC advises applicants of any deficiencies and provides a clear roadmap for the applicant to correct those deficiencies. If there are no deficiencies, or once the applicant has fulfilled deficiencies, they will be assigned three confirmatory exams, which are intended to confirm that the applicant's program is at a level comparable to a similar program in Canada.

The confirmatory exams may be waived by the ARC in a number of situations, most commonly if the applicant has five or more years of acceptable engineering or geoscience work experience at a professional level, as determined by the Experience Review Committee (ERC) or if the applicant holds a relevant graduate degree from an acceptable university program, as determined by the ARC.

In 2018 a significant change was made to the academic review policy for international engineering graduates, such that the determination of the review level in the document "Guideline on applying the CEQB Syllabi" is now based on the World Education Services (WES) credential assessment rather than the Engineers Canada International Institutions and Degrees Database (IIDD). Two different levels of review are outlined depending on whether the education is

defined as university-level in engineering or non-university level (or not in engineering).

Those with university level in engineering are assessed at a high level, which is defined and explained in the policy document. Those that are either non-university level or not clearly in an engineering discipline require a detailed review, which is also defined in the policy document.

The WES assessment also replaced the IIDD in criteria for the Registrar's Acceptance List (RAL). This change resulted in more applicants meeting the criteria for RAL and the university-level in engineering status for high-level review by ARC, as expected, and thus cut down on the workload for ARC (see table below for details).

Over the past six years, the number of international graduates applying for licensure as a Member-in-Training has significantly increased from about 200 in 2010 to about 550 in 2015 and almost 950 in 2017. In 2018 we saw the highest volume yet, with about 2700 applications.

At the end of 2018, a third ARC by-pass option was added to policy AR3.0, which will be implemented in 2019 and should further reduce the proportion of files that go through ARC.

The following table provides a summary of the applications processed by ARC over the past three years.

The volume of files processed increased significantly in 2018, due in large part to additional staff capacity. There are now three full time and one half time administrative staff, an assistant director and a director

ARC is fortunate to have a diversity of committed volunteers who are fluent in a variety of languages, have personal knowledge of Canadian programs, foreign post-secondary educational systems and institutions and personal experience with ARC processes leading to their professional registration in Saskatchewan. Without them, ARC would be unable to complete its mission.

ARC would like to express its sincere appreciation for the hard work of staff at APEGS and for the exemplary service of our volunteers, both current and retired, who have contributed greatly to the success of ARC and APEGS.

Respectfully submitted,

Malcolm Reeves P.Eng., P.Geo.
Chair

CATEGORY	ENGINEERING			GEOSCIENCE		
	2016	2017	2018	2016	2017	2018
# of individual applicants (including bypass options in 2018)	174	308	527	22	18	12
# assigned deficiencies	82	79	57	3	6	2
# assigned confirmatory exams	26	32	106	0	0	1
# given ERC option to waive confirmatory exams	24	22	69	0	0	1
# ARC by-pass 1	NA	48	177	NA	NA	NA
#ARC by-pass 2	NA	5	0	NA	NA	NA
# recommend as MIT	37	60	109	17	8	8
# denied	7	7	12	2	1	0
# of exam/course results	11	12	16	1	1	1
# re-assessment requests	22	28	5	3	2	2
Total files through ARC	180	240	353	22	18	14

Licensee Admissions Committee

The Licensee Admissions Committee administers the policy and procedures established by Council for review of the academic and experience qualifications of applicants seeking to practise engineering or geoscience as an Engineering Licensee or Geoscience Licensee and makes recommendations to the Executive Director and Registrar following the completion of those reviews. Licensee Admissions Committee members are appointed by the Governance Board from a cross-section of academic disciplines, workplace sectors and membership categories.

Engineering Licensees and Geoscience Licensees are members who do not meet the normal academic requirement for P.Eng. or P.Geo. membership, but do have a combination of education and experience that allows them to take responsibility for their own work within a specific and restricted scope of practice.

Engineering Licensees and Geoscience Licensees have the same rights and privileges as P.Eng. and P.Geo. members. The only difference is that licensees have a specific scope of practice, defined and approved by APEGS and stated on their licences. This is the scope of practice within which they can practise independently.

Depending on their academic background, licensee applicants must have at least five years of work experience that is directly related to the requested scope of practice and under the direct supervision of a Canadian P.Eng., P.Geo., Engineering Licensee or Geoscience Licensee. At least one year of experience must be obtained in Canada or in an equivalent-to-Canada work environment. All the work experience must be post-education.

The Licensee Admissions Committee met four times in 2018 and approved 12 new Engineering Licensees. There were no new Geoscience Licensees approved in 2018. Another 12 applicants for interprovincial mobility were approved directly through the Registrar's Acceptance List. At the end of 2018, APEGS membership included 118 Engineering Licensees and 11 Geoscience Licensees.

The committee will continue to review options, targets, costs and effectiveness of advertising aimed at increasing awareness of licensee membership. This initiative will continue in 2019 as part of an overall APEGS communications strategy.

The Licensee Admissions Committee is committed to the implementation of Competency-Based Assessment (CBA) of the work experience of Engineering and Geoscience Licensee applicants. This will be implemented in the future once the Engineer-in-Training CBA system is fully functional.

The committee is grateful to the APEGS staff for their invaluable guidance and support.

Respectfully submitted,

Rick Kullman, P.Eng., FCSCE, FEC, FGC
(Hon.), FCSSE
Chair

Experience Review Committee

Under the jurisdiction of the Governance Board, the Experience Review Committee (ERC) 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 most significant challenge for the committee this year was preparing for the new Competency Based Assessment (CBA) process for Engineers-in-Training to submit experience reports. The evaluation and preparation for the CBA started a few years ago. The focus for this year was on member education and implementation of the new system led by the Director of Special Projects.

Town Hall meetings were held between January and March to provide members with information on the proposed CBA process, in conjunction with information regarding changes to the Continuing Professional Development process. The Amendment to Appendix 3 of the Regulatory Bylaws to adopt the CBA process was unanimously passed at the May APEGS Annual Business Meeting.

Following this, a CBA Launch Planning Team was set up, comprised of committee members, with the objective of preparing for the transition from the current system to the new CBA system. This included reviewing training documents for Engineers-in-Training, supervisors (Validators) and ERC members; reviewing the 2019 strategic communications plan and developing a training plan for ERC members so we are prepared as the new reports are submitted.

Four CBA education sessions were held for Engineers-in-Training with two in Regina and two in Saskatoon which were well attended.

Our regular committee work of auditing experience reports continued with 1,442 reports and nine committee meetings. Although this is down slightly from the 1,446 reports reviewed in 2017, it was a significant workload for the committee members. This year we also saw the continuation of a high number of applicants that have been approved by the Academic Review Committee to submit five years of experience in order to waive confirmatory exams. The committee reviewed 243 reports from 83 applicants under this ARC process.

The ERC has two primary strategic initiatives to complete in addition to be prepared for report auditing. The preparation of the Project and Construction Management Experience Review Guideline is being developed to assist applicants and supervisors working in project and construction management

roles as well as helping ERC members identify experience that would be considered acceptable engineering work experience. The Supervisor and Mentoring Program and Guidelines Review will provide clarification to the roles and qualifications of supervisors and mentors for the experience review process.

The membership of the ERC has increased from 33 to 36 plus one reviewer. We had 18 new members in 2018 to replace members who had completed their terms or resigned from the committee. Specialist reviewers were also occasionally used during the year when the committee members felt that the experience contained in a report was outside their expertise. I would like to thank all past and present committee members for their time commitment, especially through the long meetings which have regularly exceeded four hours.

The committee would like to thank our liaison councillor and the APEGS staff who support the ERC.

Respectfully submitted,

Kevin Ness, P.Eng.
Chair

Professional Practice Exam Committee

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

APEGS holds the Law and Ethics Seminar in Saskatoon in the spring and in Regina in the fall each year. Each seminar runs for two days and focuses 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; and
- Continuing Professional Development.

The spring seminar was held in Saskatoon on April 20 and 21, 2018 with 173 registrations. The fall seminar was held on September 14 and 15, 2018 in Regina with 107 registrations. The Professional Practice Exam is offered twice a year and is written a number of weeks after each seminar. A total of 171 people wrote the spring exam on May 26, 2018, or on pre-arranged alternate dates, with two failures. For the fall exam, 124 people wrote on November 3, 2018, or on pre-arranged alternate dates. There was one failure in the fall sitting. A survey of participants was sent out after each seminar and exam, in order to review and improve both.

The Professional Practice Exam Committee has also been working with the Professional Development Committee for the implementation of ethics seminars in conjunction with the Professional Development Days.

Respectfully submitted,

Ryan MacGillivray, M.Sc., P.Eng.
Chair

Registrar's Advisory Committee

The Registrar's Advisory Committee reports to the Governance Board. The committee is comprised of five members: the chairs of the Academic Review Committee, Experience Review Committee, Licensee Admissions Committee, 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 four times in 2018 and resolved five applicant files.

The committee would like to thank the APEGS staff for the support they have provided to the committee.

Respectfully submitted,

Registrar's Advisory Committee

Legislative Liaison Committee

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.

Fourteen new bills were introduced at the spring sitting of the Legislative Assembly which commenced on March 12, 2018 and concluded on May 31, 2018. Thirty-six new bills were introduced at the fall sitting of the Legislative Assembly which commenced on October 24, 2018 and concluded on December 6, 2018. A total of 50 bills were monitored during the year. The 50 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

The Saskatchewan Construction Panel (SCP) is a forum for the 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.

The group had discussions about the scope and mandate of the panel. A report was given about the provincial prompt payment legislation which is to be implemented in 2019. Round table reports provided communication on work being proposed by the various government departments and some private sector segments of the industry. Budget proposals and implications were discussed.

Respectfully submitted,

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

Image and Identity Board

The Image and Identity (I&I Board) Board promotes the value of engineering and geoscience within the professions and to the public through member engagement and recognition and through communications and public relations. The I&I Board is chaired by the President-Elect and is comprised of the committee Chairs and Liaison Councillors from the five committees reporting through the I&I Board.

The APEGS communications manager has developed a communications strategy for the organization that encompasses a stepwise process of research and planning followed by implementation. In 2018, the I&I Board and the APEGS Communications Manager refocused all the member and public relations initiatives to align with the Association's statutory objects.

Awards Committee (Awards):

The committee's mandate is to lead APEGS initiatives and programs that seek to recognize members' achievements. The committee develops criteria for APEGS awards, seeks nominees and recommends award recipients to the I&I Board. It also administers and awards the annual member education grants in the amount of \$45,000 annually. Nominations of members for awards administered by other organizations are also developed. The committee is continually working on strategies and methods to increase nominations.

Communications and Public Relations Committee (CPR):

The committee's mandate is to raise the awareness and profile of the engineering and geoscience professions within APEGS and other professional organizations, government, the business community and the public. The CPR and Edge committees have created a common committee member to maintain consistency between these two related committees. The public relations campaign began a renewal in 2017 which continued through 2018.

Connection and Involvement Committee (C&I):

The committee's mandate is to enhance the experience of APEGS members. The committee is working towards improving information channels and connections with the constituent societies. In 2018, the C&I conducted a comprehensive member survey and facilitated the planning of another highly successful annual meeting and professional development conference in Saskatoon.

Equity and Diversity Committee (E&D):

The committee's mandate is to provide leadership for APEGS on equity and diversity goals, to foster an understanding of the importance of equity and diversity within the engineering and geoscience professions and to lead or participate in initiatives to attain and celebrate the achievement of equity and diversity goals. Through subcommittees, the E&D works to ensure the Association is a fully inclusive organization.

Professional Edge Committee (Edge):

The committee's mandate is to publish the Edge, the association's magazine, in both print and digital format. The committee develops themes, sources content and provides editorial services.

Thank you to all the volunteers and APEGS staff that support the work of the I&I Board! The vision and leadership of our chairs and the hard work of the committees is a primary reason our professions and our organization have the high regard they enjoy.

Respectfully submitted,

Terry Fonstad, P.Eng., FEC
President-Elect

Awards Committee

The Awards Committee has been given a mandate to pursue recognition for members' achievements by:

- (a) Reviewing criteria of the awards established by Council;
- (b) Developing criteria for new awards to be recommended for establishment by Council;
- (c) Searching for candidates, reviewing nominations and making recommendations to the Image and Identity Board for recipients of awards established by Council, annually;
- (d) 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;
- (e) 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; and
- (f) Searching for candidates and making recommendations for Fellowship of Engineers Canada and/or Geoscientists Canada.

The Awards Committee reviewed many excellent nominations. Individuals were chosen for their exemplary work in the areas of engineering and geoscience achievement, service to the professions and service to the community. One individual, who is not an APEGS member, was recognized for their exceptional achievements or unique contributions in the promotion of the professions. The project award recognized a team of Saskatchewan geoscientists and engineers for an exceptional contribution to the province.

The seven awards presented at the 2018 Annual Meeting Awards Banquet were:

Outstanding Achievement: Xiongbiao (Daniel) Chen, P.Eng.

Brian Eckel Distinguished Service Award: Louis-Pierre Gagnon, P.Eng.

McCannel Award: Catherine Borbely, P.Eng.

Promising Member: Michael R. Walker, P.Eng.

Outstanding Engineering/Geoscience Project: Federated Cooperatives Ltd.
Complex Wastewater Improvement Project

Environmental Excellence: Shelise Berteig, P.Eng.

Friend of the Professions: Wendy Paddock

In recognition of noteworthy service to the professions eight individuals were bestowed with the title of Fellow of Engineers Canada (FEC) or Honorary Fellow of Engineers Canada, FEC (Hon.) and two were bestowed with the title of Fellow of Geoscientists Canada (FGC) or Honorary Fellow of Geoscientists Canada (FGC (Hon.)).

2018 was the fifth year APEGS has provided Member Education Grants and the second year six grants totalling \$45,000 have been awarded. The grants provide financial support to APEGS members furthering their education in graduate studies at either the University of Regina or the University of Saskatchewan. The Awards Committee was once again extremely pleased to award six grants of \$7,500 each.

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

Respectfully submitted,

Bryan Schreiner, P.Eng., P.Geo., FEC, FGC
Chair

Connection and Involvement Committee

The Connection and Involvement Committee (C&I) works to enhance the APEGS membership experience by providing opportunities and information related to involvement, benefits and activities within APEGS and the constituent societies. Some of the added services the C&I helps to make available to APEGS members include:

- Annual Meeting and Professional Development Conference and networking activities;
- Annual Salary Survey;
- Volunteer orientation and recognition;
- Review of the Constituent Society grants; and
- Development and maintenance of membership benefits and affinity programs.

The APEGS 88th Annual Meeting and Professional Development Conference was held in Saskatoon May 3-5 with a theme of Competency, Proficiency, Revitalization. Activities included:

- Welcome event at the Remai Modern, a new museum of modern and contemporary art;
- Tour of the Civic Operations Centre which opened its doors January 2017 and is the new home of Saskatoon Transit;
- Professional development luncheon with keynote speaker, Sarah Hanson, a young Transportation Planning professional with AECOM Canada and AECOM HYPERCAN team lead;
- CPD Professional Development track sessions on various topics including Continuing Professional Development, Ethics and Social Media and Digital Signatures-Electronic Authentication.

The Annual Salary Survey continues to be delivered to the APEGS members in May-June to provide salary baselines under several categories. The information has been compiled and the results are posted in *The Professional Edge* and on the APEGS website. C&I is planning to also conduct an employer salary survey. Next steps will include employer consultation and engagement as well as development of the survey questions.

New this year and receiving a lot of positive feedback was the mail delivery in December of Chocolaterie Bernard Callebaut chocolates to all active APEGS Volunteers. APEGS volunteers dedicate many hours and the chocolates were a great way to make sure every volunteer received a token of appreciation.

