

# PEG

SPRING 2016



Election 2016



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## SPRING 2016

FEATURED PHOTO:  
PAGE 40>>

# ELECTION

## 8

## 28

Conference PD

## 36

### FEATURES

- 8-27 Election 2016
- 28 Summit 2016
- 32 New Job Board Launches
- 33 Employee Resource Groups Build Diversity
- 36 Helping Students Develop Job-Hunting Skills
- 40 'The Best Advice I Ever Received'
- 48 Getting the Most Out of LinkedIn
- 59 Legislative Review Progress Report

### DEPARTMENTS

- 4 President's Notebook
- 6 CEO's Message
- 32 Careers
- 33-48 Professional Development
- 49 Latitude
- 61 AEF Campaign Connection
- 64 Member Benefits
- 67 Record



PRINTED IN CANADA

# PEG

VOLUME 7 | NUMBER 1 | SPRING 2016

(Print) ISSN 1923-0044

(Online) ISSN 1923-0052

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US POSTMASTER: PEG (ISSN 1923-0044) is published quarterly in Spring, Summer, Fall and Winter, by the Association of Professional Engineers and Geoscientists of Alberta, c/o US Agent-Transborder Mail 4708 Caldwell Rd E, Edgewood, WA 98372-9221. \$15 of the annual membership dues applies to the yearly subscription of The PEG. Periodicals postage paid at Puyallup, WA, and at additional mailing offices. US POSTMASTER, send address changes to PEG c/o Transborder Mail, PO Box 6016, Federal Way, WA 98063-6016, USA.

The publisher has signed an affiliation agreement with the Canadian Copyright Licensing Agency.

Please return Canadian undeliverables to: APEGA, 1500 Scotia One, 10060 Jasper Ave., Edmonton, AB T5J 4A2. Publications Mail Sales Product Agreement No. 40062712

Opinions published in *The PEG* do not necessarily reflect the opinions or policy of the Association or its Council. Editorial inquiries: [glee@apega.ca](mailto:glee@apega.ca). Advertising inquiries: [chiemstra@apega.ca](mailto:chiemstra@apega.ca).

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Yellowhead **Vacant**

# APEGA's Election is just days away

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**Friday, February 19, to Sunday, March 20, 2016**

## **Have you reset your password yet?**



On September 28, 2015, APEGA reopened the Member Self-Service Centre (MSSC) at [apega.ca](http://apega.ca). If you've attempted to login since then, you know that you were required to reset your password to gain access to your account.

If you haven't been to the MSSC since then, please go there now — particularly if you plan to vote during the election. APEGA's electronic voting system is run through the MSSC.

Visit [apega.ca](http://apega.ca) to get to the MSSC.

## **Need Password Reset Help?**

**Call 1-800-661-7020 and press 2 when prompted.**

If calling from outside North America, you must call the regular Edmonton number – 780-426-3990, press 2 when prompted.



# On Being a Professional, Being a Leader — and Passing the APEGA Torch

BY **CONNIE PARENTEAU, P.ENG., FEC, FGC (HON.)**  
APEGA President

What does it mean to be a professional? What are the responsibilities and obligations we all have as Professional Engineers and Professional Geoscientists? What, particularly when it comes to self-regulating professions, are the common threads?

To start, a profession is more than simply a job or occupation. Members of a profession have specialized knowledge and skills, gained through extensive formal education, their own research, and practical experience.

We belong to a self-regulating professional organization. One of each self-regulating organization's roles is to set standards that professionals must meet in their practices. Professionals are held to a code of ethics. They have a duty to maintain their skills and competence through professional development; in APEGA's case, the Continuing Professional Development (CPD) program is formalized, mandatory, and subject to review.

Most important, professionals are accountable to those they serve — society or the public first, followed by their clients. Professionals promote and protect the public good, putting it ahead of self-interest.

When I was in high school and considering my career options, the idea of belonging to a profession was what tipped the scales in favour of studying engineering. I didn't really know exactly what it meant to be a professional. But even as a 17-year-old, the concept appealed to me.

I knew I wanted a career that was more than a job, more than an occupation. I wanted my work to mean something beyond a pay cheque. I wanted to make a difference.

## **BEING A PROFESSIONAL: IT'S ABOUT GIVING BACK**

In what ways do you, as a Professional Engineer or Professional Geoscientist, give back to your profession? How do you contribute to the governance and growth of our professional community, helping all of us all do a better and better job of serving the public interest?

Some simple and some complex, there are many ways to give back. No matter which ones you choose, giving back should never be looked at as onerous. There's something truly rewarding about being part of a profession that demands this level of commitment.

Here's how I look at it. I have talents and skills that I want to expand on, and I want to share them with my professional community. That's why I first started volunteering with APEGA in 1992. That's why I put my name forward to run for APEGA Council and then for President. I consider this giving back to my profession. It's part of my CPD — and not a burden at all.

Running for Council, for example, offered me many personal and professional development opportunities that would not normally have been extended to me in my workplace.

You, too, can give back to your profession by volunteering with APEGA. You can volunteer with your Branch, apply to join one of the Association's advisory groups or statutory bodies, or sign up to help out at an APEGA outreach event so you can introduce children to the joys of science and math. These are just a few of the many opportunities available — great ways to give back, engage yourself in your profession, and grow your skills.

Visit the volunteering section of the all-new [apega.ca](http://apega.ca) to check out opportunities that match your interests.

## **GIVE BACK: VOTE**

Another way to give back is through something we all can do easily: Vote in the APEGA Election, which runs February 19 to March 20. And please show leadership by encouraging your eligible peers and colleagues to vote, too.

Start by familiarizing yourself with the candidates and what they have to offer. As you will have noticed by the cover, this edition of *The PEG* is dedicated to the election. Candidate statements appear a few pages after this column. Videos appear on the all-new APEGA website, [apega.ca](http://apega.ca).

(One aside: please be sure you have reset your password in the Member Self-Service Centre (MSSC). You'll need access to the MSSC to vote. If you haven't visited it recently, for security reasons you may be prompted to reset your password.)

You might also consider stepping up and putting your name forward in a future election — or perhaps identifying others who might make good candidates. Members often don't think about running unless someone else approaches them. Look for those you think would be good contributors to

our professions, then encourage them to make the commitment of putting their names forward.

## GIVE BACK: BE A MENTOR

Another way to give back to your profession is by being a mentor or coach to other professionals. It's part of being an everyday leader: empowering others to reach their goals. I've talked about the concept of everyday leadership in this column before. Mentoring is certainly an excellent example, and it's something I've enjoyed doing throughout my career.

As professionals, we don't do things alone and in a vacuum.

Professions are made up of our collective experience.



We're all part of a greater community of professionals and each one of us is responsible for helping others reach their goals. That includes helping them be lifelong learners.

As a Professional Member, you should feel honoured — and you are actually obligated — to help when a Member-in-Training, a junior professional, comes to you. It's not always the easy thing to do, but it's always the right thing to do. And remember: teaching is one of the proven ways of getting better at what you do.

At an ethics workshop last fall, a young professional asked me: "What should I do if I approach another Professional Member, and the Member doesn't want to talk to me or doesn't like what I'm saying?" That's a tough one. My hope is that, as self-regulated professionals, we are always comfortable approaching other professionals in the workplace for feedback, support, and guidance. And when we're the ones approached, we should always be willing to take the time to help others advance and succeed. It might be as simple as explaining why you disagree with an assertion or taking someone for a coffee and chat.

APEGA encourages and supports this type of informal mentoring. As part of the Association's mandatory CPD program, some types of informal mentoring can even be counted towards your annual Professional Development Hours.

APEGA also offers a formal mentoring program. It's currently under redevelopment, so if you're not taking part in it and you want to, please stay tuned.

## GIVE BACK: GET BACK

My term as APEGA President ends April 22, when APEGA President-Elect Dr. Steve Hruday, P.Eng., FEC, is sworn in as President at APEGA's Annual General Meeting.

It's been a rewarding journey for me to become and serve as your President. I highly encourage others to serve in any of the ways I've mentioned here. You get back so much more than what you give — it's a cliché, but it's true.

As your President, I received the support and encouragement to follow a dream. Leading our Council to a higher level of governance has been an education for me. It's also been a validation for me — that I have the skills and talent to lead and lead well at this level. I didn't do it alone, of course. I had the support of Council, APEGA volunteers, and APEGA staff (through CEO Mark Flint, P.Eng.), all pulling together and delivering change that is making APEGA a better organization.

Like I said, I didn't do it alone. I just helped create the conditions for success. That's been my management mantra for years, and being able to use it in service to you and your professions has been an unqualified honour. Thank you.

I look forward to serving you and your next Council as Past-President — and finding new opportunities to continue giving back.

### Questions or comments?

[president@apega.ca](mailto:president@apega.ca)

# Strength in Governance — A Review of APEGA's Improved Nominating Process

BY **MARK FLINT, P.ENG.**  
*APEGA Chief Executive Officer*

If you've been watching your Association over the past few years, you have observed change in its various stages of progress. Just over two years ago, APEGA's Council completed one of those stages — a significant review of their governance model and supporting committees. Since then, there has been considerable focus on revamping the way APEGA approaches succession planning for Council.

Now we jump ahead to the Annual General Meeting (AGM) last April. If you were there, you would probably recall a debate about some of the proposed changes to the nominating process. We had socialized the proposed changes through a series of communications and by consulting various groups. Still, there were concerns voiced at the AGM.

You are likely aware that APEGA is perhaps more than ever an organization that consults with its stakeholders, especially its Members. A core value of this organization is Accountability (there are three others — Innovation, Service, and Integrity). I therefore feel duty-bound to revisit two of the concerns raised at the 2015 AGM.