C&I is continuing to manage and review how we communicate, support and provide grants to the constituent societies.

Most recently C&I worked closely with the APEGS Manager of Communications to roll out a 2018 APEGS Membership Survey. The survey was completed to collect feedback from members to help improve its planning regarding events and other operational items. APEGS, including the C&I, will be reviewing the results in the coming months so that we can incorporate the findings into our future planning and direction.

Respectfully submitted,

Jaylyn Obrigewitsch, P.Eng.
Chair

Professional Edge Committee

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 and to set business and publishing policy. To meet this mandate, The Professional Edge Committee publishes *The Professional Edge* once every two months.

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 the committee's intent that each issue contains relevant material for all readers. To this end, the committee invites members' feedback and ideas for articles to be included in the publication. Publications through 2018 included the following themes:

- Profiles in Achievement (January/February)
- Engineering & Geoscience in the Outdoors (March/April)
- Annual Meeting (May/June)
- Waste Management (July/August)
- Home Grown (September/October)
- Mentorship (November/December)

The Professional Edge remains a print magazine and is accompanied by a mobile electronic version called the eEdge. The eEdge editions remain accessible for approximately one year, but the portable document format (pdf) export of the print magazine will become the official archive. Watch the APEGS website for the historical archive of engineering and geoscience in Saskatchewan. A combination of both the print and electronic versions of the publication will continue to be used for *The Professional Edge* for the next few years. Members are encouraged to share their thoughts regarding the publication with the Edge Committee—send email to APEGS@APEGS.ca or call the APEGS office.

The publication of *The Professional Edge* is aided greatly by the work of the members of The Professional Edge Committee and the writing and editorial skills of Martin Charlton Communications. The Committee acknowledges the contributions of its volunteers and expresses its gratitude to the APEGS staff for their ongoing support.

Respectfully submitted,

Zahra Darzi, P.Eng., FEC
Chair

Communications and Public Relations Committee

The two main objectives of the Communications and Public Relations Committee are to promote Engineering and Geoscience Week and develop an annual awareness program. With the assistance of the APEGS communications manager, the committee had a dynamic year to refocus these objectives to meet the goal of increasing the public's awareness of the professions and of APEGS.

Dream Big!

The promotion of Engineering and Geoscience Week focused on raising awareness of APEGS to students and the public through the Dream Big campaign. *Dream Big: Engineering Our World* is a movie that celebrates human ingenuity and how engineering plays a role in our everyday lives. The Communications and Public Relations Committee, as a part of the campaign, will distribute a copy of the movie to every school in Saskatchewan. For 2019 plans are in place for facilitated public engagement by sending engineering and geoscience volunteers to schools to showcase the movie, answer some questions and hand out prizes while promoting that engineers, geoscientists and APEGS safeguard the public.

Ever Wonder?

One of the biggest decisions made by the Communications and Public Relations Committee was to replace the "We See More" campaign initiated in 2013. By engaging Rawlco Radio, their creative strategy team created a series of radio commercials based on the tag line "Ever Wonder?" The committee voted to adopt this new messaging as the platform for a new awareness campaign. To complement the radio presence, the procurement of the visuals was done by proposals. The new campaign will continue to raise awareness of the important role engineers and geoscientists have in safeguarding the public while strengthening the message that APEGS, as the regulator of the professions, also has a role to safeguard the public.

The Communications and Public Relations Committee is looking forward to launching the new awareness program at the 2019 annual meeting.

It has been an absolute pleasure to serve as chair of this committee. The dedicated volunteers to this committee have created fun and excitement during our renewal journey. On behalf of the committee, I would like to thank our staff support for their hard work and enthusiasm during our dynamic year.

Respectfully submitted,
Danae Lemieux, P.Eng.
Chair

Equity and Diversity Committee

The Equity and Diversity committee has gone through some development changes in 2018 to better accommodate the goals and objectives of the organization as a whole and the APEGS Value Proposition as developed by Council.

We currently have the committee partitioned in three operating groups:

- the Indigenous subcommittee;
- the Internationally Educated Engineers subcommittee;
- the Women of APEGS subcommittee.

Together, the task of the committee is to foster and promote engineering and geoscience as inclusive fields of practice, facilitate internationally educated engineers and geoscientists, ensure APEGS is free of bias and exclusion and facilitate the objectives of APEGS as a whole in the sustainability and regulation of the professions.

Our Initiatives and Actions Roster guides our efforts and helps to ensure the accountability and direction of the committee. It continues to be an excellent way to report to Council, identify those leading the initiatives and provide the committee with progress and scheduled completion dates.

Some of the changes to the committee include the naming of a new chair, proposed changes in the voting structure of the committee and membership changes within the committee to promote inclusion and focus.

The Women of APEGS (WOA) continue to encourage and support the enrollment of women in engineering and geoscience while fostering an understanding of the role of equity and diversity within the professions. The past year included collaboration and sponsorship opportunities with professional organizations such as:

- Women in Mining and Nuclear;
- Female Engineers, Architects & Technologists;
- the Association of Consulting Engineering Companies of Saskatchewan.

Working with other organizations, both in Canada and the United States, was a focus of the committee in 2018 that led to new ideas and resources being available to APEGS. 2018 also saw many volunteer opportunities for the WOA to share their stories with those looking to enroll in engineering and geoscience and those soon to be entering the workforce. In 2019, the focus will be on the

Education Board

development and retention of women in the professions including mentorship opportunities and promoting the 30 by 30 initiative.

The Indigenous subcommittee has done a significant amount of international liaising with the American Indian Science and Engineering Society (AISES) by being involved in governance with the Canadian Indigenous Advisory Council. Representatives attended the inaugural science, technology, engineering and math (STEM) event in Calgary. Future plans include indigenous STEM and outreach events throughout Saskatchewan. The goal is to raise awareness and promote engineering and geoscience as career options to indigenous youth and university students.

The International Graduate subcommittee hosted an event in conjunction with the APEGS Annual Meeting and Professional Development Conference to assist international graduates understand registration information and the requirements of being a member-in-training. The feedback was very positive from those attending and the information useful to obtain licensure. They are also working with the Open Door societies in the province to provide mentorship and guidance to our new internationally educated members.

The committee would like to thank staff, Council and the Image and Identity Board for their support in our undertakings and look forward to a productive and busy 2019-2020.

Respectfully submitted,

Rob Stables, P.Eng., FEC
Chair

The APEGS Education Board consists of the K-12 Committee, the Student Development Committee, the Professional Development Committee and the Environment and Sustainability Committee.

This year the Education Board set out to carry out the vision put forth by Council and the Act. Each committee reviewed its Initiatives and Action Roster against the objectives of the Act and updated their activities and budgets accordingly. Most committees added additional activities into their work plans with the incorporation of 30 by 30 initiatives into the day-to-day business activities of the association. This “baking in” of 30 by 30 ensures traction will continue to increase diversity in the profession.

The Professional Development Committee (PDC) had the most dynamic year of the Education Board committees, as the recent bylaw changes requiring mandatory Continuing Professional Development (CPD) reporting. In order to support this bylaw change, a significant program with reporting guidelines, variations, auditing and new ethics training options has been developed by the committee. The committee will also see a change in their membership, as several of the active members will transition to the newly created CPD Compliance committee. On top of this, the committee is continuing to provide professional development opportunities for members.

The K-12 Committee was active this year in continuing to liaise between APEGS and the school systems. New activities it has undertaken include the adoption of 30 by 30 activities related to school-age children, with major support of the *Dream Big* campaign planned for National Engineering Week. The committee has attended career fairs across the province and further afield to promote engineering and geoscience as career paths.

The Student Development Committee (SDC) has again represented APEGS in our support of students at the University of Saskatchewan and University of Regina. APEGS supports students in engineering and geoscience at both universities through per capita funding for which students apply to the SDC. The committee attempts to allocate sponsorship funds to maximize professional development opportunities. Typical priority sponsorship activities include international student design competitions and attendance at key conferences (from which the students report back to their home university). The Education Board was also a major sponsor for the triennial 2019 Spectrum Science Fair at the University of Saskatchewan.

The Environment and Sustainability Committee monitors and investigates environmental and sustainability issues that have the potential to affect the

Professional Development Committee

professions through the way we practice or through the public's expectation of the professions. The committee provides knowledge to members to assist them in adopting practices that resolve these issues. The committee has been active this year building linkages with other committees by providing liaisons to the PDC, SDC and K-12 committees, submitting topics of environmental importance to the Edge committee and assisting in the awards process.

It has been my pleasure to serve as the chair of the Education Board this past year and support the hard work of these committees and their members.

Respectfully submitted,

Andrew (Drew) Lockwood, P.Eng., FEC
Chair

The Professional Development Committee (PDC) promotes and encourages the professional growth and continuing education of all members of APEGS. We do this by offering members various opportunities to obtain professional development credits. We also educate members on the requirements of the Continuing Professional Development (CPD) Program and the need to stay current in their chosen field of practice.

The committee's past efforts in educating the membership on the benefits of required reporting of CPD activities bore fruit at the 2018 Business Meeting. A motion to adopt a bylaw requiring reporting as well as other changes to CPD, including a minimum annual ethics content, was passed unanimously by the members in attendance. The new program is effective as of January 1, 2019. The CPD Program document detailing the revised CPD requirements, including the annual review and reporting requirements, was sent to all members in December. The administration and governance of the program will be managed by a new CPD Compliance Committee. Best wishes to that committee in its undertakings.

The Spring and Fall Professional Development (PD) Days remain central to the PDC's activities as they provide the membership with an opportunity to meet other members outside their usual activities and to obtain CPD credits. The sessions are charged at a breakeven rate resulting in professional development opportunities at a cost lower than typical market value. Member feedback on sessions attended is actively sought and is used as guidance on planning future events.

Committee members participated in both Law & Ethics Seminars and on the Annual Meeting Planning Committee.

A new practical leadership program designed specifically for technical professionals was introduced in 2018. The program is conducted by the Centre for Technical and Engineering Leadership (CTEL), a subsidiary of RGI Learning that has previously provided individual courses at a number of PD Days. This program consists of a series of four-hour courses with three levels of certificates depending on the number of courses attended and enables earning continuing education credits from the Engineering Institute of Canada. Current plans are to offer CTEL courses in 2019, 2020 and on-going if successful.

Vocalmeet, an online, web-based learning system provider, has been contracted to provide an ethics course customized for APEGS. The course is scheduled to be available to all members in 2019 April at no cost. Additional modules are planned for future years.

Student Development Committee

On behalf of the committee, I wish to thank the APEGS office staff for their invaluable help with meetings, PD Days, management of documents, scheduling and other activities.

Respectfully submitted,

Robert E. Cooper, P.Eng.
Chair

The purpose of the Student Development Committee (SDC) is to promote APEGS to engineering and geoscience students at the university level by sponsoring student-run events.

Two of the largest events sponsored by the SDC include Spectrum 2019 (held at the University of Saskatchewan) and the University of Regina Formula SAE International Baja Competition. A full list of sponsored events can be seen in the included table.

2018 saw the first Earth Ring Ceremony implemented at the U of R. Geoscience graduates, including recent grad to practicing professionals, from around the province attended the ceremony to receive their rings. The U of R is looking to continue the ceremony in 2019. The U of S plans to implement their own Earth Ring Ceremony in the near future.

In 2018 the SDC continued to act on its Initiatives and Actions Roster as part of the APEGS Value Proposition (AVP). Highlights from the AVP include a proposal for an APEGS student membership and the implementation of 30 by 30 luncheons at the U of S.

In an effort to help promote APEGS among the student body, the student development committee has written a proposal for a student membership which would allow students to receive certain benefits similar to the benefits received by members in training. These benefits include the ability to submit progress reports before graduation as well as to access scholarships offered only to student members.

30 by 30 has been very important to APEGS over the last few years. To help promote the initiative, the SDC helped to implement a luncheon at the U of S where engineering and geoscience students could meet and ask questions of female professionals. These luncheons will continue through 2019 at both the U of R and the U of S.

In the future, the SDC is looking to increase its collaboration with Indigenous student societies at both universities. We will also continue to encourage other collaborative engineering and geoscience events.

A special thank you APEGS staff for all their support with SDC.

This was my last year as the chair of the SDC and I would like to thank the members of the SDC, for their hard work over the last two years.

Respectfully submitted,

Colin Pitman, P.Eng.
Chair

K-12 Committee

GROUP	GRANTS	SPONSORSHIP
Saskatoon Engineering Students' Society	\$10000.00 CFES Conference on Diversity in Engineering Western Engineering Competition CFES Presidents Meeting WESST Executives Meeting WESST AGM and Retreat CFES Congress Saskatoon Engineering Competition	\$50700.00 Canadian National Steel Bridge Competition Formula SAE Lincoln Western Engineering Competition SaskInvent TACET Environmental Student Society Industry Tour SAE Aero Design Team Canadian Mining Games ¼ Scale Tractor Competition SaskInvent Hand Rehab SaskInvent Prosthetic Arm University Rover Challenge Canadian International Rover Challenge Interactive Mars Rover Spectrum Alberta Energy Conference Chemical Engineering Grad Banquet IEEE Illumination U of S Capstone Projects Petroleum Engineering Industry Tour
Regina Engineering Students Society	\$6500.00 CFES Congress National Engineering Week Conference on Diversity in Engineering Regina Engineering Competition WESST Executives Meeting WESST AGM and Retreat Western Engineering Competition	\$39470.00 Concrete Toboggan SAE Baja International UBC Project Airlock Competition CSCE Career Night Popsicle Bridge Competition EWB National Conference ASHRAE Networking Event ASHRAE Energy Modeling Event ASHRAE Winter Conference ASHRAE Resume Writing Event ASHRAE AutoCAD Training Boundary Damn Tour World Skills Competition IEEE Industry Mixer IEEE Youth Outreach Western Engineering Competition ASHRAE Building Tour Star Blanket First Nations Project CSCE Annual Conference U of R Robotics National Qualifier U of R Robotics World Skills Training IEEE Student Branch Retreat EWB Global Engineering Competition

The mandate of the K-12 Committee is to promote and encourage science, technology, engineering, arts and mathematics (“STEAM”) education to students from kindergarten to grade 12, their parents and educators by providing funding for, communication of and participation in relevant events and activities. As part of an overall effort through the association in this past year, the K-12 Committee went through a significant refocusing process, to ensure that our efforts and resources are being used optimally based on the mandate and strategic direction of the association as a whole.

In 2018 the Committee attended or otherwise supported the following groups, events and activities:

- Purchase of *Dream Big* DVDs for all of the schools in Saskatchewan;
- Stepping Stones Career Fair in Regina;
- Ignite Career Fair at the Saskatchewan Science Centre (event used as a pilot for the new Dream Big displays and corresponding communication program);
- Business and Professional Women (BPW) Career Fair in Regina;
- Tommy Douglas and Bethlehem High School Career Fair in Saskatoon;
- Career Exploration in Yorkton;
- Prairie Valley School Division Regional Science Fair;
- National Biomechanics Day at the U of S College of Kinesiology;
- Cardboard Boat Races through the Saskatchewan Industry Education Council;
- Rossignol High School Robotics Team;
- Saskatchewan Middle Years Association (SMYA) conference in Regina;
- Saskatchewan Career and Work Education Conference (SCWEA) in Saskatoon;
- Society of Women Engineers (SWE) Convention in Minneapolis (from 30 by 30 budget in 2018, but transferred to K-12 moving forward);
- Saskatchewan Geological Society Open House public lecture program.

We also provided our regular annual funding to the science camp programs of SciFi at the University of Saskatchewan and EYES at the University of Regina. These programs reach thousands of young people throughout the province

Environment and Sustainability Committee

through various events and activities, foster their innate curiosity and talents and show them how they can use these to benefit the world of the future.

There were a number of other career fair opportunities for which the committee could not find adequate volunteers. We expect that with refocused efforts and assistance from APEGS staff through the new communication program, we should be able to provide more support moving forward. Any APEGS members who are interesting in contributing to these efforts to encourage young people to choose engineering and geoscience for a career should select the relevant options in the volunteer preferences in their online APEGS profile. Even when there are not committee positions open, we always need people to tend booths at career fairs, judge at student competitions and participate in other events.

I appreciate the support of all the members of the K-12 Committee, the Liaison Councillor, APEGS staff and volunteers who devoted their time and efforts in various activities throughout the year. The K-12 Committee also thanks other committees and task groups for their collaboration on various projects. We look forward to another busy and successful year in 2019.

Respectfully submitted,

Tara Zrymiak, P.Eng., FEC, FGC (Hon.)
Chair

The Environment and Sustainability Committee promotes environmental and sustainability considerations in the practices of APEGS members by facilitating opportunities to raise awareness of related issues, knowledge and tools.

Committee members work in diverse industries across Saskatchewan, which provides a broad range of expertise. The committee reviews current environmental issues to determine where it can provide leadership to the APEGS membership on safeguarding the public interest with regard to the environment and sustainability.

The committee may liaise with Engineers Canada and Geoscientists Canada on matters related to the environment and sustainability when requested by APEGS.

This year the committee continued providing articles to *The Professional Edge*, one on improved sustainability in mineral exploration and one on electric vehicles. The committee arranged for speakers on climate change for the fall professional development day and also provided input into the choice of the Environmental Excellence Award.

Respectfully submitted,

Dianne E. Allen, P.Eng.
Chair

University of Saskatchewan Senate

The Senate of the University of Saskatchewan is one part of its tricameral governance structure, in which the Senate (Public Issues), University Council (Academic Issues) and Board of Governors (Financial Issues) provide oversight and guidance to the University Administration.

The Senate is made up of 119 elected and appointed members and currently meets twice annually, in April and October. Elected members are chosen by alumni, both regionally and at large. Appointed members, such as your APEGS representative, are chosen by their organization or nominated by the government or the university and approved by the Senate.

There are six Committees of the Senate and the Chancellor of the University is the chair. Committees include: Executive, Membership, Nominations, Education, Honorary Degrees and the Round Table on Outreach & Engagement. The current Chancellor, Roy Romanow, was appointed in 2016 and will retire from this role in June 2019. An APEGS member, among many other individuals, has been nominated for the role.

Highlights of Senate and University activities over the past year include:

- Enrolment of women in the College of Engineering is just over 20 per cent, below APEGS stated goal of 30 per cent of registered professionals by 2013;
- Total enrolment in the College of Engineering has declined slightly;
- Total enrolment at the university was up in 2017-18 to just over 25,000. Trends influencing this growth included an approximately 10 per cent increase in Indigenous students and five per cent increase in International students;
- Research funding is up, measuring well against the national average;
- The prairie-region protein proposal, of which the university is a partner, was selected to participate in the federal super cluster innovation hub initiative;
- The recently completed state-of-the-art Beef Cattle Research Facility has been recognized with several awards and significant international attention;
- The Global Water Futures program, led by the university, is moving forward with significant international recognition;
- The role of president of the Sustainability Council, to advise on the advancement of the University Sustainability Agenda, is being developed;

- Changes have been made to the undergraduate admissions requirements for the College of Engineering to be more inclusive of remote and rural students. Changes have also been made to ensure the competency of candidates for a Ph.D. in Mechanical Engineering.

Respectfully submitted,

Bert Munro, P.Eng., FCSCE, FEC, FGC (Hon.)
FCSSE
APEGS Representative - University of
Saskatchewan Senate

University of Regina Senate

The University of Regina Senate is made up of approximately 100 members, including University officials, government officials, heads of federated and affiliated colleges, deans, 14 representatives of graduates from 12 electoral districts, six student representatives and representatives from about 40 professional/occupational organizations such as APEGS. Because of its broad public representation, the Senate has been described both as the university's "window on the world" and the "world's window on the university." Its functions have to do with the academic welfare of the institution. Most of the broader issues of academic policy within the university are reserved for its approval. In another role, it acts as an ultimate court in academic affairs. The Senate receives recommendations from the University of Regina Council on those areas for which Senate decisions are required.

The University of Regina Senate met three times in 2018. Below are some highlights from the year.

The enrollment data presented below are a comparison of headcount (registered students) on December 7, 2018 (the last day of classes in the fall 2018 term) compared to the end of the day December 6, 2017. Student enrolment at the University of Regina and the federated colleges continues to be strong.

The total headcount for the university system, including federated colleges and graduate studies, is 15,379 students. This is a 1.5 per cent increase over the previous year or 232 additional students.

The undergraduate headcount for the university system, including the university's federated partners, is up 230 students or 1.7 per cent.

The graduate student headcount for the University system has increased by two students. This is a 0.1 per cent increase over last year.

Notable among faculties are a 33.9 per cent headcount increase in media, art and performance and a 13.4 per cent increase in science.

Engineering enrollment decreased by 16 per cent to 1,094 students.

India has now surpassed China as the University's largest source of international students.

Spring Convocation took place on June 6 with 2,263 students graduating, including 250 from the Faculty of Engineering and Applied Science. Fall Convocation took place on October 19 with 703 students graduating.

In May, the university balanced its budget for the 24th year. Budget planning for 2019-2020 continues based on an anticipated zero per cent increase in provincial funding. In such a scenario, tuition and fees, as well as other sources of revenue, will be increasingly important to present a balanced budget.

The College Avenue campus revitalization is progressing well. The College Building was officially re-opened on October 5 and construction of the Conexus head office is underway. Phase 2 of the revitalization will include restoring Darke Hall.

In October, the Member of Parliament for Regina Wascana was on campus to announce a total of \$4 million in Natural Sciences and Engineering Research Council of Canada (NSERC) funding to support the work of 18 science and engineering scholars and researchers at the university.

The inaugural Petroleum Systems Engineering (PSE) Week kicked off on November 19. The event provided high school and university students with the opportunity to explore aspects of and prospects for the petroleum industry, attend presentations offered by industrial leaders and PSE program alumni and meet with PSE professors to talk about the program and educational options.

The University raised \$105,012 in its annual United Way campaign, just surpassing its goal of \$105,000. The funds raised for the United Way Regina this year are earmarked to help improve literacy rates among young children.

From May 26-June 1, the 2018 Congress of the Humanities and Social Sciences brought approximately 5,100 academics from around the world to the University of Regina.

The Faculty of Engineering and Applied Science underwent a CEAB accreditation review. The accreditation visit took place in November. A final report is pending.

Respectfully submitted,

Rick Kullman, P.Eng., M.Sc., FCSCE, FEC,
FGC (Hon.), FCSSE
APEGS Representative to the University of
Regina Senate

Engineers Canada Director's Report

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 290,000 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.

In February 2018, Gerard McDonald, P.Eng. assumed the position of CEO of Engineers Canada. Gerard has had a distinguished career, most recently as the CEO for Professional Engineers Ontario and prior to that as a senior bureaucrat in the Federal Civil Service. Gerard is fluently bilingual and his appointment has been well received by Engineers Canada staff, owners and board members across the country.

A new Strategic Plan for Engineers Canada was approved by the board and at the Meeting of Members at the May 2018 Annual Meeting. The Strategic Plan is a 100 per cent plan for a three-year period ending in 2021. The plan consists of strategic priorities, operational imperatives, internal enablers and board responsibilities. These items are listed below. A copy of the Strategic Plan can be found on the Engineers Canada website.

Strategic Priorities:

- Accreditation Improvement Program.
- Accountability in accreditation.
- Recruitment, retention and the professional development of women in the engineering profession.
- Competency-Based Assessment Project.

Operational imperatives

- Accrediting undergraduate engineering programs.
- Facilitating and fostering working relationships between and among the regulators.
- Providing services and tools that: enable the assessment of engineering qualifications, foster excellence in engineering practice and regulation and facilitate mobility of practitioners within Canada.

- Offering national programs.
- Advocating to the federal government.
- Actively monitoring, researching and advising on changes and advances that impact the Canadian regulatory environment and the engineering profession.
- Managing risks and opportunities associated with the mobility of work and practitioners internationally.
- Fostering recognition of the value and contribution of the profession to society and sparking interest in the next generation of engineering professionals.
- Promote diversity and inclusion in the profession that reflects Canadian society.
- Protect any word(s), mark, design, slogan, or logo, or any literary, or other work, as the case may be, pertaining to the engineering profession or to its objects.

Board Responsibilities

- Hold itself, its directors and its direct reports accountable.
- Sustain a process to engage with regulators through regular communication that facilitates input, evaluation and feedback.
- Provide ongoing and appropriate strategic direction.
- Ensure the development and periodic review of board policies.
- Ensure the CEO maintains and acts on a robust and effective risk management system which reflects the board's risk tolerance level and directs board-approved mitigation strategies.
- Provide orientation of new directors and continuing development of directors and others who work closely with the board.

The last phase of the Governance, Strategic Planning and Consultation Project, also referred to as Governance 2.0, will address issues raised during the first phase of the project that remain unresolved. This includes the role of the CEO Group as an advisor to the board, the mandate of directors, the role of the

regulators and the presidents in governance and Engineers Canada's relationship with the National Council of Deans of Engineering and Applied Science (NCDEAS) and the Canadian Federation of Engineering Students.

At the Annual Meeting, the Members also passed a motion mandating the Engineers Canada board to ensure Governance 2.0 includes a review of board and committee governance, adoption of best practice and mechanisms to improve the efficiency and performance of the board and committees. Specifically, members asked that consultation and reporting make reference to board and committee size, work plans and deliverables, membership, performance management, adoption of best practice in nominations (i.e. skills, experience and attributes matrix), independence and diversity. The members also passed a motion to restrict further growth to the board of Engineers Canada until such work associated is addressed to the satisfaction of the members.

A new task force, the Funding Task Force was created at the January board meeting to address concerns by a number of regulators regarding the disproportionate percentage of revenue received by Engineers Canada from affinity agreements and the perceived inequity amongst the regulators in how this funding is contributed to Engineers Canada from various regions across the country. The motion for the creation of the task force is provided below.

THAT a Task Force be struck to undertake a review of the Engineers Canada funding model, including consultation with the engineering regulators, development of alternative models and analysis of the impacts of the current and alternative models on the engineering regulators and Engineers Canada. The Task Force will be led by Dwayne Gelowitz and include up to five other directors, to be appointed by the Executive Committee. The Task Force will propose alternatives by May 2018 and provide an analysis of the impacts of the current and alternative models and a recommended funding model by December 3, 2018.

At the December 2018 Board Meeting, the term of the Task Force was extended to include submission of a completed report with recommendations at the end of May 2019.

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. 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.

The CEAB has been very active during 2018. They have been working on the accreditation improvement project which is changing the types of information gathered and the systems used by the CEAB and the NCDEAS during the accreditation of engineering programs. The Accreditation Unit Task Force has also been active in working with the NCDEAS to define alternate options to evaluate engineering program input. Relations between the CEAB and NCDEAS are steadily improving and significant progress is being made on all matters related to 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 work of the CEQB remains well aligned with the Ends policies of Engineers Canada.

The Engineers Canada website (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 it on Twitter, LinkedIn or Facebook.

My participation in Engineers Canada has been interesting and memorable. During 2018, I have been a member of the Executive and Compensation Committees, chair of the Funding Task Force and participated in the new Finance Committee.

Geoscientists Canada Director's Report

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,

Dwayne Gelowitz, P.Eng., FEC, FGC (Hon.)
Director

Geoscientists Canada (geoscientistscanada.ca) is the national organization whose purpose is to engage with and facilitate cooperation among its members, who are the self-governing professional associations (constituent associations - CAs) that regulate the profession of geoscience in each of the jurisdictions in Canada. Quebec is presently not a member. Geoscientists Canada co-ordinates developing high national standards of admissions, competency, practice and mobility to ensure that Canada and the public interest is served by a skilled, reputable and accountable geoscience profession. Geoscientists Canada represents the CAs nationally and internationally. In Saskatchewan, practising geoscientists are required to register with APEGS and the designation P.Geo. can only be used by geoscientists who are licensed members in good standing.

At the Annual General Meeting held in St. John's, Newfoundland, Mark Priddle, director from Ontario, became president, taking over from Jeff O'Keefe (Newfoundland and Labrador). Jeff Parks, Director from Nova Scotia, was elected as the president-elect and Ganpat Lodha of Manitoba was re-elected as treasurer on the Executive Committee. A new director from Northwest Territories and Nunavut, Yuri Kinakin, was appointed.

The Canadian Professional Geoscientist Award winner for 2018 was Dr. Jeremy Hall, P.Geo., FGC, nominated by PEGNL. This was to recognize his "seismological research, pedagogical passion and public-spirited service, which have made him one of Canada's outstanding members of the geoscience community". During 2018, the criteria for the award of Fellow of Geoscientists Canada, which were first awarded in 2013, were clarified on request of the CAs. In addition, a strategy for the nomination of professional geoscientists for national awards has been developed, with the aim of improving the recognition of deserving professionals.

The work plan for 2018 built on the 2014 "Moving Forward Document" and the priorities identified by the CAs in the 2015 Implementation Plan. The work was divided into activities that are "Solutions Focused" (directed at consistency of admissions) and "Awareness/Advocacy Focused" (directed at improving recognition of geoscience as a profession). The plan is being reviewed and will be updated early in 2019 to include new initiatives suggested by the CAs that reflect current issues of interest and which will then guide the work of Geoscientists Canada on behalf of the Members over the next few years.

Solutions Focused

The primary work of the Canadian Geoscience Standards Council (CGSC) in

2018 was focused on the Economic and Social Development Canada-funded (\$589,000), Admission Support Tools project – Phase II, which started on January 29, 2018. The project, which is scheduled to last two years, is designed to develop tools to support CAs in their registration of geoscientists creating an online self-assessment tool and establishing a more flexible, transparent and streamlined method of assessing professional experience through the development of competency indicators. The online assessment tool is largely to aid internationally trained geoscientists in navigating the assessment process for registration as a P.Geo. in Canada. The second objective is to modify the assessment process of professional experience given that the experience review system may be moving towards a competency-based assessment.

There has been excellent progress during the year. The project manager is Keith Johnson, a consultant with significant experience with public policy and regulatory issues and has worked with Geoscientists Canada and CGSC in the past. In addition, Dave Cane (Catalysis Consulting) was hired as the performance indicator consultant in May 2018, to facilitate meetings of subject matter experts (SMEs) that have expertise in mining and minerals, environmental geoscience, oil and gas and geophysics and were chosen to be as diverse as possible with respect to age, gender and ethnicity (including APEGS staff member Kate MacLachlan, P.Geo.) The SMEs have developed work experience competencies and workplace examples (or performance indicators), which have been reviewed by the CAs and adjusted. There are 29 competencies in total that are deemed to be important to have been met via work experience and a scoring rubric is being developed to assess the level that they are met for entry to practice. The competencies fall within four categories:

- Scientific method;
- Geoscience practice;
- Professionalism;
- Complementary (e.g. communication and project management).

Pilot tests of the online assessment of work experience competencies will be completed in 2019.

Overall, the CGSC is a standing committee of Geoscientists Canada (Janis Dale, P.Geo., is the Saskatchewan representative) and provides guidance to the CAs on matters relating to academic and practice requirements for professional registration. An objective is to encourage the adoption of common standards for

geoscience registration to facilitate the transfer of members of the CAs from one jurisdiction to another in Canada. Another task of the CGSC in 2018 was to update the “Geoscience Knowledge and Experience Requirements for Professional Registration in Canada” (GKE) document, which was originally published in 2014. The revised document will be available early in 2019.