Please excuse a quick allusion to my last career: in the military, this is a process we called an after action review. Essentially, it's my chance to report to you that:

- I heard your concerns
- we monitored them throughout the process
- the results indicate that, valid though these concerns were, they did not come to fruition as problems

Perhaps the most contentious issue raised surrounded the requirement that write-in nominees would now need to secure the support of 25 Members instead of the previous 10. This was predicted to be particularly difficult for potential nominees in rural areas, where the population density of Members is low. If the network of Professional Members you know personally is only 10 or 12, how will you possibly get 25 signatures?

One candidate of 14 seeking a seat on Council or the Executive Committee did raise the issue during the process.

But the concern did not appear to be significant. What we saw in action during the nominating process is that Branches can be very helpful in assisting potential candidates connect with fellow Members. My assessment is that this change from 10 to 25 signatures for write-in candidates did not constitute a barrier to nomination.

## SEQUENCING OF SELF-NOMINATIONS

The second contentious issue was one of sequencing and timing in the write-in process. A list of names and occupations of candidates used to be published in each year's final edition of *The PEG*. Members could check out the names, then decide to accept the list recommended by the Nominating Committee or submit their own nomination to run for Council in the coming year.

This election cycle, we required that Members interested in running for Council submit their nomination forms at the same time as the Nominating Committee submitted its list. This meant write-ins were considered for endorsement by the committee.

It also created a more equitable evaluation process; for example, for the first time all candidates were actually interviewed. This ensured a fair assessment of individuals' capabilities against a skills matrix that Council identified specifically for 2016. This matrix is extremely important, because the needs of Council change from year to year and Strategic Plan to Strategic Plan. In addition, candidates were all given feedback on their assessments.

These changes are a significant, positive improvement to APEGA's nominating process.

As mentioned, in the past candidates selected by the Nominating Committee were advertised in *The PEG* prior to the submission date for write-ins. The change in the sequencing for write-in submissions ensures that the committee can continue to fulfill its mandate of presenting the most suitable nominees available. The committee assesses all Council candidates, presenting a list of those best suited to Council's needs. These

'Having witnessed, as APEGA's CEO, the evolution of the nominating process over four cycles, I can say with conviction that APEGA has a very fair, transparent, and respectful process, allowing the Nominating Committee to deliver the most appropriate candidates for you to select to govern our Association'



endorsed candidates will be clearly indicated as such on the ballot.

It's important to note that candidates not put forward by the Nominating Committee may choose to let their names stand or to withdraw.

Candidates were all fully briefed about how this works at the beginning of the nomination process, to ensure they understood what was expected and what their options were.

Having witnessed, as APEGA's CEO, the evolution of the nominating process over four cycles, I can say with conviction that APEGA has a very fair, transparent, and respectful process, allowing the Nominating Committee to deliver the most appropriate candidates for you to select to govern our Association.

To see what I mean, check out the candidate statements in this edition of *The PEG*. You can find even more information online at our brand new [apega.ca](http://apega.ca).

This is a strong field, and I'm sure your choices will serve us well in the challenging times ahead for APEGA.

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**Questions or comments?**

[ceo@apega.ca](mailto:ceo@apega.ca)



## VOTING DATES

Polls Open Friday, February 19 9 a.m.

Polls Close Sunday, March 20 12 noon



MEET YOUR  
CANDIDATES

MAKE YOUR  
DECISION

VOTE

Page 10

Frequently Asked Questions

Page 11

List of Nominees, Notice of AGM

Pages 12-27

Candidate Statements

### **HAVE YOU RESET YOUR PASSWORD?**

Voting takes place online in the Member Self-Service Centre (MSSC) at [apega.ca](http://apega.ca). If you have not visited the MSSC recently, you may be prompted to reset your password. You must do this before you can vote.

#### **Need help resetting your MSSC password?**

Call 1-800-661-7020 and press 2 when prompted.

If calling from outside North America, you must call the regular Edmonton number – 780-426-3990, press 2 when prompted.

# 2016 COUNCIL ELECTION — FREQUENTLY ASKED QUESTIONS

## 1. I am an APEGA Member. Am I eligible to vote?

Most of APEGA's Members are eligible to vote, but not all classes and categories of Members may vote in Council elections.

### Eligible

1. Honorary Life Member, Life Member, Professional Member (P.Eng., P.Geo., P.Geol., P.Geoph., but excluding Foreign Licensee), Professional Licensee.
2. Member in good standing:
  - No outstanding fees, fines, or dues
  - No active discipline action

### Ineligible

Foreign Licensee, Provisional Licensee, Member-In-Training, Student Member, Exam Candidate, ASAP Student Member, Honorary Member.

## 2. I've heard that I may need to reset my password before voting. Could you explain?

Voting is conducted online through the Member Self-Service Centre (MSSC), which you can link to from [apega.ca](http://apega.ca) (click on Login in the top black banner).

For security reasons, on September 28, 2015, APEGA began requiring that Members reset their MSSC passwords. If you haven't reset yours yet, please do so right away so you are ready to cast your ballot.

Call us anytime if you require assistance to change your password — 780-426-3990 or 1-800-661-7020 (North America), and follow the prompts.

## 3. How do I vote and when may I vote?

Voting is done electronically in the Member Self-Service Centre of our website. You need only your Member ID and password to log in.

Polls open: **9 a.m. Friday, February 19, 2016**

Polls close: **12 p.m. (noon) Sunday, March 20, 2016**

## 4. Where do I find more information about the election?

In this section or by visiting [apega.ca](http://apega.ca).

## 5. How many candidates can I vote for?

On the 2016 ballot are:

- President Dr. Steve Hruddy, P.Eng., FEC (elected 2015 — automatic appointment, so no votes accepted this election)
- 3 nominees for President-Elect/Vice-President
- 11 nominees for Councillor

You may cast up to:

- 1 vote for President-Elect/Vice-President
- 4 votes for Councillor

Our electronic voting system also allows you to submit your ballot with fewer than the allowable votes. Submitting a blank ballot is permitted.

## 6. Will I be reminded to vote?

Our electronic voting system has been developed to send weekly email reminders during the election period until you vote. Feedback from last year was overwhelmingly supportive of this method of contact, as it served as an easy reminder for the busy professional.

As soon as you cast your ballot, the reminders stop.

Updates about the election will be included in the e-PEG.

Follow us on Twitter [@APEGA\\_AB](https://twitter.com/APEGA_AB). We'll be filing our updates under [#voteAPEGA](https://twitter.com/voteAPEGA). You can also stay connected through the LinkedIn APEGA group.

## 7. I'm unable to log in to the Member Self-Service Centre. What should I do?

Call us at 780-426-3990 or 1-800-661-7020 (North America), or email [elections@apega.ca](mailto:elections@apega.ca) with your name and Member number.

While polls are open, you can phone us 24/7 and our call centre may be able to assist. If the centre is unable to help, we will be notified via email and we will get back to you within two business days.

## 8. I want to vote but do not want to use the website. How can I cast my ballot?

We strongly encourage you to vote electronically, which is the most effective and cost-efficient way to run our election.

More than 99 per cent of all votes have been cast electronically since 2008, when APEGA first introduced electronic voting.

**Still want a paper ballot?** Please contact us as soon as possible by calling us at 780-426-3990 or 1-800-661-7020 (North America), or by emailing us at [elections@apega.ca](mailto:elections@apega.ca) with your Member number and full name, being sure to state that you are requesting a paper ballot.

If you request a paper ballot, electronic voting will be disabled for you. We also track paper ballots released and their return. *If you do not return your completed paper ballot, you will not receive paper ballots in the future.*

**To allow for potential postal delivery delays, paper ballots will be available starting Friday, February 12, 2016, and must be received by the Edmonton office by 4:30 p.m., Friday, March 18, 2016. Ballots received after this date and time will not be counted.**

## 9. I can't make up my mind. Is there a time limit while I'm on the voting site?

You are welcome to visit the election pages of the [apega.ca](http://apega.ca) website as often as you'd like to review candidates' information and watch their introductory videos, review their personal statements, and review their curriculum vitae. When you are ready to cast your vote on the Member Self-Service Centre, you will have **2 minutes** to submit the ballot, once you start the process.

## 10. What if I change my mind after I vote? Can I cancel my ballot and revoke?

No. As in any election, once your ballot is cast, your vote is final and will be counted.

## 11. Will anyone at APEGA know how I voted?

No. We will know *whether* you voted, but not for *whom* you voted.

## 12. I want to learn about the candidates. How do I do that?

Videos, candidate statements, and other information are available on the APEGA website, [apega.ca](http://apega.ca). Candidate statements appear in this *PEG*, pages 12 to 27.

## NOMINEES FOR APEGA 2016 ELECTION

### 2016 PRESIDENT (Elected President-Elect in 2015)

**Steve E. Hrudehy**, *P.Eng., PhD, FEC\**

### 2016 CANDIDATES PRESIDENT-ELECT/VICE-PRESIDENT

**John Rhind**, *P.Geol.\**

**George Eynon**, *P.Geo., FGC, FEC (Hon.)\**

**Jane Tink**, *P.Eng., FEC, FGC (Hon.)\**

\*endorsed by the Nominating Committee

### 2016 CANDIDATES FOR COUNCIL

**Brad Hayes**, *P.Geol., PhD, FGC\**

**Elizabeth Logan**, *P.Eng.*

**Tibor Kaldor**, *P.Eng., FEC, FGC (Hon.)*

**Joseph (Pierre) Breau**, *P.Eng.\**

**Darren Hardy**, *P.Eng.\**

**Sudarshan (Raj) Mehta**, *P.Eng., PhD\**

**Natasha Pounder**, *P.Eng.\**

**Manon Plante**, *P.Eng.\**

**Yogi Selliah**, *P.Eng.*

**Timothy Joseph**, *P.Eng., PhD\**

**Sadiq Pirani**, *P.Eng., FEC*

## NOTICE OF ANNUAL GENERAL MEETING

In accordance with Bylaw 16(2) of the *Engineering and Geoscience Professions Act*, official notice of the Annual General Meeting is hereby given.