The Professional Practice Committee was formed in 2018, “to review, consider and provide opinion on matters of geoscience professional practice and to review, document and develop geoscience professional practice guidelines for potential use by CAs, practitioners and other stakeholders”. The committee consists of nominees from APEGA, NAPEG, APGO, EGBC and APEGNB and Colin Yeo (Director – AB) and its initial focus will be on reviewing and assessing the continuing professional development practices from across the country.

Awareness/Advocacy Focused

Geoscientists Canada, with the support of the Canadian Federation of Earth Sciences, prepared a booklet “Geoscience and Canada. Understanding our Earth: The vital role of Canada’s geoscientists” which provides insight into the role geoscience plays in society, including but not limited to the economy, energy, minerals, water, engineering, environment, geohazards and climate, using Canadian examples. It was designed to be accessible to decision makers at all levels and was released at the Resources for Future Generations (RFG) conference in Vancouver in June 2018 and can be accessed at <https://geoscientistscanada.ca/resources/publications/>. It has been received very well and the entire English print run of 2,250 copies has been distributed to CAs, universities and decision makers, while the French printing has also seen wide distribution.

The RFG conference was a technical and financial success. Geoscientists Canada, as a technical partner in the organization team for the conference, successfully proposed numerous sessions in the “Resources and Society” theme, particularly on geoethics and professionalism and these were well attended.

The Qualified Persons (“Your Career and Public Reporting”) short course, developed by the Securities Committee in 2016, in conjunction with the CAs, the Ontario Securities Commission, advisors to the petroleum section of the Alberta Securities Commission and several independent reviewers, is a one-day short course based on the requirements of NI 43-101 and NI 51-101. This course is designed to be of value to students, but as a useful refresher for practising professional geoscientists. It was revised and offered at the RFG conference in

Vancouver and in other jurisdictions, including a shortened version to undergraduate and graduate students on December 3, 2018, at the University of Saskatchewan.

Representatives of Geoscientists Canada are involved with twelve international associations, although all involve minimal time and cost. These include:

- Meeting with European Federation of Geoscientists concerning:
 - (a) the Canada-European Union Trade Agreement to provide perspectives on professional registration;
 - (b) the EU-funded INTRAW (International Raw Materials Observatory) project, which is designed to develop new cooperation opportunities between the EU and technologically advanced countries with a focus on the raw materials sector;
- Keeping abreast of developments on the United Nations Framework Classification for Fossil Energy and Mineral Reserves and Resources;
- Communicating with the International Union of Geological Sciences Task Group on Global Geoscience Professionalism, which has a focus on examining continuous professional development processes around the world.

New Chief Executive Officer

After an extensive search during the last few weeks of 2017, the Search Committee recommended the appointment of Andrea Waldie, P.Geo., FGC, to the position of Chief Executive Officer and this was highlighted in a press release on February 13, 2018. She started her position on March 1, 2018 and overlapped with the retirement of CEO, Oliver Bonham, P.Geo., who remained with Geoscientists Canada as Special Advisor until April 30, 2018. As part of the transition, Rakesh Kumar accepted the position as Executive Assistant to the CEO and is now employed by Geoscientists Canada rather than EGBC. The office of Geoscientists Canada remains in Burnaby, BC, with the support of EGBC.

Respectfully submitted,

Kevin M. Ansdell, P.Geo., FGC, FEC (Hon.)
Director

I would like to begin by expressing words of gratitude for those who have engaged in the mission of our college over the past twelve months. Since beginning my role as Dean, I have spent a great deal of time actively listening to and building relationships with various partners – both on campus and in the broader community – to explore the role, responsibilities and expectations for the College of Engineering in our province. These conversations have proven to be invaluable to me as a leader and have strongly influenced the creation of Cultivating Innovation – our next strategic plan.

As a college, we have much to celebrate and be grateful for over the past year. Our leadership team was renewed and invested time in exploring the future of our college and charting a path forward. Our faculty and staff continued to make a positive impact in the lives of our students, the university and the broader community through their teaching, learning, research and administrative activities. Our students continued to learn, grow and demonstrate exceptional leadership. We are well positioned to inspire success, cultivate innovation, build respect and deliver value as we move towards building a strong future for our college and the province of Saskatchewan.

TEACHING AND LEARNING

VISION: Through our teaching and learning, we offer a transformative learning environment that engages and excites our students, helping them gain the knowledge, skills and attitudes they need to thrive as engineers.

Academic Programs

The college continues to offer a full complement of robust and industrially-relevant academic programming at the undergraduate and graduate level. This includes eight fully accredited undergraduate programs, seven graduate programs and a certificate in professional communication. The college is in the process of creating new academic programming – including an engineering co-op internship program, a technological innovation certificate program and a fully-revised first-year program – all of which are scheduled to be launched over the next two years. Substantial updates to the power engineering option, new options in bioprocess engineering, robotics and biomedical engineering and a certificate in project management with Indigenous communities are also being developed. Several low enrollment options will be phased out.

College Enrolment

Undergraduate student enrolment has remained stable over the past five academic years (see Table A). Since 2013, the college has experienced relatively consistent enrolment in local student headcounts. However, out of province headcounts have increased by 27 per cent during this period. Fluctuations in international enrolments have also been observed. In terms of diversity, female, indigenous and international students account for 19.7 per cent, 4.3 per cent and 11.5 per cent of our undergraduate student body, respectively.

Graduate student enrolment has experienced steady growth over the past five academic years (see Table A). Since 2013, graduate student enrolment has increased by 15 per cent. Whereas local and out of province student headcounts have remained consistent, international graduate student headcounts have increased by 21 per cent during this period. In terms of diversity, female, indigenous and international students account for 20.6 per cent, 1.0 per cent and 74.2 per cent of our graduate student body, respectively.

Enrolment growth and diversification will remain a priority for the College of Engineering for the next five years. Various initiatives, including engineering outreach, student recruitment and first-year student success, have been implemented to help recruit and retain a larger number of students. Most recently, the college removed Calculus 30 as an undergraduate admission requirement to better align our criteria with other engineering programs across Western Canada. This change is motivated, in large part, by our desire to improve access to engineering programs for students from northern and rural communities.

Table A: College Enrolment (By Level)

REPORTING LEVEL	REPORTING YEAR				
	2013/2014	2014/2015	2015/2016	2016/2017	2017/2018
Undergraduate Studies	1,773	1,772	1,768	1,725	1,675
Graduate Studies	440	409	431	485	504
Grand Total	2,213	2,181	2,199	2,210	2,179

Source: University of Saskatchewan Data Warehouse

Program Enrolment

Demand for our undergraduate programs remains strong (See Table B). Since 2013, our chemical, civil, electrical and mechanical engineering programs have remained heavily subscribed each year. Many of our programs have experienced growth during this period, including our civil, computer and electrical engineering, as well as engineering physics programs.

Table B: Undergraduate Headcount (By Major)

REPORTING LEVEL	MAJOR	REPORTING YEAR				
		2013/2014	2014/2015	2015/2016	2016/2017	2017/2018
UNDER-GRADUATE STUDIES	Chemical Engineering	244	281	278	250	200
	Civil Engineering	237	259	253	278	271
	Computer Engineering	54	59	73	67	79
	Electrical Engineering	128	124	117	152	153
	Engineering Physics	44	50	53	62	71
	Environmental Engineering	57	65	63	59	53
	Geological Engineering	97	114	93	97	71
	Mechanical Engineering	301	294	299	323	321
	First-Year (Undeclared)	593	515	538	436	456
	Undergraduate Total	1,773	1,772	1,768	1,725	1,675

Source: University of Saskatchewan Data Warehouse

Table C: Graduate Headcount (By Major)

REPORTING LEVEL	MAJOR	REPORTING YEAR				
		2013/2014	2014/2015	2015/2016	2016/2017	2017/2018
GRADUATE STUDIES	Biological Engineering	16	15	16	19	22
	Biomedical Engineering	65	55	57	56	52
	Chemical Engineering	35	41	45	52	61
	Civil Engineering	96	82	88	98	110
	Electrical Engineering	112	108	105	111	107
	Mechanical Engineering	100	95	110	141	147
	Other	16	13	10	8	5
	Graduate Studies Total	440	409	431	485	504

Source: University of Saskatchewan Data Warehouse

Demand for our graduate programs also remains strong (see Table C). Since 2013, enrolment in our biological, biomedical, electrical and environmental engineering programs has remained consistent. During the same period, enrolment in our chemical, civil and mechanical engineering programs has grown by 74 per cent, 15 per cent and 47 per cent, respectively.

Faculty Accomplishments

The success of our college can be attributed to the outstanding faculty, staff and students who dedicate their time towards advancing engineering education, research and the profession. The following faculty accomplishments should be highlighted from the past year:

- Dr. Carey Simonson, P.Eng., was named one of Canada's most outstanding mentors for graduate students by the Canadian Association of Graduate Studies.
- Dr. Jim Bugg, P.Eng., was awarded the 2018 Provost's Teaching Award for his outstanding dedication to teaching and learning at the University of Saskatchewan.
- Dr. James (JD) Johnston, P.Eng. and Prof. Debbie Rolfes, MA, MTS, were awarded 2018 University of Saskatchewan Students' Union (USSU) Teaching Awards for their commitment to teaching excellence and student success.
- Dr. Daniel Chen, P.Eng., FEIC, was awarded the outstanding achievement award by the Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS). He was also appointed as a fellow of the Engineering Institute of Canada (EIC).
- Dr. Dena McMartin, P.Eng., P.Ag., FEC, FCSSE, was appointed fellow of the Canadian Society of Senior Engineers (FCSSE).
- Dr. Suzanne Kresta, P.Eng., FEC, was appointed as a fellow of the Canadian Academy of Engineering (CAE).

RESEARCH AND DISCOVERY

VISION: Through our research and discovery, we will be leaders in creating knowledge and providing effective solutions that build a healthy and sustainable society, environment and economy – for our province, the Prairies and our Peoples.

Research Planning

Over the past year, Dr. Terry Fonstad, P.Eng., P.Ag., FEC, Interim Associate Dean Research, invested in strategic planning and consulting activities with key stakeholders on how the college's research profile can have a greater impact. A series of workshops focused on identifying ways in which our college's research can have a positive impact for all our stakeholders. These activities informed the development of our strategic plan and highlighted five areas where our college is uniquely positioned to add great value: engineering for agriculture, mining and minerals, environment, health and sustainable energy. We also identified an emerging opportunity area in the engineering of sustainable infrastructure for rural, remote and Indigenous communities.

Research Productivity

Academic and industrial research remains a priority for the College of Engineering. Average research revenue over the past five years exceeds \$9 million per year. Our sources of funding continue to represent a mix of federal, provincial, industrial and community partnership funding. Researchers from our college continue to play active and, in some cases, substantial roles in major initiatives like the Livestock and Forage Centre of Excellence, the Global Institute for Water Security and the Global Water Futures program, as well as the Global Institute for Food Security and the Plant Phenotyping and Imaging Research Centre (P2IRC).

Three Canada Research Chair (CRC) search processes are currently underway: CRC (Tier 1) in Imaging & Artificial Intelligence, CRC (Tier 2) in Social and Cultural Decision Making in Engineering Design, CRC (Tier 2) in Technology Solutions for Energy Security in Remote, Northern and Indigenous Communities.

These chairs are expected to expand capacity in areas significant to the province of Saskatchewan. The CRC Tier 1 in Imaging and Artificial Intelligence will help harness the power of imaging and data analysis to enhance knowledge and access to care in health and promote productivity in agriculture and mining. The remaining chairs will complement each other as well as our existing faculty working in areas of energy and water security for remote, Indigenous and northern communities.

Both Tier 2 chairs will enhance and support the college's capacity to work with our communities across the province to find technologies and solutions that are right for them. Most importantly, they will significantly enhance our ability to

work together with our Indigenous community partners and help attract underrepresented groups to study engineering, with a particular focus on young women and our growing population of Indigenous youth.

Research Achievements

Faculty within the College of Engineering play a pivotal role in advancing engineering research and solving many of society's greatest challenges. The following are notable accomplishments of our faculty over the past year:

- Dr. Chris Zhang, P.Eng., was appointed as a fellow of the Canadian Academy of Engineering (CAE) for his strong contributions to systems design, control or operation management technology and robotics.
- Dr. Daniel Chen, P.Eng., was awarded the Top Collaborative Innovation Grant: Biomedical award by the Saskatchewan Health Research Foundation for his work on 3D printed bone replacements for people who have bone defects.
- Dr. Emily McWalter, P.Eng., was awarded the Top Establishment Grant: Socio-Health by the Saskatchewan Health Research Foundation for her work on tissue imaging and function, using MRI, in relation to the development of osteoarthritis.
- Dr. Ha Nguyen, P.Eng., FEIC, was appointed as the Natural Sciences and Engineering Research Council of Canada (NSERC)/Cisco Industrial Research Chair (IRC) in Low-Power Wireless Access for Sensor Networks. He was awarded \$1.38 million by NSERC and granted matching funding from industry partner Cisco Systems Canada Co. to establish this chair.
- Dr. Kerry McPhedran, P.Eng., was awarded a Saskatchewan Centennial Enhancement Chair in Sustainable Water for Indigenous Communities.
- Dr. Oon-Doo Baik, P.Eng., was awarded the Glenn Downing Award by the Canadian Society for Bio-engineering for his outstanding work in the food engineering industry.
- Dr. Venkatesh Meda, P.Eng., was awarded the John Clark Award by the Canadian Society for Bio-engineering for his outstanding work in the area of bio-energy systems.

COMMUNITY ENGAGEMENT

VISION: The College of Engineering values authentic engagement and relationships. Through collaboration, we will enhance our partnerships to strengthen our reputation, our student and alumni experiences and our overall success.

Sci-Fi Science Camps and Outreach

Founded in 1989 by engineering students, Sci-Fi Science Camps ("Sci-Fi") continue to offer science and technology-focused school workshops, community events and summer camps on-campus and throughout the province. Last year, Sci-Fi surpassed many of its previous programming milestones by delivering programming to over 19,000 Saskatchewan Youth – double the amount from the previous year - and by visiting 28 communities (including 9 Indigenous communities). Select programs are offered free of charge to participants and their families. Sci-Fi also runs VetMed Camps and Health Science Camps in collaboration with many health science colleges on campus.

As part of the college's continued outreach to underrepresented groups in STEM, Sci-Fi offers special "girls only" programming. Led by female undergraduate students and mentors, Sci-Fi seeks to engage young women and girls through "girls only" summer camps, Friday evening clubs, Girl Power overnight and an annual Girls Discover STEM weekend conference. In partnership with the Ancestral Engineering Initiative, Sci-Fi is also actively working to indigenize the curriculum in all of its programming. Finally, Sci-Fi employed 52 undergraduate students over the past year, providing our students with valuable leadership and mentoring skills in order to better prepare them for future careers in engineering and other sciences.

College of Engineering Research Summit

The College of Engineering hosted a Research Summit at Wanuskewin Heritage Park in April 2018. The purpose of this event was to consult with academic, government, industry and community partners on the current and future needs for engineering research and solutions in our province. Over ninety leaders from across the province attended and the event was an overwhelming success. This event helped identify areas of pre-eminence for our college's research profile as well as ways in which we can better engage with our various stakeholders.

CJ Mackenzie Gala of Excellence

The College of Engineering hosted its 42nd annual C.J. Mackenzie Gala of Engineering Excellence in January 2018. Over 650 alumni, industry partners, faculty and students gathered at this event to celebrate the engineering profession and the achievements of Mike Marsh (BE'79), current President and Chief Executive Officer of SaskPower. We are grateful for the continued sponsorship that the Association of Professional Engineers and Geoscientists of Saskatchewan provides for this event.

External Relations Team Renewal

We are excited to announce that the college finished renewing its external relations team at the beginning of January 2019. We are proud to welcome Joy-Ann Allin as our Director of External Relations. Joy-Ann will be supported by Carlene Deutscher, our Alumni and Events Coordinator; Donella Hoffman, our Communications Officer; and Richelle Kenn, our Donor Relations Officer. This team will play a pivotal role in helping our college leadership team build relationships, develop funds, communicate impact and engage alumni around the globe.

ON THE HORIZON

Over the past year, our college invested in various strategic thinking, planning and consultation activities. As part of this process, we spent a great deal of time exploring our vision, mission, values and the many opportunities that lay before us. These activities culminated in the creation of Cultivating Innovation – our next strategic plan – which lays a foundation for the future of our college.

Many academic programming initiatives have been planned or are underway. Significant progress has been made on redesigning our first-year program so that it will be learner-centred and amongst the most innovative in Canada. The program is being designed to challenge our students and provide them with a meaningful, intentional and transformative educational experience. At the time of writing, this revised first-year program is scheduled for implementation in September 2020. Our college has also committed to converting our EPIP program to a certified co-op internship program with up to twice the number of placements. This is scheduled to be fully implemented by 2021. Finally, we are

exploring new programming in key areas such as bio-products and bioprocessing; sustainable energy and power; robotics and mechatronics; project management with Indigenous communities; and biomedical engineering.

Research and discovery activities will remain a strong focus for our college over the next five years. We plan to continue distinguishing ourselves for research excellence, particularly in areas of strategic importance to our province: engineering for agriculture, environment, health, sustainable energy and mining and minerals. We also identified an emerging opportunity area in engineering of sustainable infrastructure for rural, remote and Indigenous communities. This will require continued support for individual researchers while providing them with incentives and opportunities to contribute to interdisciplinary research teams.

Indigenization will remain a strategic priority for both the university and the College of Engineering. We envision providing meaningful access to engineering for Indigenous Peoples while building and maintaining respectful relationships with Indigenous communities. Building upon our existing access program, exploring ways to increase access to engineering education and creating new academic programming will be key strategies to realize this vision.

Finally, external engagement will emerge as a greater focus of our activities than in the past. The renewal of our external relations team creates a great opportunity to build and maintain relationships with members of our many communities. They will also play a pivotal role in securing the resources necessary to begin the construction of a new and building to support an expanded engineering program and research enterprise.

Respectfully submitted,

Suzanne Kresta, Ph.D., P.Eng., FEC
Dean

Faculty of Engineering and Applied Science, University of Regina

It is my pleasure to provide this report on the faculty's recent achievements.

Our enrollment has stabilized after a few years of continued growth; although we have seen a considerable decline in the Petroleum Systems Engineering Program. We have also lost about 75 Saudi students.

Our research programs are continuing to receive considerable funding. We are currently in the search process for two professor and a lab instructor in Environmental and Petroleum Systems Engineering. We are also anticipating filling additional two positions in Industrial Systems Engineering. A research chair in clean energy sponsored by SaskPower was appointed: Dr. Raphael Idem.

In addition, the following academic staff members joined the faculty in 2018:

- Mr. Keegan Downie, Lab Instructor, Electronic Systems Engineering;
- Dr. Timothy Maciag, Lecturer in Software Systems Engineering;
- Mr. Sam Yeol Hong, Lab Instructor, Petroleum Systems Engineering;
- Mr. Yuan Wang, Lab Instructor, Petroleum Systems Engineering;
- Dr. Zhanle (Gerald) Wang, Lecturer, Electronic Systems Engineering.

Following are the key highlights of 2018:

Enrollment

Undergraduate enrollment based on the fall semester has decreased with 1125 students compared to 1309 last fall. The following table presents undergraduate enrollment numbers from Fall 2018:

MAJOR	UNDERGRADUATE STUDENTS BY MAJOR & GENDER (FALL 2018)			
	TOTAL BY MAJOR			DEGREES AWARDED (SPRING & FALL 2018)
	TOTAL	FEMALE	FEMALE (%)	
Electronic Systems Engineering	143	11	8	17
Environmental Systems Engineering	190	69	36	36
Industrial Systems Engineering	232	32	13.8	56
Petroleum Systems Engineering	146	22	15	66
Software Systems Engineering	136	19	14	16
Common First Year & Undeclared	230	31	13	-
Exchange Students	48	11	10	-
Grand Total	1125	221	19.6	191

Graduate enrollment has increased from 296 to 322. The following table presents graduate enrollment numbers from Fall 2018:

MAJOR	GRADUATE STUDENTS BY MAJOR & GENDER (FALL 2018)			
	TOTAL BY MAJOR			DEGREES AWARDED (SPRING & FALL 2018)
	TOTAL	FEMALE	FEMALE (%)	
Electronic Systems Engineering	44	10	23	14
Environmental Systems Engineering	67	32	48	16
Industrial Systems Engineering	80	15	19	14
Petroleum Systems Engineering	60	18	30	9
Software Systems Engineering	28	6	21	4
General Engineering (PHD)	3	0	0	0
Process Systems Engineering	39	5	13	15
Grand Total	322	86	27	72

Funding

Undergraduate students continue to contribute to the Engineering Equipment Fund, \$200 per semester in four of our programs, and \$300 in Petroleum Systems Engineering. The university also provided funding of \$200,000 and the faculty invested additional funds for equipment purchases.

Research

New external research awards totaled over \$ 2.3 million, including \$803,000 from various Natural Sciences and Engineering Research Council (NSERC) programs.

Recognition and Achievements

Noteworthy recognitions since the last report include:

- Emma Fraser, Kaylee Hayko, Kailey Lowe and Mackenzie Gelinias, second year students, finished first in the junior design division at the 2018 Western Engineering Competition held in Banff, Alberta January 10-14;
- Educating Youth in Engineering and Science (EYES), a network member of Actua, received a \$210,000 grant as part of the Federal CanCODE initiative aimed towards programs focused on building digital literacy skills for both students and educators;

Department of Geological Sciences, University of Saskatchewan

- Dr. Gordon Huang was selected by the Journal of Environmental Engineering as an American Society of Civil Engineers 2017 Outstanding Reviewer;
- Dr. Shahid Azam received \$239,862 NSERC Collaborative Research & Development (CRD) grant for “Geotechnical Assessment of Marginal Soils for Sustainable Infrastructure”;
- Ms. Milena Ehr was awarded the 2018 University Spirit Award, one of the President’s Awards for Service Excellence;
- Mr. Brad Lulik, graduate student in Industrial Systems Engineering, won the “Award for Outstanding Research at a master’s Level” at the 38th Annual Conference of the Canadian Nuclear Society/42nd Annual CNS/CNA Student Conference, Saskatoon, SK, June 3-6, 2018. His two student-papers ranked first and second in this category;
- Dr. Yasser Morgan BRiC (Bridging Research and Interoperability Collaboration) work was featured in Critical Communications Today, October 2018 issue: <http://flickread.com/edition/html/5bc5a82ee0830#26>: The tricky Northwest passage, pp. 10-12;
- Dr. Kelvin Ng is co-chair of the upcoming CSCE 17th International Environmental Conference, Montreal, QC, June 2019. The CSCE Environmental Conference is one of the most popular Environmental engineering conferences in Canada;
- Mr. William Nguyen, Petroleum Systems Engineering, won the NSERC Postgraduate Scholarship-Doctoral (PGS-D) in the 2017-2018 competition.
- Claire McLellan received the Faculty of Engineering and Applied Science Dean’s Medal and University Prize in Engineering and Applied Science at the Fall 2018 Convocation;
- Petroleum Systems Engineering program hosted Petroleum Systems engineering during the week of November 19 holding several sessions and events.

Respectfully submitted,

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

The Department of Geological Sciences at the University of Saskatchewan offers degrees in geology and geophysics and multidisciplinary degrees in Earth and environmental sciences and paleobiology. This past year, 39 undergraduate degrees were granted which is down from the previous years. Overall undergraduate numbers are down, probably due to the prolonged slowdown in natural resource industries.

The Ore Gangue undergraduate society will be celebrating its 85th anniversary this coming spring. Plans are well underway to host a reunion from May 2-5, 2019. Undergraduate students travelled to the Prospectors and Developers Association of Canada conference in Toronto and the Resources for Future Generations conference in Vancouver.

There are currently 38 master’s and 21 Ph.D. students pursuing graduate degrees within the department. Master’s student Lavie Nguyen won the best student poster award at the Geological Sciences Open House.

In September of 2018, Dr. Colin Sproat joined the department as an Assistant Professor. Dr. Sproat is a paleontologist who specializes in the study of brachiopods. Dr. Sproat was hired through the Aboriginal Scholar Program in the College of Arts and Sciences. Professor Jim Hendry retired at the end of 2018 after a distinguished career as the Cameco NSERC Industrial Research Chair. Professor Joyce McBeth’s term was renewed for two years. Professor Matt Lindsay was awarded tenure and was promoted to Associate Professor.

Annual field schools were run to Zortman, Montana and Flin Flon, Manitoba. The geophysics field school also took place in the outskirts of Saskatoon. An international field trip to Asturias, Spain was also offered for the second time. The Department of Geological Sciences also hosted the Canadian Paleontology Conference in September.

The faculty of the Department of Geological Sciences won a number of awards. Professor Pickering received the 2018 Achievement Award from the Saskatchewan Health Research Foundation and was named a Fellow of the Royal Society of Canada. Professor Gabriela Mangano was the recipient of the 2018 Outstanding Educator Award from the Association for Women Geoscientists. Professor Graham George received the 2018 Farrel W. Lytle Award for contributions to synchrotron science at the SLAC National Accelerator Laboratory and his Tier 1 Canada Research Chair was renewed. Professor Lindsay’s NSERC Industrial Research Chair was also renewed.

Most of the 16 faculty hold NSERC Discovery grants and many also receive funding from NSERC CRD, NSERC Strategic Partnership Grants, the Geological Survey of Canada and from industrial and international sources.

Respectfully submitted,

Dr. Sam Butler
Professor and Department Head

The Department of Geology at the University of Regina had another successful year in its mission of teaching, research and service in the earth sciences. A total of 728 students took our classes in 2018. This is down somewhat from a peak of 1226 in 2014 but our enrolment is nevertheless holding to reasonable levels with 79 declared majors, 64 in the Geology degree program and 15 in the Environmental Geoscience degree program. Our graduate student enrolments have also remained steady with a total of 19 students including 13 master's and four Ph.D. In addition, five master's and one Ph.D. were supervised to completion and seven bachelor's students undertook senior theses.

The make-up of our department changed somewhat again this past year. With the departure of Geoff Reith in 2017, we were fortunate to be able to hire another tenure track lab instructor. This search was successfully completed in the spring/summer of 2018 with the appointment of Dr. Richard From. Richard is a former alumnus who subsequently went on to take his master's and Ph.D. programs at the University of Saskatchewan and the University of Manitoba, respectively.

On a more sombre note, Dr. Stephen Bend informed us that, after nearly 28 years of service to the university, he will be retiring at the end of the 2019 winter semester. Stephen has a long tradition of representing the department to APEGS in a variety of capacities, most recently as a long-serving member of the Student Development Committee. We in the department, as well as the entire Saskatchewan geoscience community, will miss Stephen.

In addition, our long-standing technical assistant, Mets Ritsema, was transferred to another science department and we welcomed a new technician, Trent Kostelny. We wish Mets all the best and extend a warm welcome to Trent.

On the administrative side, the department was kept busy in the fall semester planning and preparing for an Academic Unit Review, to take place at the end of the winter semester, 2019. A large portion of the fall was therefore devoted to an intensive self-study, with the Unit Review Team, consisting of Kathryn Bethune, Ian Coulson, Guoxiang Chi and Maria Velez, compiling related information on departmental affairs to present in a formal document to the Office of the Vice-President Academic (Dr. Thomas Chase).

Now that we have completed this stage, the department is embarking on the subsequent stages of the review process which will culminate with an on-site visit in late April by the review panel, which consists primarily of external

representatives. Through this process, the department has and will continue to gain insights into its strengths and weaknesses, with a view to improving itself and shaping future directions.

The department's research activities also continued on a number of fronts, funded through a variety of sources, including NSERC, the Geological Surveys of Saskatchewan and Canada and the private sector. Research programs were strengthened by the input of numerous international students and professors.

Several of our professors are serving in special roles. Dr. Hairuo Qing continued his service as Co-Editor-in-Chief of the Bulletin of the Canadian Petroleum Geology. Dr. Kathryn Bethune commenced service on NSERC Evaluation Group 1506 (Geosciences) and is also currently serving as Vice President of the Geological Association of Canada. Dr. Stephen Bend extended his service by another year on the APEGS Student Development Committee. In addition, our other professors and lab instructors devoted their time and expertise to a range of public service and editorial activities.

The D.M. Kent undergraduate student club was engaged in a range of spirited activities in 2018. In early January they hosted a highly successful, well attended Western Inter-University Geoscience Conference at the DoubleTree Hotel in Regina. In April 2018, with the help of Dr. Stephen Bend, they also helped to organize our first ever 'Earth Ring Ceremony' involving both current and former students. This success was largely due to the steadfast dedication and mentorship of Dr. Bend, who is owed many thanks for getting this first-ever ceremony off the ground. In the fall semester, the D.M. Kent Club ran another successful Student – Industry Geoscience Roundtable.

A number of our undergraduate and graduate students were recognized with awards in 2018. Joshua Kluck received the 2018 APEGS Gold Medal for the top undergraduate geoscience student. Kirsten Cunningham and Jared Squire won undergraduate poster awards (first and second place, respectively) at the annual PDAC-SEG Student Colloquium in March 2018, a national poster forum held at the PDAC Convention in Toronto. Erik Miller and Shelby Brandt won poster awards (first and second place) at the Saskatchewan Geological Survey Open House in December 2018. Dallas Dixon was selected among a pool of national candidates to attend the annual Student-Industry Mining Exploration Workshop (S-IMEW) at Laurentian University in May 2018. Joshua Kluck was similarly selected to attend the Student-Industry field trip (SIFT) in Calgary, Alberta. Another

round of success with S-IMEW was marked with the acceptance of current undergraduate student, Shelby Brandt for attendance in May 2019. The cycle of student engagement and excellence thus continues.

Respectfully submitted,

Dr. Kathryn M. Bethune, P.Geo.
Department Head

Regina Engineering Society

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 cooperation with APEGS:

- a) To develop and maintain high standards in the engineering profession;
- b) To facilitate the acquirement and the interchange of professional knowledge among members;
- c) To advance the professional, social and economic welfare of members;
- d) To enhance the usefulness of the profession to the public;
- e) To collaborate with universities and other institutions in the advancement of engineering education;
- f) To promote good relations between engineers and members of allied professions;
- g) To cooperate 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 July 27, 2018. The 2018-2019 RES Executive is:

President: Mitchell Pockett, P.Eng.

Vice-President: Waqar Khan, P.Eng.

Past President: Vacant

Treasurer: Simon Li, P.Eng.

Secretary: Robert Schultz, P.Eng.

Social: Vacant

Technical Presentations: Vacant

Communications & Website: Deborah Mihial, P.Eng.

Merchandise: Simon Li, P.Eng.

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

RESS: Vacant

APEGS Liaison: Nicole Barber, P.Eng.

CSCE: Brent Miller, P.Eng.

RGG: Harpreet Panesar, P.Eng.

IEEE: Ian Sloman, P.Eng.

The first meeting of the fiscal year was held in September 2018 where the past volunteers returned in order to get started on a year of change for the RES. We, unfortunately, had a few vacancies at the beginning of the year but these vacancies were filled quite readily at our Beer and Billiards event in October. The following executive positions will be temporarily filled until our AGM, at which time the new executive will be formally introduced:

Vice President: Dustin Unger, Engineer-in-Training

Social: Sarah Yeo, P.Eng.

Secretary: Brittany Sippola, Engineer-in-Training

Technical: Kyle Mason, P.Eng.