**Friday, April 22, 2016 | 2 p.m.**  
**Shaw Conference Centre**  
**Edmonton, Alberta**

Attendance Qualifies for CPD Credit

Luncheon 11:30 a.m. – 1:40 p.m. | See pages 28-30 for more information  
on APEGA Summit 2016 Annual General Meeting & Conference





## Candidate Statements

Who will receive your votes in the APEGA 2016 Election? To help you make up your mind, APEGA had each candidate submit a statement. All statements appear in the coming pages, and there's further information — including campaign videos — available online at [apega.ca](http://apega.ca).

Please note that the first statement is from someone who's technically not running for office. The President-Elect earned his position in last year's election.

You can vote for one candidate for President-Elect/Vice-President and up to four candidates for Council. You do not have to cast all of the votes available to you.

POLLS OPEN Friday, February 19, 9 a.m.

POLLS CLOSE Sunday, March 20, 12 noon.



Steve E. Hrudey is a retired University of Alberta professor and is currently principal of his own environmental risk consulting firm. Steve has been a member of APEGA for 45 years and an APEGA Permit Holder with his consulting firm for 34 years. He was born, raised, and initially educated in Edmonton and is now based in Canmore. Steve obtained his B.Sc. in Mechanical Engineering at the University of Alberta

before an M.Sc. and PhD in Public Health Engineering from Imperial College, University of London. He was awarded a career academic degree of D.Sc. (Eng) from the University of London in 2002 and an honorary D.Sc. from the University of Alberta in 2012. He has been awarded the 1991 Berry Medal from the Canadian Society for Civil Engineering for significant contributions to environmental engineering in Canada, the 1995 Emerald Award for environmental research, the 2012 A.P. Black Award of the American Water Works Association (its top research award), the 2013 APEGA Summit Award for Research Excellence, and a Queen Elizabeth II Diamond Jubilee Medal. He was elected a Fellow of the Royal Society of Canada in 2006, the Society for Risk Analysis in 2007, the International Water Association in 2010, and the Canadian Academy of Engineering in 2014.

He worked as an environmental regulator with B.C. and Environment Canada before joining the University of Alberta in 1975. Steve spent 13 years in the Department of Civil Engineering before moving to the Faculty of Medicine in 1988 to establish an interdisciplinary environmental health program (now the Division of Analytical and Environmental Toxicology). He spent 13 years as a cabinet-appointed member of the Alberta Environmental Appeals Board (EAB), the last four years as Chair. At the EAB, he served on 36 public hearing panels, 19 as panel chair. He has also served on 25 expert panels, eight as chair, including chairing a March 2014 international expert panel in Washington for the Water Research Foundation of Denver; serving on an expert management panel on risk, following the June 2013 flood, for Calgary City Council; chairing the Royal Society of Canada expert panel on environmental and health impacts of the oil sands industry (2009-2010); serving on a three-member expert panel conducting nine public hearings across Canada

on safe drinking water for First Nations; and serving the research advisory panel to the Walkerton Inquiry (2000-2002). His diverse, interdisciplinary career has provided Steve with a unique perspective on the role and responsibilities of Professional Engineers and Geoscientists in society. Steve and wife, Elizabeth, have two sons, both professional engineers (computer engineering, engineering physics), one working in Alberta and one in Boston, and a daughter, a pharmacist, currently working at the University of Amsterdam Medical School. In 2004, Steve co-authored with Elizabeth *Safe Drinking Water — Lessons from Recent Outbreaks in Affluent Nations*, the best-selling book ever for IWA Publishing London. In June 2014 they published a case-study sequel for frontline drinking water personnel, with the American Water Works Association, Denver.

#### APEGA Activities

- 2015-present, President-Elect and Member of APEGA Council Executive Committee
- 2012-2015, Member of APEGA Council
- 2013-2014, Acting Chair of APEGA Council Governance Committee
- 2013-2014, Chair of APEGA Public Issues Committee
- 2004-2006, Member of a subcommittee of the Practice Standards Committee to prepare the *Guideline for Management of Risk in Professional Practice*
- 1995-1998, Member of the Environment Committee
- 1990-1993, Member of a subcommittee of the Practice Standards Committee to prepare the first edition of *Environmental Practice — A Guideline*
- Presenter of four technical seminars at branch meetings and APEGA venues

#### Affiliations, Corporate or Community Service

- President, Steve E. Hrudey & Associates Ltd, since 1981
- Professor Emeritus, University of Alberta, since 2008
- Member, Management Advisory Board, Alberta Water Research Institute, 2007-2009
- Chair, Environmental Appeals Board, 2005-2009 (Board Member, 1996-2009)
- Member, Science Advisory Council, Public Health Agency of Canada, 2005-2007
- Associate Editor, Canadian Journal of Civil Engineering, 1988-1992
- Presenter of more than 190 invited presentations to scientific, professional, and public interest groups in past 20 years

## FOR PRESIDENT-ELECT/VICE-PRESIDENT John Rhind, P.Geol.



John Rhind, P.Geol., was born in Toronto but lived in many other cities before finally landing in Edmonton in 1979. John obtained his B.Sc. in geology in 1984 from the University of Alberta. His executive development included completing the Operations Management program from the Richard Ivey School of Business, the Executive Management Program from the Queen's

School of Business, and the Senior Executive Management Program from Shell Executive Development.

John has been involved in oil and gas for 31 years, primarily in the oil sands business. He started his career as a Professional Geologist with Syncrude Canada Ltd., followed by Imperial Oil in 1989. Returning to Syncrude in 1991, John moved into a business development role for two years, followed by successively more senior leadership roles to manage different parts of the business, including mining, extraction, utilities, and upgrading. John joined Shell Canada Ltd. in 2008, at which he became the Chief Operating Officer for Albian Sands Energy. He was responsible for integrating Albian into Royal Dutch Shell in 2009 and after that, in 2010, was appointed Vice-President of Oil Sands Operations. John then became the Vice-President of Oil Sands in 2014 and has had full profit-and-loss accountability for the business.

John has developed a reputation for implementing diversity and inclusion in every business he has led. As part of this effort, he has developed a passion for mentoring people to enable them to contribute at greater levels in their fields.

John and his wife, Gail, have two adult children, both of whom live in Calgary. John and Gail have a home in Comox, B.C., where they enjoy walking the dogs, playing golf, and exploring all that Vancouver Island has to offer. John retired in 2015, but he intends to keep involved in the industry, albeit on a more relaxed basis.

#### APEGA Activities

- Member (2005–Present)

#### Affiliation, Corporate or Community Service

- APEGA Council Member (2015-2016)
- Board Member, Alberta Chamber of Resources (2013–2015)
- Board Member, Canadian Association of Petroleum Producers (CAPP) (2012–2014)
- Chair, CAPP Environmental Planning Group (2011–2013)
- Executive Committee Member, Mining Association of Canada (2009–2014)
- Chair, Keyano College Human Resources Committee (2009-2010)
- Board Member, Mining Association of Canada (2008–2014)
- Board Member, Keyano College (2008–2011)
- Member, Canadian Institute of Mining and Metallurgy (1994–present)
- Industry Director, Junior Achievement (1990–1993)



George Eynon, P.Ge., FGC, FEC (Hon.), was born in London, U.K., and immigrated to Canada in 1970 after obtaining his B.Sc. in Geology from the University of London and teaching high school for one year. In 1972, George completed his M.Sc. at McMaster University, where his thesis garnered an award from the Canadian Society of Petroleum Geologists (CSPG). Shortly after, he began his professional career in oil and

gas exploration and production when he joined Amoco in Calgary.

George has moved through increasingly senior technical, management, and executive positions with various companies over the course of more than 20 years in the exploration and production sector. He has held positions worldwide but has remained primarily in Western Canada, the United States, the North Sea, Pakistan, and Indonesia.

For 15 years, he provided energy resources consulting and research services with GEOS Energy Consulting, Ziff Energy, Cambridge Energy Research Associates (CERA), and the Canadian Energy Research Institute (CERI).

In 2008, George was appointed to the board of the ERCB — Alberta’s oil and gas industry regulator. He also served as a hearing commissioner with its successor, AER.

In early 2014, George’s company, GEOS-Eynon & Associates, began consulting on regulatory issues and community and stakeholder relations, as well as board and governance advice and services for governments, companies, and the public.

He currently teaches at the University of Calgary’s Haskayne School of Business and instructs energy literacy short courses for industry, government, and the public through Oak Leaf Energy Training.

George is a frequent speaker, panelist, and moderator at energy, technical, and regulatory conferences. He has also presented numerous technical contributions worldwide, taught short courses across North America and Europe, and represented regional and federal governments in Europe on oil and gas issues. He has been a frequent guest commentator on energy issues for radio (local, national, and international), TV, and print media.

He has served as president of CSPG and has been on numerous CSPG and American Association of Petroleum Geologists (AAPG) committees. He has been chair of the AAPG House of Delegates and served on its Executive Committee. He is currently a board member of the Canadian Society for Unconventional Resources and has chaired/organized the technical programs for several conferences and conventions for CSPG, CERI, CERA, and AAPG. George is currently on the program-organizing committee for the 2018 Resources for Future Generations Conference in Vancouver.