IEEE: Chris Pikula

Awards/Scholarships

The RES recognized two deserving professionals for their commitment and service to the Engineering community. The 2017-2018 Engineering Excellence Award was presented to Raman Paranjape and the Engineer-in-Training award was given to Stacey Benesh.

The RES participated in the University of Regina's Engineering Fourth Year Project Day as both industry evaluators as well as review project groups in order to present awards to the two groups we felt excelled in our evaluation categories. This year the RES presented award amounts of \$500 and \$250 to the highest and second highest scoring groups respectively. All winning student groups were invited to attend our annual Horizons Dinner free of charge in order to receive their awards. The RES plans on extending this awards system to include a third group and revising the prize amounts to \$500 for each group. We look forward to staying involved with the university throughout this process.

The RES awarded five students with scholarships. Each of the scholarships is valued at \$500. The five scholarships were given to Engineering students at the University of Regina, one for each discipline of study. We have also provided a sixth additional scholarship, valued at \$750, to be awarded to a worthy graduate student.

RES Events

The annual Engineering Horizons Dinner was held on May 14 at the Connexus Arts Centre. Apart from the dinner and awards, this event featured guest speakers Dwayne Selinger, Process Superintendent at K+S Potash Canada and Mark Sax, Plant Engineering Superintendent at K+S Bethune Mine. Dwayne and Mark gave an interesting presentation outlining the potash mining industry and the intricacies of planning, constructing and operating a new potash mine. They provided insight into the effects of budgetary constraints and the difficulties related to producing plans that translate correctly to operations once construction was completed. Dwayne and Mark were very knowledgeable in their respective fields and presented clearly to the attendees, whom appeared interested and came away from the presentation knowing a little more than they previously would have regarding the potash industry.

The RES continued its yearly IMAX and Science Centre Day for its members and their families. The day brought the IMAX to very near capacity, which featured the film *Pandas 3D* for the matinee screening. Turnout was almost 100 per cent and many of the attendees followed up the screening by spending family time in the Science Center.

The RES Annual Golf Tournament and AGM was held on July 27, 2018 at the Murray Golf Course. Turnout was less than optimal due to the late scheduling of the event. The RES is hoping to present this event as an easier event to attend in future years to help ensure participation from our members. Prizes were presented to various attendees. A new executive was elected to council at the event after a filling supper. Open discussion was held surrounding the need for executive volunteers.

The annual Beer and Billiards Night was held on October 16 at the Broken Rack to a good-sized crowd of students and industry professionals. All attendees enjoyed billiards, complimentary appetizers and a beer on the RES. A number of individuals also came forward to assist in this upcoming year.

Sponsorships/Support for External Events

The RES is continuing to provide support to a number of other events throughout the community which include the Chess Association, Engineers Without Borders, the IEEE Annual General Meeting and the RGG GeoCelebration. In addition, the RES began supporting the two organizations Big Sisters and Big Brothers and Big Sisters by providing sponsorship to enable each group to host a STEM-based event for their volunteers and members to participate in. Feedback was incredibly positive and the RES plans on continuing this support moving forward.

As well as financial support, the RES provided an active role during the University of Regina's Project Day which showcases engineering students' projects. The RES had executive members volunteer as industry evaluators for the students' projects which was an enjoyable experience for all that attended. Additionally, the RES members in attendance provided judging for the RES Project Day awards, handed out at the yearly Horizon's Dinner.

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

Respectfully submitted,

Mitchell Pockett, P.Eng.
President

Saskatoon Engineering Society

The Saskatoon Engineering Society (SES) kicked off the year with our Annual General Meeting at the Western Development Museum on September 13, 2018. This was one of the best AGMs as SES members were invited to bring their families and tour the museum. We presented the SES Engineer of the Year award to Jason Mewis, ENGCOMP's founder and president.

The 2018-19 year has included both technical and networking events. For example, we had technical presentations on building world-class engineering companies in Saskatoon and on comparing project management methods. Future technical presentation topics include fire protection engineering, the Canadian Electrical Code and aesthetics in engineering.

Networking events so far have included a pub mixer, our Christmas mixer and a board games night. We are running an evening course on Six Sigma quality training of one meeting per week for several weeks, starting in February 2019. The SES Undergraduate Student Design Showcase for engineering students was held in late March and the SES Educator of the Year Award was presented at that time. Other upcoming events include a mixer for engineers and engineering students, family mini-golf and Engineering Week activities.

The SES carried out several activities for Engineering & Geoscience Week in Saskatchewan. The SES' Industry Celebrating Excellence (ICE) event was held on March 5, 2019. ICE allows technical societies, engineering companies and other engineering-related organizations to present displays during this meet-and-greet event with hors d'oeuvres. In addition, we held several industry tours (e.g. CNH's manufacturing facility and the Canadian Light Source synchrotron), a technical presentation and other fun socializing or networking events during the week.

The 2018-19 year has been filled with changes in people. Our vice-president has stepped down and we are finalizing a replacement. The Member Services / Events Committee chair has also stepped down.

Executive List 2018-2019

Directors continuing for Year 2 of 2 will hold office until 2018-2019 Annual Meeting (September 2019):

- Arjun Paul
- Juniper Willard
- Labeed Elbermani

Directors Year 1 of 2 brought forward by Nominating Committee will hold office until 2019-2020 Annual Meeting (September 2020):

- Jeremy Nelson Kai Li
- Mehrnoosh Janbakhsh Rajan Kannabiran
- Rajeev Chadha (nominated during the September 2018 AGM) Ross Welford
- Uday Lanke (resigned in Fall 2018)

Appointed representatives:

APEGS Liaison: Lesley McGilp

SESS Liaisons: Jay Shah and Parker Campbell

U of S Liaison: Sean Maw, University of Saskatchewan, College of Engineering

Website: Edwin Edquist and Ross Welford

President: Jonathan Bushman

Vice President: Zahra Jeirani (resigned in Fall 2018, replacement to be confirmed)

Past President: Edwin Edquist

Treasurer: Zygmunt Kowal

Secretary: Travis Zimmerman

One of my goals this year is to improve relationships between the Saskatoon Engineering Society and other technical societies in the Saskatoon area. As such, we have been advertising events for other groups on our website and our Leadership Committee is working on creating a shared online calendar.

Respectfully submitted,

Jonathan Bushman, P.Eng.
President

Moose Jaw Engineering Society

The Moose Jaw Engineering Society held several events during the year which has added value to our membership.

The 18th Annual Golf Tournament was held on Saturday, June 23 at the Hillcrest Golf Club. The weather was questionable to start the day but held out for another successful event as seven teams enjoyed a Texas scramble style tournament. Thirty-two people attended the post-game supper at Buggy's Irish Pub.

For professional development, the society offered three events: a tour of 15 Wing Moose Jaw; a technical presentation by Vector Corrosion; and a tour of the Buffalo Pound Water Treatment Plant and its newly commissioned UV Treatment System. All three of these events were well attended.

The finances of the Society are strong with a forecasted year-end surplus of approximately \$10,000 which will allow us to continue to do activities in 2019.

After a review, we have determined that Director & Officer (D&O) and Bodily Injury/Property Damage (BI&PD) insurance coverage is not required for our society but Special Event coverage should be obtained for the Annual Golf Tournament for an annual cost of less than \$500.

On behalf of the Moose Jaw Engineering Society, I would like to thank the presenters and hosts, as well as those who planned the events. I would like to personally acknowledge and thank the entire executive for their work and dedication to delivering the society's objectives as, without them, there would be no education, activities or networking in the Moose Jaw Region for the membership.

Treasurer: Jody Scammell

Secretary: Nazmul Hassan

Professional Development: Rory Windrum

Social Events Coordinator: Daryl Bunnell

Saskatchewan Polytechnic Liaison: Shaun Nanan

Finally, I would like to thank our respective employers for allowing the executive members the time needed to plan and coordinate these activities: SaskWater, Water Security Agency, Saskatchewan Polytechnic and Buffalo Pound Water Treatment Corporation. We look forward to seeing everyone in 2019.

Respectfully submitted,

Ryan Johnson, CD, M.A.Sc., P.Eng.
President

CIM Geology Section (Saskatoon)

The CIM Saskatoon Geosection is one of two Saskatoon-based branches in District 4 (Central Canada) of the Canadian Institute of Mining, Metallurgy and Petroleum. The stated objective of the Saskatoon Geosection is to provide a forum for the presentation and discussion of technical information in the application of geology, geophysics and geochemistry in the exploration, development and exploitation of mineral resources.

In 2018, the Saskatoon Geosection continued with monthly luncheon meetings which feature invited speakers from Saskatchewan, Canada and beyond. Our annual membership runs from January to December, with no activity during the winter and summer field seasons (January through March and June through August). Some of the talks from the past year (and future 2019 talks) include:

- May 30, 2018: Guy Desharnais – Mining BIG Data: The Future of Exploration Targeting (CIM Distinguished Lecturer);
- October 18, 2018: Alexandre Aubin – What does an Athabasca Basin Unconformity Uranium Deposit Look Like? (Sr. Geoscientist, Cameco Corp.);
- November 29, 2018: Chris Wimmer – APEGS New CPD Program and Ethics Presentation (Director of Professional Standards, APEGS);
- December 14, 2018: Ted O'Connor - Macusani Uranium district evolution and Geological Description (Director, Plateau Energy Metals);
- January 25, 2019: Alan Wilson - Porphyry Copper Deposits: Field Criteria for Exploration and Resource Potential Evaluation (SEG Distinguished Lecturer);
- April 17, 2019: Arnfinn Prugger - Scissors Creek: The First Potash Shaft Successfully Completed in Saskatchewan Since 1979 (CIM Distinguished Lecturer).

Every year, our funding goes towards supporting our lunch meeting (bringing in both local and travelling speakers), supporting of geological and science-related initiatives in Saskatoon and, most importantly, in support of the Wolfgang Stotereau Scholarship for Earth Science Students at the University of Saskatchewan. When our accounts are no longer sufficient to support those activities, we work with the CIM national group to run a Saskatchewan field conference to replenish our funds. The most recent conference was held in September 2017 and provided a boost to the society's balance sheet. This funding combined with the annual APEGS grant will allow the Saskatoon Geosection to expand its 2019 program and provide new networking events for geoscience professionals and recent graduates.

Saskatchewan Geological Society (Regina)

During 2018, two long-standing members of the executive indicated they would not be returning for nominations 2019. At the final meeting of 2018, a new executive was elected:

Branch Chair: Shayne Rozdilsky (NexGen);

Program Chair: Chris Hamel (UEX);

Treasurer: Darcy Hirsekorn (Frostfire);

Secretary: Catlin Glew (Cameco);

Past Chair: Cory Kos (Kazatomprom).

The Saskatoon Geosection would like to thank APEGS for their continued support of the society and look forward to seeing everyone in 2019.

Respectfully submitted,

Shayne Rozdilsky, P.Geol.
Branch Chairperson

It has been an active and interesting year for the Saskatchewan Geological Society (SGS). SGS functions in 2018 were facilitated by a hard-working executive team, which consisted of Zeinab Azadbakht (Vice-President), Kate MacLachlan (Treasurer), Taylor Forsyth (Secretary), Samantha Van De Kerckhove (Business Manager), Mike Thomas (Program Chair), Kim Kreis (Program Co-Chair) and Monika Cliveti (Past President), in addition to me.

The kickoff to SGS activities for 2018 took place with the Annual General Meeting, held in early February. Colin Card (2017 Business Manager) did an outstanding job organizing the event. The highlights of the evening included the presentation of student awards and the introduction of Bill Slimmon into the Society's Geoscience Honour Roll. The evening was capped off by an entertaining tag team address by Mike Thomas and me about the 2017 field trip. This was followed by the annual business meeting.

Thanks to the efforts of program coordinators Mike Thomas and Kim Kreis, SGS was able to offer a full slate of lunch lectures in 2018. Fourteen lunch talks were offered in 2018 covering a wide range of topics from the Athabasca Basin Uranium Systems to Alpine Hydrogeology. Most talks were held at Bushwakker Brew Pub, which, judging by the good attendance, has proved to be an excellent venue for us.

The annual curling bonspiel took place in March at the Tartan Curling Club (for the last time), with eight teams (or about 30 players) participating. The bonspiel was co-hosted by the D.M. Kent geology student club. Lynn Kelley organized the game draw once again. The annual golf tournament did not take place this year due to falling participation in recent years, however, the BBQ was graciously hosted Kim and Deb Kreis in their wonderful back yard in White City.

The annual SGS field trip was held August 24-28 in Montana's Bridger Range, led by Dr. Michael Hoffman (University of Montana) and Belt Group around Missoula led by Dr. James Sears (University of Montana).

The Open House committee, chaired by Jason Berenyi, worked hard to organize the 49th annual Open House, which took place in Saskatoon December 3-5. This conference, co-hosted by SGS, is Saskatchewan's premier event for minerals-related geoscience and continues to be a successful meeting. The 2018 Open House attracted around 700 delegates and 56 exhibitors.

The SGS Education and Outreach committee, chaired by Kate MacLachlan, undertook the annual school lectures. They were given by Michelle Hanson a professional geologist working with the Saskatchewan Geological Survey. The

lectures were entitled Glacial Geology of Saskatchewan. The lectures were a huge success and everyone enjoyed the talk and the hands-on activities following the presentation. A huge thanks to all the volunteers that helped run all the activities. We couldn't do this without your participation. The school lectures were funded in part by grants from the Canadian Geological Foundation and APEGS. We would not be able to undertake these events without the generous support of these organizations.

Continuing with public geoscience outreach, the SGS calendar committee, chaired by Ralf Maxeiner, delivered the fourth annual Geology Wall Calendar. The 2019 calendar (which costs \$10) is a great product, full of beautiful photos and interesting information on the geology of Saskatchewan. The committee would like to thank the volunteers, photo contributors and sponsors for their involvement and support.

In 2016 our bookkeeping records were transferred by Quickbooks from a desktop version to the online version of the software. This created a number of problems and resulted in incorrect and incomplete records in Quickbooks for 2017. In 2018 we engaged Davidson Bookkeeping to help us resolve our bookkeeping issues and set up a new bookkeeping system in the online Quickbooks software. In collaboration with the treasurer, they developed a revised year-end record for 2017, which was used as a starting point for detailed bookkeeping records for 2018.

In 2018, without considering the operating budget for the Saskatchewan Geological Open House, SGS's expenditures were \$35,385.80 and income was \$31,413.85 for a loss of \$3971.95. It is common for the society to run a deficit, which is in large part due to the inconsistent income from grants and sponsorships, which are one of our main sources of operating dollars. However, the society always maintains a reserve in excess of \$55,000.

Finally, I would like to acknowledge our current corporate sponsors, whose support contributes greatly to the activities of the SGS. I would especially like to thank APEGS for their continued financial support of the Society and for the participation of APEGS staff members in several SGS functions.

Respectfully submitted,

Eric Nickel, P.Geo.
President

The Association of Consulting Engineering Companies – Saskatchewan (ACEC-SK) is a not-for-profit association representing most consulting engineering and consulting geoscience firms in Saskatchewan. It does this through promoting a business and regulatory climate that allows its members to provide the best value to society.

Consulting engineering services include planning, designing and implementing all types of engineering and geoscience projects and providing independent advice. ACEC-SK member companies directly influence virtually every aspect of quality of life in Saskatchewan, be it economic, social or environmental. Members provide engineering and geoscience services locally, regionally, nationally and internationally.

ACEC-SK closed out 2018 with 60 member firms that employed just over 1,650 professional, technical and support personnel. Two firms discontinued their membership: Pavement Scientific International and Greg Daum Consulting. We thank them for their support and wish them well in their future endeavours. ACEC-SK was pleased to welcome the following new corporate members: Beacon Engineering, NewFields and Smith Projects Inc. ACEC-SK was also pleased to grow its number of associate member firms from related interest groups and suppliers. ACEC-SK is a member of the Association of Consulting Engineering Companies – Canada (ACEC) which is in turn affiliated with the International Federation of Consulting Engineers.

The past year remained very competitive. Members tell us the number one issue they face continues to be procurement challenges. The association recognized the importance of upping its game in its efforts to educate procurement officials and others about the best practices of procuring professional engineering services.

The association worked hard to represent the views of the consulting engineering and geoscience industry and in particular to raise awareness of the value these professionals contribute to economic growth and value to society. To achieve this goal, ACEC-SK focused on a number of strategic priorities:

Advocacy

ACEC-SK invested significant effort in championing a number of key industry issues through:

1. Board members meeting with a number of Cabinet ministers in 2018, including:

-
- a. Jeremy Harrison, Minister of Trade, Export and Development.
 - b. Lori Carr, Minister of Highways and Infrastructure.
 - c. Donna Harpauer, Minister of Finance.
 - d. Warren Kaeding, Minister of Government Relations.
 - e. Dustin Duncan, in his capacity of Minister Responsible for Water Security Agency.
 - f. Gordon Wyant, Minister Responsible for SaskBuilds/Priority SK.
 - g. Bronwyn Eyre, Minister of Energy and Resources.
2. Continuing work on procurement issues.
 3. Hosting the Innovative Design-Build Conference.
 4. Significant increasing industry partnership Initiatives.
 5. Securing the provincial finance minister as a speaker at the ACEC-SK AGM.
 6. Developing the Engineers' Relevance to Government Discussion Paper.
 7. Conducting the Client-Consultant Relationship Survey.
 8. Showcasing national association achievements.

Profile

The importance of raising the industry's profile cannot be overstated. Raising profile lends itself to an increased understanding and appreciation of the value consulting engineers offer. However, advocacy and profile are very much intertwined. Advocacy supports the enhancement of our profile through the building of relationships with key decision makers and examples of these types of initiatives have already been noted elsewhere in this report. Other types of profile-enhancing activities ACEC-SK undertook in 2018 included:

1. Regina Bypass Tour—ACEC-SK partnered with ACEC-Canada to highlight our national body's "Bring an MP to Work Program", raising the profile of individual member firms as well as the industry as a whole.
2. A well-received Infrastructure Regionalization Presentation at 2018 SUMA Convention.
3. Development of Industry Capacity Survey Phase II.
4. Awards of Distinction, with on-going support of the Lieutenant Governor of Saskatchewan as patron and professional videos used to promote the industry.
5. Significantly expanded Twitter audience.
6. Introduction of ACEC-SK LinkedIn page, with rapid growth in followers leading to a well-recognized presence.
7. Career Fairs at the University of Saskatchewan and University of Regina.
8. Student Information Sessions the University of Saskatchewan, University of Regina and Saskatchewan Polytechnic.
9. Engineering and Geoscience Week Feature.
10. 13.7 per cent increase in email subscribers.
11. Travelling road show.

Member Engagement:

This past year, our association delivered a very ambitious program of business development and professional development opportunities, including:

1. First industry forum with Water Security Agency.
2. An industry forum with SaskEnergy, at which we introduced the "reverse trade show" concept.
3. Energy Code Conference which attracted over 100 attendees.
4. Women's Leadership Conference, on the theme of "Inspiring Bold Leaders".
5. PSMJ Resource's "Emerging Leaders" two-day workshop.
6. Increased provincial government senior leadership consultation at the sector committee level.
7. ACEC-SK Annual Golf Tournament.
8. Women in Consulting—Leadership Communications Workshops.
9. Young professionals Initiatives, including a Nutrien Allan mine tour, TD Lunch & Learn, a presentation on the role of engineers in utility-scale wind projects and social networking events at a brewery and an escape room.

Saskatoon Engineering Students' Society

ACEC-SK continues to grow and succeed thanks in part to the commitment of the volunteer Board of Directors:

- Paul Walsh, P.Eng., Past Chair;
- Nancy Inglis, P.Eng., Vice Chair;
- Patrick Lalach, P.Eng., Secretary-Treasurer;
- Ryan King, Director;
- Brett LaRoche, P.Eng., Director;
- Nick Wright, A.Sc.T., Director;
- Daryl Andrew, P.Eng., Director (part of the year);
- Matt Feige, P.Eng., Young Professionals Liaison;
- Anastassia Manuilova, P.Eng., APEGS Liaison;
- Lee Jaboeuf, Associate Member Liaison;
- Lawrence Lukey, P.Eng., ACEC-Canada Liaison

ACEC-SK efforts on behalf of the industry are coordinated by Beverly MacLeod, Executive Director, Darlene Leamon, Operations Manager 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.

It was an honour to be chosen to lead the 2018-2019 ACEC-SK Board of Directors. I appreciated the opportunity to work with my fellow directors, ACEC-SK member firms and our industry partners to achieve our common goals.

For more information about our organization contact the ACEC-SK office at (306) 359-3338 or refer to the ACEC-SK website at www.acec-sk.ca

Respectfully submitted,

Bryce Hunter, P.Eng.
Chair

In 2018 the Saskatoon Engineering Students' Society (SESS) was once again able to provide our students with new and exciting experiences with the help of APEGS and their generous support. The goal of the student society is to provide academic support, professional development opportunities and social events for students, as well as supporting student groups and discipline societies and promoting a positive image of engineering as a college and profession.

The sponsorship we received from APEGS helped us to keep the cost of membership low while still allowing us to send students to represent the college at conferences and competitions across Canada. It funds tutorials to help students succeed in class, enables the support of our college's sports teams and allows us to host social and networking events for 1,700 undergraduate students.

In January 2018, the SESS sent four delegates to the Canadian Federation of Engineering Students (CFES) National Congress, hosted by Dalhousie University in Halifax, Nova Scotia. Delegates participated in five days of leadership, professional development and student-society themed sessions, along with various city-wide events, professional networking opportunities, formal dinners and a general assembly. Later in January, the SESS sent winners of the Saskatoon Engineering Competition to the Western Engineering Competition hosted in Vancouver, where we had five podium finishes out of seven categories. Three teams advanced to the Canadian Engineering Competition hosted in Toronto, where two teams had podium finishes. All teams that participated took back valuable experience for practical applications.

Thanks to APEGS support, the SESS was also able to send delegates to the CFES President's Meeting, CFES Conference on Diversity in Engineering, Western Engineering Student Societies Team (WESST) executive meeting and the WESST Annual General Meeting and Retreat, where SESS President Shanleigh McKeown was elected as incoming WESST President. All those who were able to attend these events thank APEGS for their support.

In November, the SESS hosted an industry networking event, which was attended by students, faculty, industry professionals and engineering companies. The event was a great success and came to fruition with the help of APEGS and SES. We also collaborated with SES on a joint Christmas mixer in December and will plan many more joint events in the future.

Throughout the year, SESS has prominently displayed the APEGS logo on signage such as the new sponsorship and executive banner, which is displayed both outside the SESS office and inside the student lounge. APEGS is listed as

Regina Engineering Students' Society

the primary sponsor of the SESS on our new executive shirts, on every edition of the weekly engineering newspaper and during our various events.

APEGS support, both financially and in-person, throughout the history of the SESS has enhanced the experience of engineering students at the University of Saskatchewan. We hope to continue working with APEGS staff, councillors, committees and members to build upon the APEGS vision of creating a prosperous future through engineering and geoscience, by building upon the foundation – the students. We look forward to another busy and successful year in 2019.

Respectfully submitted,

Jay Shah & Parker Campbell
Co-VP Corporate-Relations

Throughout 2018, the Regina Engineering Students' Society (RESS) had many achievements. The RESS promotes professional development, good fellowship and engineering spirit among its members and student body. 2018 was a productive and eventful year, which could not have been made possible without the constant support, sponsorship and involvement of APEGS. Thanks to the generosity of APEGS, our students were able to compete in competitions, host events and travel to conferences across Canada.

The year started off with the Canadian Federation of Engineering Students' (CFES) National Congress, that took place in Dalhousie University in Halifax, Nova Scotia January 2-8. Student leaders had the opportunity to improve their leadership skills and styles, as 51 leaders from member schools met along with the CFES executives. We were to network and trade information with students across the country.

The Western Engineering Competition (WEC) took place shortly after, January 10-14, hosted at BCIT in Burnaby, BC. This competition is held annually in January and provides an opportunity for students to compete in any of eight engineering competitions. Thanks to funding from APEGS, travel support to the delegates was provided and the RESS brought home four winning teams. The two top teams from each category at WEC got to move on to the national finals that took place in Ryerson University. We were fortunate to be able to send two teams.

At the end of January, the RESS hosted the 50th Anniversary Homecoming Weekend, with a great turnout. University of Regina students, faculty members and alumni were given the chance to network. This allowed students to increase their social skills and meet industry professionals.

Locally, the RESS organized the Honour Pin Ceremony and the Year 1-4 Reception. Both are annual events that the RESS takes pride in organizing.

A large portion of funding that the RESS receives from APEGS goes to many other engineering groups, such as:

- The Institute of Electrical and Electronic Engineering (IEEE);
- The Canadian Society for Civil Engineering (CSCE);
- Society of Petroleum Engineers (SPE);
- Engineers Without Borders Regina (EWB);
- U of R great Northern Concrete Toboggan Club;

D.M. Kent Club (University of Regina Geology Students)

- SAE Cougar Racing;
- Regina Engineering Equipment Fund (REEF);
- Cougar Motorsports.

These groups give students a diversity of engineering-focused clubs to choose from depending on interest.

The RESS would like to thank APEGS for all the continuous support for us and all affiliated groups. The work done by the Student Development Committee is tremendous and we would not be able to operate without. If you have any questions about any event outlined in this report, please feel free to reach out to me through professional@uofregengineering.com

Respectfully submitted,

Aya Mahmoud
VP Professional - RESS

This past year was a year of learning and growth for the D.M. Kent Club of Geology at the University of Regina. Enrolment in geology continues to be a hot topic of discussion and, with the funds provided for the Student Development Committee, we have been able to provide students with opportunities to gain an understanding of the industry of geology and its connection to engineering.

Our year started out strong with us hosting the 54th annual Western Inter-University Geoscience Conference (WIUGC). Our club was able to provide funding from the SDC to nearly 40 students from the University of Regina to attend the conference. Students took part in field trips, networking event, social events and technical talks. A member of APEGS was present to talk about P.Ge. registration in Saskatchewan and how to qualify from other provinces. The president of WIUGC Regina presented the University of Brandon with the honour of hosting the 55th WIUGC.

The SDC also provided funding for 10 members of the D.M. Kent Club to attend the Association for Mineral Exploration's Roundup conference in Vancouver at the end of January. These students attended industry talks, a student short course focused on networking and the mineral exploration process, poster presentations given by students from the University of Saskatchewan and many other networking and social events. Seven students from the University of Regina attended the Prospectors and Developers Association of Canada (PDAC) Conference in Toronto. This conference provides students with the opportunity to see mining on a global scale and attracts geologists, engineers, investors and exploration mining companies from all over the world. Both PDAC and Roundup provide important opportunities for students not only to network but also for inspiration for what they may want to focus on in geology.

In September, undergraduates and new students were welcomed into the department with our annual Meet and Greet, which was the best-attended in years. This kicked off our year and allowed our returning and new students to connect before classes got too busy and before our Student Industry Geosciences Roundtable (SIGR). SIGR is best described as industry speed dating since it allows students to get a brief overview of an industry and then decide if they want to hear more by talking to presenters at the end.

Students, both graduate and undergraduate, presented their research at the Saskatchewan Geological Survey's open house in Saskatoon. They were congratulated on their work by their supervisors and their peers.

APEGS and the SDC provide the D.M. Kent Club of Geology with critical funds that allow our student to experience a larger scope of Geology. The SDC functions both as a huge financial resource for the club and provides us with advice and help when we have questions about becoming professional geoscientists. Funding from the SDC goes a long way when we divide it amongst students. It provides students with exposure to Geology as they continue to study it in university. With the support of the SDC, the DM Kent club has been able to expand its student base and produce fine young geoscientists in the many areas of geology. On behalf of the Geology Department and the students and alumni who make up the D.M. Kent Club, I would like to sincerely thank APEGS and the SDC for their past, present and future support of our programs.

Respectfully submitted,

Logan Anaka
President

2018 was another exciting and eventful year for the Ore Gangue Students Society. Ore Gangue exists to support the academic, professional and social development of the students in the department of geological sciences. APEGS facilitates this goal by donating funds that help students attend professional events and by sponsoring student-run events. Thanks to the generous contributions from APEGS, Ore Gangue was able to send delegates to professional development conferences and host our own student networking events.

In January 2018, Ore Gangue sent 13 students to Regina to attend the annual Western-Inter University Geosciences Conference. Delegates participated in short courses, technical talks and networking events. Students had the opportunity to present their undergraduate research projects through poster and oral presentations. An Ore Gangue member was awarded runner-up for her oral presentation. Other highlights of the trip include field trips to the Bethune Potash Mine and the Sask Subsurface Geological Lab. Later that month, two students attended the Association of Mineral Exploration 2018 Roundup Conference in Vancouver. The conference attracts geologists, engineers and students interested in the mineral exploration industry and is an important professional networking opportunity of students interested in working in the mining industry.

The Prospectors and Developers Association of Canada annual conference is a highlight for Ore Gangue members each year. In March 2018, fourteen students went to Toronto to attend. The international conference has top tier technical talks and learning opportunities in regard to the mineral industry. Several Ore Gangue students demonstrated their research potential by giving poster presentations at the conference.

At the end of the academic year, in April, Ore Gangue held a year-end banquet for members to socialize with their peers and commemorate their successes. It was a night of celebration and change as the new Ore Gangue executive committee was announced.

Finally, in June 2018, Ore Gangue sent three students to the Resources for Future Generations Conference in Vancouver. Various geoscience organizations partnered to address global sustainability issues, specifically as it relates to the mineral and resource industry. The conference was well regarded by all participants.

Of course, none of these events would be possible without the generous support of APEGS. Your contribution allows Ore Gangue to send students to

Financial Report

professional development conferences, which are consistently reported as the most rewarding experiences of a student's undergraduate career. Conferences and social events provide students with the opportunity to expand their professional network and enriches their university experience. On behalf of everyone from Ore Gangue, I would like to thank APEGS for their support and participation in Ore Gangue affairs. We are forever grateful for your contributions.

Respectfully submitted,

Talissa Louie
APEGS Representative

This is a summary of the unaudited Consolidated Statement of Revenues and Expenditures of the Association to December 31, 2018. The Auditor's Report will be available at the 89th Annual Meeting in Regina on May 4, 2019.

Total revenues increased to \$7,082,463 in 2018, which was \$1,092,213 (18.2 per cent) higher than budgeted. Total expenditures in 2018 were \$6,380,077, which was \$118,623 (1.8 per cent) less than budgeted. The 2018 budget proposed a deficit of \$508,450; however, we ended the year with a pre-audit projected surplus of \$702,368.

The pre-audit estimate of total members' equity at year-end is \$11,392,225, and consisted of the projected surplus of \$702,386, retained earnings of \$6,885,856, an investigation and training reserve of \$942, a working capital reserve of \$3,003,040 and a discipline and enforcement reserve of \$800,000.

As in 2017, the higher than budgeted revenue resulted from, in large part, a high number of applications received from international graduates in 2018. Total registration fees were \$1,191,540, compared to a budgeted amount of \$391,000. Much of the cost associated with processing these applications will be incurred in 2019. Expenditures were lower than budgeted for Executive Committee (\$254,955) and Council & Committees (\$105,001). Expenditures were higher than budgeted for Operations (\$130,248; Governance Board and Committees (\$58,692); Education Board and Committees (\$37,305); and Image & Identity Board and Committees (\$15,127).