George and his wife, Joyce, currently live in Calgary. Together, they have two adult daughters. One daughter is leadership

development coordinator with the World Association of Girl Guides and Girl Scouts in London, U.K., and the other is a forensic auditor with Deloitte in Dallas, TX.

#### APEGA Activities

- Councillor, APEGA Council (2012–present)
- Member, Chair, and Past Chair, Practice Review Board (1995–1998)
- Member (1975–present)

#### Affiliations and Community Service

- President, Geoscientists Canada (2015–present)
- Honorary Fellow, Engineers Canada (2014)
- Fellow, Geoscientists Canada (2013)
- Member, Board of Directors, Geoscientists Canada (2013–present)
- Member and Board Sponsor, ERCB United Way internal campaign (2008–2013)
- Executive, numerous committees, AAPG (2003–2004)
- Certified Petroleum Geologist (#5716), AAPG Division of Professional Affairs (2001–present)
- Member, Saskatchewan and B.C. Committees, Canadian Association of Petroleum Producers (1991–1993)
- Industry Partner, Junior Achievement, Project Business Classroom (1989–1993)
- Member, Board of Directors, Petroleum Communications Foundation (1985–1992)

***What is the single defining issue facing Alberta’s engineering and geoscience professions in the immediate future? Is self-regulation a regulatory model that makes sense? What is the right balance, between Professional Member volunteers and paid staff, in carrying out APEGA’s legislated functions on the Investigative, Discipline and Enforcement Review committees and the Board of Examiners? What form of governance model will serve us best?***

While revising and renewing our enabling legislation is one of the most important tasks APEGA is undertaking with the provincial government, our regulatory functions must become our primary focus — especially if we want to remain self-regulating professions.

If we, as professionals in engineering and geoscience, are to maintain and fulfill the social contract and privilege granted by the government and public, APEGA must become much more active in the investigation, compliance, enforcement, and discipline of professional practice, both of individuals and companies.

Investigation, compliance, enforcement, and discipline require staff with specific experience in those areas. Peer engineers and geoscientists must continue to conduct the reviews; but APEGA needs to expand the staff support capabilities in these areas significantly, with people who have the requisite professional regulatory skills and experience that Professional Members lack.

We need to design a governance model that best suits the APEGA regulatory focus.

**FOR PRESIDENT-ELECT/VICE-PRESIDENT Jane Tink, P.Eng., FEC, FGC (Hon.)**



Jane Tink, P.Eng. was born in Red Deer, Alberta, and attended school in Pincher Creek, where she began volunteering for various sports and youth groups. She attended the University of Calgary and obtained her Bachelor of Science Degree in Civil Engineering in 1984. After graduation she joined a smaller oil and gas operating company, and in 1987, while there, she obtained the title of Professional

Engineer. She began her career reviewing and programming an economic evaluation program and reserve tracking system and moved on to become the company's Drilling and Completion Engineer. She became involved in the Association of Women in Engineering, holding various positions including President. She was also on the Journal of Canadian Petroleum Technology (JCPT) editorial review committee and volunteered in schools, presenting to K-12 students on various science topics, including engineering as a career and why it is a fantastic choice! During this time Jane began volunteering with APEGA — first with the Outreach Program making school presentations and then with Calgary Branch.

Jane worked for a private oil and gas company for a number of years, where she was responsible for various geographical areas including all aspects of engineering, from exploration to well abandonment and reclamation. She also maintained the Novell and Novell/Unix computer system and was responsible for testing and integrating new engineering software. During this time she completed the University of Calgary APEGA Management Certificate in 1995 and continued her volunteer activities with APEGA and Alberta Workforce Essential Skills Society (AWES), and as a speaker at conferences and schools. In 1994 she joined Ryder Scott Company when they opened their Canadian office. There she was a team leader, an APEGA Responsible Member, and the primary contact for clients both domestically and internationally. During this time she also lived at and operated a cattle ranch, where she gained a better appreciation of the economic and environmental sustainability challenges of maintaining a safe and secure food chain.

In 2003 Jane was invited to run for APEGA Council and was honoured with the opportunity to serve as an APEGA Council Member from 2004 to 2007. She considered it to be an honour to be able serve her fellow professionals and the general public and relished the opportunity to give back to the profession that had afforded her such wonderful opportunities throughout her career.

In 2013, Jane started a consulting firm, Consult Tink Inc., which provides contract engineering to clients domestically and internationally. Jane continues to prepare estimates of reserves and/or resources and future net income for various financial institutions and exchanges worldwide. The firm is an APEGA Permit Holder for which she is the Responsible Member.

After being on APEGA's Council, Jane was the chair of the Aboriginal Committee and guest speaker at various conferences, and continued to volunteer locally, including being "Cookie" with her son's Cub Troop. One of her career highlights has been to mentor and encourage both professionals and students in the professions. Jane currently lives south of Calgary with her family.

With more than 75,000 Members, APEGA has an enormous impact on the economy, safety, and advancement of Alberta, Canada, and the world. It would be an honour to once again participate in developing the strategies to help our Members maintain the worldwide reputation of providing exceptional professional and technical input to any projects that they are involved in.

**Professional Associations**

- Registered Professional Engineer in Alberta (APEGA)
- Registered Professional Engineer in British Columbia (APEGBC)
- Registered Professional Engineer in Saskatchewan (APEGS)
- Member of the Society of Petroleum Engineers (SPE)

**Professional Activities**

- Honorary Geoscientists Canada Fellow (FGC (Hon.)) — Geoscientists Canada (2013)
- Fellow Engineers Canada (FEC) — Engineers Canada (2009)
- Chair, APEGA Audit Committee (2005-2006)
- Chair, APEGA Aboriginal Affairs Advisory Committee (2005-2012)
- Council Member, APEGA (2004-2007)
- Chair, APEGA Calgary Branch Executive Committee (1997-1998)
- Member, MEED Committee at the University of Calgary to institute a business minor for engineering students
- Volunteer, APEGA Mentoring Committee
- Member, University of Calgary Student Liaison Committee
- Member, Student Outreach Program
- Member-at-Large, APEGA Calgary Branch

**Civic Contributions**

- Organized and participated in science fairs and science presentations in Aboriginal communities, and various public and private schools and organizations in the Calgary area
- Past member of the JCPT Technical Review Committee
- President, Past President, Vice President and Newsletter Editor for AWES
- Guest lecturer at the University of Calgary and National Engineering Conference on Gender Ethics in the Workplace
- Guest speaker for various conferences
- Parent volunteer with Scouts including two years as "Cookie"



Brad Hayes was born in Vancouver, B.C. He lived in Vancouver, Calgary, and Mississauga while growing up. His career began with a geology course in high school that piqued his interest in the sciences and led him to a B.Sc. from the University of Toronto in 1978. A summer job with Shell Canada after his third year of university convinced him that the petroleum industry would be a hugely interesting place to

spend a career. He continued his studies at the University of Alberta, where he obtained a PhD in 1982, and had the good fortune to work with leaders in Canadian sedimentary and petroleum geology such as Charlie Stelck, P.Geol., Gordon Williams, P.Geol., and Jack Lerbekmo.

Brad was employed by Shell Canada as a summer student while doing graduate studies, and afterward as a full-time exploration geologist. He then joined Canadian Hunter Exploration, an exciting environment for a young geologist, where he explored and helped to open up Deep Basin gas fields in British Columbia. Brad left CanHunter during an industry downturn, and worked several years with junior and intermediate companies. He joined Petrel Robertson Consulting Ltd. (PRCL) in 1996, and is now the president and co-owner of the firm. At PRCL, he directs a team of Professional Geoscientists in a wide variety of petroleum-related projects in Western Canada and around the world. The work has evolved greatly over the years — from evaluation of conventional exploration plays and prospects in the '90s, to the current focus on unconventional shale and tight sandstone plays. An important component of today's work is prospecting for and characterizing subsurface water source and disposal zones to support environmentally sound horizontal drilling and multi-frac completion practices. Throughout all this work, a constant has been the need to understand and apply fundamental geological principles and to stay current with modern geoscience and related disciplines such as reservoir engineering.

Brad has been an APEGA Member since 1984 and was elected to Council in 2013. He has been an active voice in Council matters and has focused in particular on inter-

provincial professional mobility. APEGA has many important issues to address in the next few years, which include our current legislative review and maintaining our high professional standards while facilitating admission of many new Members — at a time when more and more of our new applicants are joining us from other lands and educational systems. To best succeed, Council requires a variety of viewpoints, including Brad's perspectives as a geoscientist and small-business owner.

Brad and his wife, Carol, live in Calgary and have two adult sons, one still attending university. While his boys were involved in minor sports, Brad took active roles in team coaching and management in hockey and soccer. He is also an avid cyclist, traveller, and hiker. Brad continues to enjoy volunteering professionally, particularly with APEGA, the Canadian Society of Petroleum Geologists, and the Canadian Society for Unconventional Resources.