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

Respectfully submitted,

Andrew Lockwood, P.Eng., FEC
Vice-President

Balance Sheet

THE ASSOCIATION OF PROFESSIONAL ENGINEERS AND GEOSCIENTISTS OF SASKATCHEWAN
December 31, 2018 (unaudited)

ASSETS

Current Assets:

Bank Operating Account	\$3,252,794.20
Bank Investigation and Discipline Training	942.64
RBC Dominion Securities Acct	46,930.00
RBC Investment Savings/Money Market Acct	2,488,836.18
Petty Cash	265.00
Investment	8,751,033.77
Accrued Interest	(6,373.87)
Accounts Receivable	26,204.30
Prepaid Expenses	123,730.17
Total Current Assets	\$14,684,362.39

Fixed Assets

Office Equipment	\$300,976.74
Accumulated depreciation	214,901.15
Net Office Equipment	\$86,075.59
Computer Equipment	\$126,457.97
Accumulated depreciation	76,478.12
Net Computer Equipment	\$49,979.85
Leasehold Improvements	\$1,269,834.60
Accumulated amortization	591,511.82
Net Lease Improvements	\$678,322.78
Other Intangible Asset	\$901,860.47
Accumulated amortization	488,428.16
Net Intangible Asset - Membership Database	\$413,432.31
Total Fixed Assets and Intangible Asset	1,227,810.53
Total Assets	\$15,912,172.92

LIABILITIES AND MEMBERS' EQUITY

Current Liabilities:

Accounts Payable & Accrued Liabilities	\$264,218.59
Accrued Vacations	327,312.93
Goods & Services Tax Payable	154,346.54
Prepaid Annual Dues	3,774,070.00
Total Current Liabilities	\$4,519,948.06

Members' Equity:

Reserves	\$3,803,040.00
Reserves - Investigation and Discipline Training	\$942.64
Retained Earnings	6,885,856.14
Surplus/(Deficit) for period	702,386.08
Total Members Equity	\$11,392,224.86
Total Liabilities & Members' Equity	\$15,912,172.92

Consolidated Statement of Revenue and Expenditures

THE ASSOCIATION OF PROFESSIONAL ENGINEERS AND GEOSCIENTISTS OF SASKATCHEWAN
for the Period Ended December 31, 2018 (unaudited)

	TO DATE 2018	BUDGET 2018	% OF BUDGET	ACTUAL 2017
Revenues				
Membership Dues	\$4,664,639.73	\$4,452,400.00	104.77	\$4,532,810.12
Licence Dues	11,587.50	16,500.00	70.23	15,150.00
Certificate of Authorization	710,253.32	704,000.00	100.89	701,341.39
Registration Fees	1,191,540.00	391,000.00	304.74	581,500.00
Late Payment Surcharges	12,174.75	8,000.00	152.18	11,907.75
Advertising (Newsletter and Website)	38,590.00	40,000.00	96.48	37,415.00
Interest	212,642.17	168,000.00	126.57	206,911.13
Miscellaneous	1,001.66	2,000.00	50.08	1,971.87
Professional Practice Exam & Seminar	130,728.67	137,600.00	95.01	139,529.35
Member Seal Fees	17,008.08	7,000.00	242.97	12,427.95
Professional Development Day	81,925.00	60,000.00	136.54	51,044.28
Association Functions (Womens History & Book)	5,731.00	3,750.00	152.83	8,252.42
Self-Regulating Working Group	4,640.91	0.00	0.00	28,383.82
30 x 30 Task Group	0.00	0.00	0.00	36,249.48
2017 CSSE	0.00	0.00	0.00	7,819.25
Total Revenues	\$7,082,462.79	\$5,990,250.00	118.23	\$6,372,713.81
Expenditures				
Executive Committee				
Executive Committee	\$19,447.60	\$21,900.00	88.80	\$16,832.51
Liaisons	71,095.76	89,075.00	79.82	80,063.46
Government Relations	44,755.64	80,600.00	55.53	59,370.34
UofS/UofR Activities	14,425.74	16,050.00	89.88	8,547.85
Provincial Meetings	18,412.32	53,900.00	34.16	30,328.50
Elections	28,584.01	29,575.00	96.65	28,198.26
Annual Report	12,745.94	101,200.00	12.59	97,012.91
Engineers Canada	185,330.00	204,800.00	90.49	189,454.21
Geoscientists Canada	44,592.95	49,375.00	90.31	44,835.62
2017 CSSE	0.00	0.00	0.00	13,657.24
30 x 30 Task Group	41,977.88	92,850.00	45.21	96,771.47
Self-Regulating Working Group	10,961.99	8,000.00	137.02	28,383.82
Total Executive Committee	\$492,329.83	\$747,325.00	65.88	\$693,456.19

Consolidated Statement of Revenue and Expenditures continued

	TO DATE 2018	BUDGET 2018	% OF BUDGET	ACTUAL 2017
Council & Committees				
Council Meetings	\$165,274.43	\$159,810.00	103.42	146,656.15
Investigation Committee	62,869.33	131,250.00	47.90	75,608.38
Discipline Committee	25,273.06	55,225.00	45.76	23,811.57
Enforcement	8,892.25	21,025.00	42.29	12,971.23
Total Council	\$262,309.07	\$367,310.00	71.41	\$259,047.33
Operations				
Salaries	\$2,174,780.46	\$2,013,000.00	108.04	\$1,894,935.31
Fixed Asset Purchases	1,289.68	2,500.00	51.59	357.62
Depreciation	218,572.20	290,000.00	75.37	204,844.99
Occupancy Costs	624,951.76	636,000.00	98.26	598,734.03
Professional Fees	81,760.30	162,000.00	50.47	67,440.02
Telephone	9,386.34	12,700.00	73.91	11,676.27
Other Operations Costs	596,732.68	461,025.00	129.44	429,777.97
Total Operations	\$3,707,473.42	\$3,577,225.00	103.64	\$3,207,766.21
Governance Board & Committees				
Governance Board	\$1,516.46	\$1,500.00	101.10	\$1,196.21
Legislative Review Committee	276.57	350.00	79.02	0.00
UofS/UofR Career Days	880.89	3,175.00	27.74	1,784.43
CEAB/CEQB Meetings	3,889.31	9,600.00	40.51	5,505.06
Experience Review Committee	91,577.99	55,500.00	165.01	55,731.36
Academic Review Committee/Interviews	160,101.40	107,600.00	148.79	104,463.93
Prof. Practice Exam Com./Seminar & Exam	135,957.69	155,050.00	87.69	151,190.87
Licensee Admissions Committee	3,966.78	6,700.00	59.21	7,426.75
Total Governance Board	\$398,167.09	\$339,475.00	117.29	\$327,298.61

	TO DATE 2018	BUDGET 2018	% OF BUDGET	ACTUAL 2017
Education Board & Committees				
Education Board	\$129,350.07	\$36,650.00	352.93	\$40,032.14
Environment and Environmental Issues Committee	4,090.54	6,900.00	59.28	4,021.20
Professional Development Committee	177,097.47	180,480.00	98.13	132,965.88
Student Development Committee	180,539.52	193,750.00	93.18	144,830.49
K to 12 Committee	22,757.44	36,250.00	62.78	24,701.45
Scholarships and Bursaries	62,500.00	85,000.00	73.53	113,247.41
Total Education Board	\$576,335.04	\$539,030.00	106.92	\$459,798.57
Image & Identity Board				
Image & Identity Board	\$1,600.25	\$33,200.00	4.82	\$6,486.13
CPR Committee	393,576.33	319,500.00	123.19	392,579.90
Connection and Involvement Committee	267,031.01	256,935.00	103.93	204,814.80
Awards Committee	4,449.17	4,550.00	97.78	3,270.51
Professional Edge Committee	262,454.03	276,700.00	94.85	240,310.24
Equity and Diversity Committee	14,351.47	33,100.00	43.36	38,969.24
Women's History Task Group	0.00	4,350.00	0.00	4,834.63
Total Image & Identity Board	\$943,462.26	\$928,335.00	101.63	\$891,265.45
Total Expenditures	\$6,380,076.71	\$6,498,700.00	98.17	\$5,838,632.36
Less Unrealized (Loss) on Investments		0.00	0.00	(1,548.30)
Total Expenditures	\$6,380,076.71	\$6,498,700.00		\$5,838,632.36
Surplus (Deficit)	\$702,386.08	(\$508,450.00)		\$532,533.15

Investments and Cash Funds

Month Ending December 2018

COMPANY	CERTIFICATE NUMBER	PURCHASE DATE	MATURITY DATE	ANNUAL YIELD	INVESTED VALUE \$	MATURITY VALUE \$
RBC DOMINION SECURITIES INC.						
HomeEquity Bank GIC - Annual (2.500% Annual Yield)	140828-BOBFAB	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-BOBFEF	Aug 29/14	Aug 29/19	2.460%	\$100,000.00	\$100,000.00
Pacific & Western GIC - Annual (1.970% Annual Yield)	150901-B0ADAE	Sep 1/15	Sep 1/19	1.970%	\$100,000.00	\$100,000.00
Tangerine Bank GIC - Annual (1.800% Annual Yield)	150902-BOF338	Sep 3/15	Sep 3/19	1.800%	\$100,000.00	\$100,000.00
Bank of Nova Scotia GIC - Annual (1.800% Annual Yield)	150902-BOF356	Sep 3/15	Sep 3/19	1.800%	\$500,000.00	\$500,000.00
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
HSBC Bank Canada GIC - Annual (2.100% Annual Yield)	150901-B0AE01	Sep 1/15	Sep 1/20	2.100%	\$100,000.00	\$100,000.00
Montreal Trust CDA GIC - Annual (2.050% Annual Yield)	150902-BOF3C4	Sep 3/15	Sep 3/20	2.050%	\$100,000.00	\$100,000.00
Manulife Bank CDA GIC - Annual (2.050% Annual Yield)	150902-BOF3B7	Sep 3/15	Sep 3/20	2.050%	\$100,000.00	\$100,000.00
Bank of Nova Scotia GIC - Annual (2.050% Annual Yield)	150902-BOF3D2	Sep 3/15	Sep 3/20	2.050%	\$1,200,000.00	\$1,200,000.00
Canadian Western Bank GIC - Annual 2.150% Annual Yield)	150902-BOF37C	Sep 3/15	Sep 3/20	2.150%	\$100,000.00	\$100,000.00

COMPANY	CERTIFICATE NUMBER	PURCHASE DATE	MATURITY DATE	ANNUAL YIELD	INVESTED VALUE \$	MATURITY VALUE \$
Laurentian Bank GIC - Annual (2.100% Annual Yield)	150902-B0F389	Sep 3/15	Sep 3/20	2.100%	\$100,000.00	\$100,000.00
Manulife Trust Co. GIC - Annual (2.050% Annual Yield)	150902-B0F3A2	Sep 3/15	Sept 3/20	2.050%	\$100,000.00	\$100,000.00
Bank of Nova Scotia GIC - Annual (2.260% Annual Yield)	151217-B09A59	Dec 17/15	Dec 17/20	2.260%	\$400,000.00	\$400,000.00
B2B Trust GIC - Annual (1.860% Annual Yield)	160830-B06838	Aug 30/16	Aug 30/21	1.860%	\$100,000.00	\$100,000.00
Bank of Nova Scotia GIC Annual (1.7% Annual Yield)	160830-B069D3	Aug 30/16	Aug 30/21	1.700%	\$100,000.00	\$100,000.00
ICICI Bank GIC - Annual (1.8% Annual Yield)	160830-B0689A	Aug 30/16	Aug 30/21	1.800%	\$100,000.00	\$100,000.00
Versabank GIC - Annual (1.8% Annual Yield)	160830-B0694B	Aug 30/16	Aug 30/21	1.800%	\$100,000.00	\$100,000.00
SBI Canada Bank GIC - Annual (1.870% Annual Yield)	160830-B067E2	Aug 30/16	Aug 30/21	1.870%	\$100,000.00	\$100,000.00
Royal Bank of Canada GIC - Annual (1.700% Annual Yield)	160906-B07EAF	Sept 6/16	Sept 7/21	1.700%	\$100,000.00	\$100,000.00
RBC Mortgage Corp GIC - Annual (1.700% Annual Yield)	160906-B07F54	Sept 6/16	Sept 7/21	1.700%	\$100,000.00	\$100,000.00
Royal Trust Company GIC - Annual (1.700% Annual Yield)	160906-B080D4	Sept 6/16	Sept 7/21	1.700%	\$100,000.00	\$100,000.00
Royal Trust Corp GIC - Annual (1.700% Annual Yield)	160906-B0806E	Sept 6/16	Sept 7/21	1.700%	\$100,000.00	\$100,000.00
Peoples Trust GIC - Annual (1.800% Annual Yield)	160906-B07DF1	Sept 6/16	Sept 7/21	1.800%	\$100,000.00	\$100,000.00

Investments and Cash Funds continued

COMPANY	CERTIFICATE NUMBER	PURCHASE DATE	MATURITY DATE	ANNUAL YIELD	INVESTED VALUE \$	MATURITY VALUE \$
Home Trust Company GIC - Annual (1.900% Annual Yield)	160929-B11185	Sept 30/16	Sept 30/21	1.900%	\$100,000.00	\$100,000.00
Royal Bank of Canada GIC - Annual (1.800% Annual Yield)	170905-B0C21C	Sept 5/17	Sept 6/22	1.800%	\$400,000.00	\$400,000.00
CND Western Trust GIC - Annual (2.500% Annual Yield)	170905-B0C2	Sept 5/17	Sept 5/22	2.500%	\$100,000.00	\$100,000.00
FFEquitable Bank GIC - Annual (2.530% Annual Yield)	170905-B0C362	Sept 5/17	Sept 6/22	2.530%	\$100,000.00	\$100,000.00
General Bank of CDA GIC - Annual (2.250% Annual Yield)	170905-B0C299	Sept 5/17	Sept 6/22	2.250%	\$100,000.00	\$100,000.00
Royal Bank of Canada GIC - Annual (1.800% Annual Yield)	171002-B144DF	Oct 3/17	Oct 3/22	1.800%	\$800,000.00	\$800,000.00
Nat'l Bank of Canada GIC - Annual (1.800% Annual Yield)	171002-B144D6	Oct 3/17	Oct 3/22	1.800%	\$200,000.00	\$200,000.00
Bank of Nova Scotia GIC - Annual (2.910% Annual Yield)	1809404-B18A76	Sept 5/18	Sept 5/23	2.910%	\$1,000,000.00	\$1,000,000.00
Bank of Montreal GIC - Annual (2.85% Annual Yield)	180927-B08AA7	Sept 27/18	Sept 27/23	2.850%	\$800,000.00	\$800,000.00
Canadian Tire Bank GIC - Annual (3.050% Annual Yield)	180927-B084E2	Sept 27/18	Sept 27/23	3.050%	\$100,000.00	\$100,000.00
Natcan Trust Company GIC - Annual (2.850% Annual Yield)	180927-B085CD	Sept 27/18	Sept 27/23	2.850%	\$100,000.00	\$100,000.00
TOTAL INVESTMENTS					\$8,700,000.00	
ROYAL BANK CURRENT ACCOUNT					\$3,252,794.20	
RBC DOMINION ACCOUNT					\$46,930.00	
RBC INVESTMENT SAVING ACCOUNT					\$2,497,531.86	
TOTAL INVESTMENTS & CASH BALANCES					\$14,497,256.06	

2017 - 2018 APEGS Volunteers

Thank you to our volunteers!

APEGS depends on contributions of hundreds of volunteers who carry out the functions of our committees and assist with special projects and events.

These are people who take time out of their own busy schedules to donate their time and talents for the benefit of public safety and the advancement of our professions.

Please join us in thanking all of these dedicated individuals.

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