#### APEGA Activities

- Councillor, APEGA (2013–2016)
- Member, APEGA/Canadian Society of Exploration Geophysicists/Canadian Society of Petroleum Geologists (CSPG) Liaison Committee (2000–2002)
- Member (1984–present )

#### Affiliations, Corporate and Community Service

- Past-President, President and Vice-President, Canadian Society of Petroleum Geologists (1999–2001)
- Executive Board Member, Canadian Society for Unconventional Resources (2015–2016)
- Member, Technical Advisory Committee, Geoscience BC (2006–present)
- Member, CSPG (1978–present)
- Member, American Association of Petroleum Geologists (1979–present)
- Group Commissioner and Section Leader, Scouts Canada (1998–2006)
- Team coaching and management — Blizzard, Norwest, and Calgary West soccer clubs (1996–2012)
- Midget Division Coordinator and Discipline Coordinator, Crowchild Hockey Association
- Director, Scenic Acres Community Association

**FOR COUNCIL Elizabeth Logan, P.Eng., M.A.Sc.**



Elizabeth Logan obtained her bachelor's in Chemical Engineering from the University of Calgary, and a master's of Chemical and Biomedical Engineering from the University of Toronto. Upon graduation, Elizabeth started her career at Accenture, where she was recognized for her ability to integrate technical problem-solving skills with business acumen, leading to the successful delivery of

numerous IT transformation projects in both the health care and oil and gas sectors. As a result of time spent on-site at various client operations across Alberta, Elizabeth discovered an interest in environmental stewardship and sustainability, leading to a shift in career direction.

In 2010, Elizabeth joined Millennium EMS Solutions as an Air Quality Engineer. During her tenure with Millennium, Elizabeth contributed to numerous environmental impact assessments across Alberta for both coal and oil sands projects. Elizabeth greatly enjoyed the challenge of conveying technical information to stakeholders with various levels of technical understanding.

In 2014, Elizabeth joined Ernst & Young's (EY) Climate Change and Sustainability Services team in Calgary. Elizabeth's focus areas at EY are threefold: developing and ensuring credible non-financial reporting; environmental and regulatory operational improvement and corporate compliance; and supporting the development of sustainable businesses. While integrating sustainability into core business practices is sometimes challenging, especially in times of lower commodity prices, Elizabeth believes that the practice will ultimately lead to greater investment and confidence in business.

APEGA has included a 2020-horizon goal related to sustainability in its current strategic plan:  
*All stakeholders have evidence APEGA leads the world in incorporating sustainability (the consideration of economic, social and environmental factors) into the regulation and practice of Engineering and Geoscience.*

This is the driving force behind Elizabeth's decision to run for APEGA Council. As Professional Engineers and Geoscientists, we commit to hold paramount the health, safety, and welfare of the public while holding high regard for the environment. Alberta, more often than not, finds itself front and centre in many conversations related to environmental stewardship and social responsibility, and their intersection with economic and industrial development. Developing a social licence for our practices can no longer just be about public safety and ethical work practices. Our social licence must include respect for and proactive action to protect all elements of the environment, traditional lands, and peoples, and foster the responsible management of our resources.

Investors are placing increasing importance on environmental, social, and governance (ESG) performance. Governments are introducing greater environmental regulatory expectations on industry. Elizabeth strongly believes that wealth generation in Alberta can be balanced with sustainable development. Professional Engineers and Geoscientists are well-recognized for their creativity and problem-solving skills, and we are well-positioned to help achieve a balance of project, infrastructure, and technology development while integrating sustainability.

APEGA is strategically placed to facilitate increased discourse and action around the integration of sustainability into our professions. Today's professionals are recognizing the importance of environmental stewardship and social factors in developing resilient businesses and communities to support future generations. APEGA has the unique opportunity to demonstrate the importance of ESG elements through integration of ESG into our regulations, professional development training, and public outreach. Additionally, Elizabeth hopes that increased discussion of ESG will help to foster a greater level of engagement with younger engineering and geoscience professionals in Alberta.

Throughout her career, Elizabeth has been an active volunteer in various organizations. In 2009, Elizabeth was an overseas volunteer for Engineers Without Borders (EWB), completing a four-month fellowship in northern Ghana, where she worked with the Ministry of Food & Agriculture cultivating the project management skills of agriculture field agents. Upon her return to Canada, Elizabeth was an active volunteer with EWB's Calgary chapter. As President, Elizabeth led the chapter in developing a focused chapter vision and strategic goals, focused on culturing the strengths of the Calgary membership and harnessing support of local industry partners.

Elizabeth is a member of the Métis Nation of Alberta and lives in Calgary.

**APEGA Activities**

- Member, APEGA (2012–present)

**Affiliations, Corporate or Community Service**

- Volunteer Management Coordinator, Engineers Without Borders — Calgary Chapter (2013-2014)
- Social Media Volunteer, Cybermentor (2013)
- Board Member, Connecting Environmental Professionals — Calgary Chapter (2012–2015)
- President, Engineers Without Borders — Calgary Chapter (2012–2013)
- Communications Director, Engineers Without Borders — Calgary Chapter (2010–2012)
- Volunteer Judge, Toronto Sci-Tech Fair (2005–2008)
- Mentor, Cybermentor (2001–present)
- Volunteer Judge, Calgary Regional Science Fair (2000–2004)
- Member, APEGS



My familiarity with the Alberta backdrop is substantial, having arrived in 1981 from Ontario. I will rely on this awareness to support the mission of APEGA. I am knowledgeable about current issues, from local to international.

#### *As Councillor*

APEGA Council's primary role is stewardship: ensuring this non-profit organization's mission is realized to achieve objectives. I will stand

for Members' interests on the governing body of APEGA, promoting fresh ideas, while representing the diverse nature of the membership. By continuing to encourage policy evolution, we will manage the challenges and evolving regulatory and industrial landscape in Alberta. Along the way, I want to raise the public profile of our professions.

#### *Involvement with APEGA*

My 29 years of volunteering with APEGA demonstrate commitment, motivation, even passion. I was recognized with the Voluntary Service Award in 1991 and the 25-Year Volunteer Service Award in 2014. I began on the Medicine Hat Branch Executive Committee, and have served on the Calgary Branch's Executive, Meeting, Member Liaison, Professional Development, and Issues Committees. I have functioned in many roles, including Chair, Secretary, and Treasurer of the Branch for nine years. Now I wish to springboard from this foundation to Council.

#### *Education*

Bachelor and Master of Applied Science, Chemical Engineering, University of Toronto. MBA, Wilfrid Laurier University, Waterloo, Ontario. Graduate of Canadian Securities Course.

#### *Career and work experience*

During my career of 45 years, I have acquired business skills and good judgment to apply to the operation and strategic direction of APEGA. My last employment was with Husky Energy as Senior Financial Analyst. Prior, I worked for Baytex Energy and Marathon Canada as Financial Consultant. Other companies include ExxonMobil and Imperial Oil in Economics, Planning & Budgets; TransCanada Pipelines in Business Development; TransAlta Utilities in Regulatory Planning; and Amoco Canada in Business Planning. Early on I produced for Dome Petroleum as Financial Analyst, Hudson's Bay Oil and Gas as Production/Process Engineer, and Cancarb Limited in Medicine Hat as Plant Engineer.

#### *Community involvement and personal interests*

I have been a teacher and participant in the Calgary dance community for over 35 years, volunteering in the University

of Calgary Ballroom Dance Club. I have served on the Executive and as Chair of the Bylaws Committee of this club for 10 years, managing the club's constitution. I have processed bylaw amendments with the collaboration of the Club Executive. I have been mentoring young professionals via LinkedIn for the past few years. My avocations include dance, travel, history, genealogy, photography, volunteering and meeting people of the world.

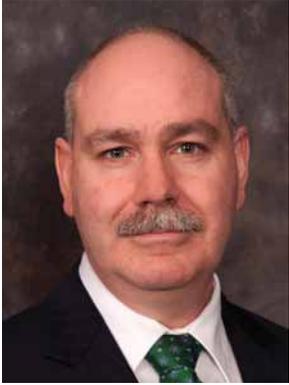
#### *Volunteering record*

Executive Committee — Calgary Branch  
Meetings Committee — Calgary Branch  
Member Liaison Committee — Calgary Branch  
Professional Development Committee — Calgary Branch  
Executive Committee — Medicine Hat Branch  
25-Year Volunteer Recognition Award

#### **Why I want to run for APEGA Council**

- I wish to continue to support APEGA and my profession, as I have during the past 29 years.
- I arrived in Alberta in 1981 from Ontario, where I was a member of PEO. My familiarity of the Alberta business situation is substantial to support the mission of APEGA. I am knowledgeable about current issues, from local to international.
- During 45 years of work in industry, I have acquired business and organizational skills and good judgment to apply these skills to the operation and strategic approach of APEGA. I understand the prominence of strategic planning, risk management, and legal issues.
- I have been a volunteer with APEGA for 29 years, demonstrating commitment, motivation, and passion. I am retired from full-time work and have time to devote to APEGA as Councillor.
- I have served on APEGA committees since 1981. As Councillor I will have the behavioural abilities required to effectively collaborate. My skills include presentation, listening, contributing positively to debate, flexibility, responsiveness to change, and dependability. I am discreet and polite as evidenced by my popularity and longevity on the Calgary Branch Executive Committee.
- Prior non-profit management experience includes serving as Chair of the Bylaws Committee of the University of Calgary Ballroom Dance Club for 10 years, managing the club's constitution.
- Understanding of the distinction between policy (i.e., governance) and operations. Example: Calgary Branch Executive Committee sets policy and Meetings Committee implements operations. I am currently an effective member of both these boards.
- Financially literate, having served as Treasurer of the Calgary Branch for nine years (2004–2012). I hold an MBA and have worked 25 years as a financial analyst.

FOR COUNCIL Joseph (Pierre) Breau, P.Eng.



My name is Pierre Breau, and I am running to be your Councillor in 2016/17.

I have been a registered Professional Engineer in five provinces over the past 30 years, most recently in Alberta since I moved here in 2011.

I am currently the General Manager for Beaver Municipal Solutions, the operating name for the Beaver Regional Waste Management Services

Commission, a public services commission located an hour east of Edmonton which operates one of the largest waste processing and disposal systems in Western Canada. In my role, I am responsible for the system's safe and profitable operation, reporting to a board of directors.

Prior to this role, I worked for 30 years in municipal and public works engineering, real estate development, and construction management.

I received my Civil Engineering degree from McGill University in Montreal. I am a graduate of the Executive Development Program of the Wharton School of the University of Pennsylvania, and also a graduate of the Not-for-Profit Directors Education Program of the Institute of Corporate Directors. I am currently pursuing the Chartered Financial Analyst and Certified Director designations.

Since graduation, I have been active in professional engineering and technical associations, beginning with a

first-prize award in environmental engineering from the Student Paper Competition of the Canadian Society for Civil Engineering. I continued my branch activity with both the Canadian Society for Civil Engineering and the American Society of Civil Engineers, and in 1999–2001, I was a Councillor for the Association of Professional Engineers of Nova Scotia (now Engineers Nova Scotia).

Since my time on the APENS Council, I have remained active on national committees reviewing Canadian rules regarding engineering foreign licensure, and development of best practices for InfraGuide, Canada's national municipal infrastructure best practice guide. I was most recently on the Board of Directors for the Recycling Council of Alberta.

In my involvement with engineering organizations, my belief that Professional Engineering is foundational to a prosperous national economy has only been reinforced.

We have a great privilege in Canada, and Alberta, to control the scope and quality of our profession, in order to ensure that we serve the public with the very best, and innovative, of engineering services.

The opportunities facing our professions are many and diverse, ranging from mentoring our engineering students in our professional values, to facilitating the continuous learning of our senior practitioners, to welcoming immigrant engineers to practise in our society, to our demanding expectations of service.

It would be a privilege to employ my many years of experience in senior management and governance roles for the benefit of APEGA's Council and its stakeholders.

I look forward to your vote of confidence.



Darren Hardy was born in Regina. He lived in several communities in Alberta before his family finally settled in Fort Saskatchewan. He graduated from the University of Alberta in 1989 with a Bachelor of Science in Chemical Engineering. During his career, Darren built on this educational foundation by completing the Operations Management Program at Queen's University's Smith School of Business, and in

2014 graduating from the Advanced Management Program at Harvard Business School. Now, Darren has chosen to run as a candidate for Council in the 2016 APEGA election.

Darren has 26 years of experience working in the oil sands resource sector. He began his career in Fort McMurray at Syncrude Canada Ltd., where he was able to gain experience working in a variety of technical and operations teams across several business units. Darren then moved into a series of leadership roles with increasing scope and responsibility: technical and maintenance manager, shutdown manager, and business team manager for the Utilities and Offsites area.

In 2008, Darren joined the executive team at Canadian Oil Sands Ltd. where he was responsible for providing oversight of the Syncrude operation. In this role, Darren has been the chair of the Syncrude Growth and Development Subcommittee, the co-chair of the Operations and Strategy Subcommittee, and

a member of the Syncrude Board of Directors. This role has helped him develop a good understanding of governance.

Darren enjoys working in diverse team environments and finding ways to best utilize the skills that his teammates have to offer. Darren decided to run in the Council election because Council offers him the opportunity to give back to the engineering field, which has provided him with an enriching and rewarding career. He looks forward to using his technical experience combined with his strong understanding of governance to help support APEGA.

Darren currently lives in Calgary with his wife, Shannon, and their two teenage daughters. Darren and his wife spend most of their time being involved with their daughters' sports and school activities. When they have the opportunity, the family enjoys skiing, hiking, and biking in the mountains. In the summer they enjoy spending time at their cottage in northeastern Alberta where they visit with friends and family.

#### **APEGA Activities**

- Member (1989–Present)

#### **Affiliation, Corporate or Community Service**

- Executive Committee Member, Bow View Ringette (2013–Present)
- Board Member, Bow View Ringette Association (2011–Present)
- Board Member, Alberta Chamber of Resources (2009–2013)
- Board Member, Syncrude Canada Ltd. (2008–Present)

## FOR COUNCIL Sudarshan (Raj) Mehta, P.Eng., PhD



Sudarshan A. (Raj) Mehta, P.Eng., PhD, is a Professor of Oil and Gas Engineering, and the Director of International Programs in the Department of Chemical and Petroleum Engineering at the University of Calgary's Schulich School of Engineering. He holds a Bachelor of Engineering, Master of Science in Mechanical Engineering, and a PhD with a specialization in Oil Sands Combustion Technology from the University of Calgary.

He co-leads the In-Situ Combustion research group with Dr. R.G. Moore, which consists of 11 researchers and more than 10 graduate students. His prime research interests are in the areas of:

- high-pressure combustion, including mechanisms associated with high-pressure air injection/in-situ combustion-based oil recovery processes
- flue gas injection-based improved recovery (IOR) and CO<sub>2</sub> sequestration
- gas-phase combustion in porous media
- safety aspects of underbalanced drilling operations
- rheological aspects of oil-based and complex drilling fluid systems
- safety aspects of drilling, completion, stimulation, and workover operations
- specialized downhole tool design and development
- near-wellbore stimulation processes
- explosions and safety aspects associated with the energy industry

Dr. Mehta also serves as a consultant to Canadian and international energy companies in the areas of IOR, and drilling and completion safety, and is a co-founder and director of Hot-Tec Energy Inc. He has authored or co-authored more than 300 technical articles, reports, and patents, and has organized and taught a number of courses on thermal IOR and advanced drilling technology internationally.

Since 1990, and prior to his formal academic appointment at the University of Calgary, Dr. Mehta has been an instrumental supporter of internationalization within the Department of Chemical and Petroleum Engineering, the Schulich School of Engineering, the University of Calgary, and the Canadian petroleum industry. He has brought people together and initiated projects including research, teaching, training, and technology transfer all over the world, and has developed relationships with key partners in countries including Argentina, Albania, China, Colombia, Japan, Romania, Hungary, Mexico, Malaysia, Ecuador, Trinidad and Tobago, India, Iran, United Arab Emirates, Russia, and the U.S.

Dr. Mehta has been on a number of boards, including:

- the Canadian Energy Research Institute
- the Petroleum Society of the Canadian Institute of Mining, Metallurgy and Petroleum (CIM)
- the University of Calgary's International Education Council

Dr. Mehta has also served as the Chair of the Publications Board of the Petroleum Society of CIM, and as a member of the Distinguished Lecturer Committee of the Society of Petroleum Engineers (SPE). In December 2013, Dr. Mehta was appointed to the Natural Sciences and Engineering Research Council of Canada for a three-year term.

He is a recipient of a number of local, national, and international awards of excellence, including the SPE Distinguished Achievement Award for Petroleum Engineering Faculty (2004), the Canadian Bureau for International Education's Internationalization Leadership Award (2004), and University of Calgary Petroleum Engineering Professor of the Year (2005). In 2006, the In Situ Combustion Research Group was awarded the Syncrude/ASTech Innovation in Oil Sands Research prize.

Dr. Mehta is a registered Professional Engineer in the province of Alberta, and has membership and actively volunteers with the Society of Petroleum Engineers International, APEGA, the Combustion Institute, the Canadian Heavy Oil Association, the Canadian Association of Drilling Engineers, the Industry Recommended Practices 18 Drilling and Completions Committee, and the Canadian Association of Petroleum Producers.



Natasha holds a Bachelor's Degree in Chemical Engineering, awarded by the University of Waterloo in 2009. After her first year, Natasha took on a leadership role mentoring new students. She led teams of five to seven leaders and up to 50 first-year students through competitive engineering challenges. During her last two years of study, Natasha was Sponsorship and Outreach Chair for the

Canadian Undergraduate Technology Conference. It was in this position that Natasha worked with human resources departments and senior executives of innovation drivers (such as Microsoft, Google, and NVIDIA) to bring together 600 undergraduate students for a three-day educational conference. She collaborated with sponsors to select keynote speakers, workshops, and seminars on cutting-edge technologies that would inspire future generations.

Natasha is currently a full-time student at the UN-supported University of the People where she is working to obtain her Bachelor's in Computer Science. University of the People is an accredited, U.S.-based institution that delivers distance education in interactive classrooms. Their teaching model promotes diversity by fostering collaboration and peer-to-peer interaction between citizens from across the globe.

Prior to moving to Alberta, Natasha worked for global consumer products leader, Procter and Gamble (P&G). In her five-year career at P&G, she worked as a Process Engineer on the development team for the chemical plant producing the Always Infinity material FlexFoam. After commissioning the global-supplying pilot plant and delivering a successful product launch, focus shifted to increasing plant capacity to meet growing market demand. Natasha improved process quality and reliability by automating the batch-making processes and implementing statistical process control for material additions.

Natasha spent her last three years at P&G as a Raw Materials Leader for the Latin and North American Always manufacturing facilities. It was her responsibility to work with global counterparts to manage the quality of the supply chain and deliver raw material cost savings through the introduction of new materials or process optimization. In this role, Natasha led a global team of raw material leaders to develop and implement the standard operating procedure

for supplier quality management for the \$20-billion baby and feminine care business units.

While acting as a Raw Material Leader, Natasha took on an organizational role at the Feminine Care Women's Leadership Network. She worked to organize the annual conference, bringing together women from P&G's Latin and North American feminine care plants for mentoring, development, and networking.

During both roles at P&G, Natasha acted as the site hazardous chemical owner. She was responsible for ensuring that all hazardous chemical processes met applicable safety standards, including management of change approvals and leading process hazard assessments. In order to advance her working knowledge in hazardous chemical safety protocol, Natasha became a plant volunteer firefighter. She was required to attend monthly, quarterly, and annual training courses and be on call for after-hours fire response.

Natasha moved to Alberta to pursue a career opportunity with Cenovus Energy. She is currently working as a Process Engineering Area Leader at their Foster Creek facility. She has been with Cenovus since June 2013, where she worked as a Process Engineer for 16 months prior to her promotion. Since taking on the Area Leader role, Natasha has worked with the business excellence organization to improve the management of change process. She has worked to develop a culture of due diligence and data-driven decisions. In this new system, Cenovus is incorporating evaluation tools that she developed to ensure accuracy and consistency in project economic assessments prior to any spend.

Since moving to Alberta, Natasha became involved with APEGA by taking on the Lakeland Branch Chair position after the April 2014 elections. Natasha is on her second consecutive term in this position. Natasha has worked to re-energize the region by increasing volunteer numbers from five to 15 Branch Executive Members. This team has worked together to restart the APEGA Annual Golf Tournament and support the local Scouts organization by helping with STEM camps, and is now working to kick off a FIRST Robotics team made up of students from the various local schools.

Outside of volunteering, Natasha works with her spouse on their renewable energies startup company. This company has a solar power energy contract with the Independent Electricity System Operator in Ontario under the feed-in tariff program. They are currently working on expanding their portfolio to include micro hydropower sites via energizing abandoned flood control infrastructure.

Natasha currently holds her P.Eng. designation in both Alberta and Ontario.

FOR COUNCIL Manon Plante, P.Eng., MDS, CD1



Good day, APEGA Members.  
 My name is Manon Plante and I am seeking a councillor position on APEGA's Council. You may be wondering why you should consider me as a potential Councillor. Well, I am someone who is dedicated, fair, honest, innovative, and driven. This means that I will work hard for the Association and you, as its Members, and will look to challenge the status quo to get things done.

I believe that the successful self-regulation of our professions starts with a robust, visionary, and focused Council. In fact, our Council's most important role is to provide leadership and strategic direction to address the current and anticipated challenges of our Association. How should our Council achieve this? Firstly, the APEGA Council needs to demonstrate strong leadership in clearly understanding and defining those challenges. Secondly, Council must create realistically attainable yet forward-thinking strategic goals. And lastly, the objectives need to be aligned with their designated timelines in order to achieve focused and measurable outcomes. The "how" shall be left to our Association's operations leader, the CEO, and his very qualified and capable staff.

I believe that my unique experiences and background have prepared me to fill the duties of a Councillor. As the daughter of a mechanic and a seamstress from a very small Quebec town, my upbringing may have been modest, but it has taught me lessons I still use to this today. My father was an entrepreneur, having his own gas/mechanic/towing business shop. I learned at a very young age to not take anything for granted, focus on the job at hand, work hard, and be dedicated. I also learned the importance of establishing strong employee and client relationships, and most importantly, providing superior workmanship (yes, I have towed vehicles, provided oil changes, and rotated tires!).

I am a proud graduate of McGill University where I obtained a Bachelor's Degree in Civil Engineering in 1989. Following this, I pursued a career as a Military Engineer with the Canadian Armed Forces until 2013. This was an incredible and amazing opportunity where I served my country, travelled the world, and had the pleasure to work alongside great soldiers and multi-national forces. Throughout my career, I received extensive training on leadership, strategic and operational planning, finance management, business and budget planning, risk management, human resources management, and performance management. In 2008, I attended the Canadian

Forces College, where I obtained a Master's Degree in Defence Studies. The degree focused on strategic planning, leadership, and ethics.

I retired in 2013, and later that year I joined APEGA as the Director of Operations. I learned a lot about the *Engineering and Geoscience Professions Act*, and its regulations and bylaws, and the role of governance in our Association. Late in the spring of 2014, I moved to the Government of Alberta's Transportation Department, where I took the leadership role of Assistant Deputy Minister of Delivery Services. Here, I lead the delivery of all road and bridge construction projects (including the ring roads), and all highway maintenance services for summer and winter. Recently, I attended the Senior Public Servants Leadership Program at the Ivey Business School at Western University, where I completed the first of three modules.

I have been an active councillor and treasurer with parent school boards for the last 10 years. I have three lovely boys and a supporting husband. We are avid hikers, mountain bikers, and skiers.

In conclusion, I want you to remember three things: our Council is the key to the successful self-regulation of our profession; you have the power to select the Council members that will uphold this crucial duty; and your vote is important — make sure you take the time to utilize your right to do so!

I hope you will provide me with the opportunity to be a part of a Council that will continue to govern one of the most respected and progressive professional associations in the country. I will make a difference by bringing a breath of expertise that is unique and refreshing.

Thank you.

**APEGA Activities**

- Member (2014–present)

**Affiliations, Corporate or Community Service**

- Trésorière, École La Mission, Société des Parents, St. Albert (2009–present)
- Conseillère, École La Découverte, Société des Parents, Orléans, ON (2006)
- Conseillère and Spokesperson for the construction of a new school facility, École Madeleine de Roybon, Société des Parents, Kingston, ON (2004)
- President, Edmonton Garrison Climbing Club, Edmonton Garrison Gymnasium, (organized and coordinated the stand-up of the club), Edmonton (1997–2000)



I have more than 20 years of project and construction management experience across Canada, the Middle East, and India. I have worked on major projects ranging from \$10 million to \$600 million in value with a variety of industries including oil and gas, health care, and large institutional and residential construction projects.

The international projects undertaken by me include

but are not limited to Qatargas, Enron India, and Aramco. The construction projects that I was engaged with in Alberta are the Royal Alexandra Hospital women's pavilion, Carpenters' Union Hall and Training Centre, the new Edmonton Remand Centre, and construction completion of the Edmonton Federal Building, to name a few.

I have served as a President of the Edmonton Tamil Cultural Association, Treasurer of the Indo Canadian Engineers Association in Edmonton, and actively participated in Asha for Education Canada, a volunteer organization that supports underprivileged children.

APEGA is a vibrant and progressive self-governing association. I consider it to be a great privilege to contribute to its strategic initiatives to facilitate higher levels of engagement in protecting the public safety and excellence in professional practice. With this intent, I summarize below what I would like to focus on as a Councillor:

- pilot training programs through the Canada-Alberta Job Grant and create a portal to match skills based on labour market needs
- encourage more participation in the engineering and science fields
- empower stakeholders to contribute
- improve scholarship programs for outstanding students
- engage industry to give back to the community
- ensure that the programs and services provided to Members are useful as well as cost-effective
- source additional benefits for APEGA Members
- help streamline the Professional Engineering and Geoscientist registration process

#### Education

- Master's in Construction Engineering and Management, University of Toronto
- Bachelor of Engineering, National Institute of Technology in Trichy, India

#### Professional Contributions

- Member, Project Implementation and Management Systems Committee, Government of Alberta
- Member, Construction Management Template Committee, Government of Alberta
- Member, Building Commissioning Working Group, Government of Alberta — assisted in developing a standard commissioning RFP
- Co-chair, Committee on Outstanding Leadership Team, Government of Alberta — introduced the Speaker Series
- Canadian Society for Civil Engineering Conference — evaluated papers for the event

#### Volunteer Activities

- President and organizer, Edmonton Tamil Cultural Association — organized several community events with about 500 families and members with an annual budget of around \$50,000
- Treasurer, Indo Canadian Engineers Association — helped organize APEGA information sessions for the Professional Engineering registration application process
- Volunteer, Asha for Education Canada — served as a volunteer and actively supported fundraising activities for Asha for Education Canada, a volunteer organization supporting underprivileged children in India
- Facilitated an information session for immigrant engineers in coordination with the Bredin Centre for Learning, an organization providing training and career-related services for skilled immigrants

**FOR COUNCIL** Timothy Joseph, P.Eng., PhD, FCIM



I believe the key to good governance of a not-for-profit, membership-driven organization comes from five key elements: transparency, knowledge, ethical honesty, empathy (listening), and the courage to change.

In my time with the Canadian Institute of Mining, Metallurgy and Petroleum, a not-for-profit institution with 10,000+ members, I have spent 15 years of experience on

Council: as vice-president, technical societies chair, and four-time national conference chair and ambassador. More recently, I have served as President of the University of Alberta Faculty Club.

Throughout my career, I have been active in restructuring governance, financial oversight, and membership processes that have seen the wheel turn multiple times.

As an Alberta resource industry educator and researcher, I have worked as a:

- secondary school council chair
- coordinator of geological, mining and environmental outreach activities to 100+ Edmonton region schools
- member to a provincial OH&S mining examining board
- APEGA mining engineering focus examiner

I am a graduate of the University of Kent (chemistry; B.Sc. 1985) and of the University of Alberta (mining engineering; B.Sc. 1996 and PhD 2000); and have received multiple mining industry scholarships, institutional awards, and the APEGA Gold Medal, all providing the foundation for what has been a successful academic career.

I am currently the Associate Dean, Faculty of Engineering at the University of Alberta; with specific responsibility for student services including directing cooperative education and employment programs, student admissions, promotions and discipline decisions for 6,000+ engineering students. I remain an Associate Professor of mining engineering, and director of the Alberta Equipment – Ground Interactions Syndicate (AEGIS), a mining research consortium of researchers, industry, government, and manufacturers investigating sustainable mining practices, focusing on both remediating and avoiding adverse impacts from and to mining technology. I also sit on the Faculty of Engineering, Mining Industry Advisory Committee (MIAC), negotiating industry opportunities for students and other collaborative activities, as well as many other University of Alberta administrative and advisory committees.

Most recently, my University of Alberta role has extended to the international establishment of new program delivery relationships. This will occur particularly in South America where agreements with engineering faculties in Peru, Ecuador, and Colombia will potentially lead to accredited double degrees at the undergraduate level, short courses

leading to professional M.Eng. programs, and research relationships. As such, the Faculty of Engineering has been named as Principal Counsel to the Ministry of Energy and Mines of the Government of Peru, establishing a new Centre of Excellence for Sustainable Extractive Industries. This will engage researchers with Peru's five principal research institutions focusing on energy, processing technology, mining technology, community engagement, and sustainable environmental practices.

During my time, I have been honoured to be a recipient of the:

- 2003 University of Alberta undergraduate teaching award in mining engineering
- 2004 Surface Mining Association for Research and Technology (SMART) Award for contributions to furthering safety and education in the global surface mining industry
- 2009 CIM Past President's Medal for early achievements in education
- 2009 CIM Fellowship
- 2011 CIM Distinguished Service Medal for contributions to the global mining industry and mining engineering education

Becoming well-known as a mining equipment performance researcher and innovator, I have been frequently sought for counsel on mining equipment operational issues, which has led to a number of international keynote speaker invitations. This has, in turn, led to personally chairing three further international conferences and 12 SMART learning seminars, and acting as honorary chair for an additional three international conferences.

My mining equipment and ground interactions research interests have trained more than three dozen highly qualified PhD, M.Sc., and M.Eng. professionals, who have gone on to roles in academia, government, industry, and consulting practices worldwide.

As a mining engineering consultant (president and responsible engineer for James Progithin International Ltd.) for more than 15 years, specializing in oil sands mining equipment performance evaluations, I have delivered industry short courses, expert witness testimony, and mine equipment performance solutions, and provided advice and training to the global resource industry and mine equipment manufacturers. These services and courses include, most recently, community engagement, designed for closure and sustainable governance practice consultation to the United Nations.

My teaching over the past decade has focused on establishing sustainable planning and practice for resource operations, hybrid minimal material movement mining methods, and responsible equipment operational and maintenance practices. Research work on reducing mine equipment emissions, novel use of mine waste in mine development, and targeting community-focused and sustainable mine closure states have become the underlying theme of a dozen academic and short courses, using workshop-style, scenario-based learning approaches.



I am grateful to my respected fellow Members who have supported my nomination for the 2016 APEGA Council election. I have a personal interest to contribute to our professions, a passion to serve the membership community, and a strong desire to make a difference. That is why I volunteer for APEGA.

I am currently serving as a Chair of the APEGA Edmonton Branch and have attended several Council meetings as

an observer. I understand the responsibility and commitment required for a Councillor's position. I am ready to broaden my scope of work and look forward to effectively serving the APEGA membership.

APEGA is a leading self-regulatory organization in Canada. As a self-regulator, we exist to protect and serve the public interest, as well as the integrity and honour of the professions. We should expand the scope of licensed practice through more proactive enforcement, professional standards, and aligning ourselves with emerging disciplines and modern technologies.

I have a great working relationship with APEGA Council Members, staff, and volunteers. I am honoured to work with so many dedicated professionals who are committed to give back to our professions. I have earned valuable experience by serving in different positions at the Edmonton Branch.

As a Member of the ongoing legislative review champions collaborative, I am committed to working with APEGA staff and volunteer Members to complete the task of revising and updating the *Engineering and Geoscience Professions Act, Regulations and Bylaws*.

I believe in good governance and administration, and in APEGA's Strategic Plan. Most importantly, I believe in supporting our volunteer Members, who are providing valuable services to our professions at various committees, branches, boards, and task forces.

As a Councillor, my priorities will be to work with fellow Council Members to:

- improve the Association's operational efficiencies and fiscal management
- increase Members' and Permit Holders' involvement in decision-making processes
- elevate our public profile through community and educational outreach activities
- engage provincial and municipal government stakeholders through active working partnerships

It is time that we work together and take strategic actions to ensure continued success of all practising Professional Engineers and Professional Geoscientists in Alberta. You can make a difference with your vote by supporting me as an APEGA Councillor.

### **Professional Work Experience**

I have over 20 years of international work experience in government and private consulting involving multidisciplinary infrastructure engineering projects in Canada, the United States, Middle East-North Africa, and Southeast Asia. As a private

consultant, I provide Professional Engineering and project management services. I also lead project teams of Professional Engineers involving:

- sustainable transportation infrastructure planning and engineering
- intelligent transportation systems
- innovative and smart mobility solutions planning, design, and implementation
- traffic engineering
- transportation impact assessments
- traffic operations and safety management
- active transportation programs including walking and cycling
- public realm and open-space planning and design
- advanced parking space design and facility operation and management
- advanced public transit systems, including bus rapid transit and light rail transit planning, engineering, and implementation

### **Education**

- Certificate in Municipal Management and Leadership, University of Alberta School of Business, Edmonton, Alberta (2014)
- BE (Civil Engineering), NED University of Engineering & Technology, Karachi, Pakistan (1994)

### **APEGA Activities**

- Chair, Vice-Chair, Secretary, Member at Large and volunteer, Edmonton Branch (2010–Present)
- Member, Legislative Review — Champions Collaborative Program (2014–Present)
- Speaker, Luncheon and Professional Development Workshops (2011–Present)

### **Related Professional Activities**

- Member, Road Map to Engineering Program, Engineers Canada (2012-2013)
- Member, Bridging Government & Engineers Program, Engineers Canada (2008-2010)
- Member, PEO's Engineer-in-Residence Program (2008–2010)
- Member, Professional Engineers Ontario (PEO) (2006–Present)
- Member, Intelligent Transportation System Society of Canada (2006–Present)
- Founding Member, NED University Alumni Association in Canada (2006–Present)
- Member, Institute of Transportation Engineers (2001–Present)

### **Community Activities**

- Member, National Organizing Committee (Edmonton), FIFA Women's World Cup (2015)
- Coach and Volunteer, South West Edmonton Minor Soccer Association (2013–Present)
- Member, Edmonton Federation of Community Leagues (2012–Present)
- Computer Training Instructor, Centre for Immigrant & Community Services (2008–2010)
- Member, Community and Neighbourhood Safety Advisory Committee (2006–2010)

### **Awards and Honours**

- Fellow Engineers Canada (2015)

# APEGA SUMMIT 2016

## ANNUAL GENERAL MEETING & CONFERENCE

APEGA Summit 2016 Annual General Meeting and Conference takes place at the Shaw Conference Centre in Edmonton from April 21 to 22, 2016. The Annual General Meeting and Conference brings Members, Permit Holders, government representatives, and other professionals together for two days of professional development, collaboration, and celebration.

### SHAWN STRATTON PROFESSIONAL DEVELOPMENT KEYNOTE LUNCHEON SPEAKER



Shawn Stratton, a bestselling author, is a leadership and team-building consultant, as well as an expedition guide, Ironman competitor and podcast host.

Stratton has spent eight years consulting and speaking internationally on leadership development and team building. As a keynote speaker, Stratton brings energy, thought-provoking ideas, and a passion for leadership to the stage.

## PROFESSIONAL DEVELOPMENT

APRIL 21 AND 22, 2016  
SHAW CONFERENCE CENTRE

**Thursday, April 21:** 8:30 a.m. – 4:30 p.m.  
**Friday, April 22:** 8:30 a.m. – 11:45 a.m.

*Earn up to 10 PDHs under  
the CPD Program*

With a focus on technical knowledge, innovation, regulatory insights, and managing change in today's environment, this year's professional development sessions are an opportunity you won't want to miss. For more information on sessions, speakers, and times, visit [apegасummit.ca](http://apegасummit.ca).

## SUMMIT AWARDS GALA

APRIL 21, 2016  
SHAW CONFERENCE CENTRE

**Reception, Awards Presentation, and Dinner:** 5:00 p.m. – 9:00 p.m.

The annual Summit Awards Gala is APEGA's pre-eminent event of our professions. The APEGA Summit Awards recognize excellence in professional engineering and geoscience as well as the valuable contributions APEGA Members make to their communities. For more information, including a full list of awards, visit [apegасummit.ca](http://apegасummit.ca).

## ANNUAL GENERAL MEETING AND LUNCHEON

APRIL 22, 2016  
SHAW CONFERENCE CENTRE

**Luncheon:** 11:30 a.m. – 1:40 p.m.

**Annual General Meeting:** 2:00 p.m. – 5:00 p.m.

Open to all Members and the public, the Annual General Meeting is your opportunity to discuss issues important to the professions, vote on matters brought before Council, and present motions for Council consideration.



# BE AMONG EXCELLENCE BE AT THE SUMMIT

The nominations for Summit Awards are in! Now it's time to celebrate the exceptional achievements of the recipients at our prestigious event. Mingle with the leaders, innovators, and the up-and-comers of our professions during the Summit Awards Gala reception and dinner.\*



## 2016 SUMMIT AWARDS IN EDMONTON

Shaw Conference Centre  
April 21 at 5 p.m.

For details and pricing, go to [apegasummit.ca](http://apegasummit.ca)  
or call 780-426-3990 or 1-800-661-7020.

\* The Summit Awards Gala is part of APEGA's Annual General Meeting and Conference



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# How We Built a Better Job Board

More than 5,100 Members have used the APEGA Job Board since 2012 to connect with one or more of the posters of more than 9,000 job opportunities. Engineering and geoscience Members have had direct access to opportunities in their professions.

But the APEGA Job Board needed an upgrade. An APEGA core value is innovation. And we are always looking for ways to enrich the Member experience. The job board definitely needed attention.

After careful assessment and redevelopment, APEGA is pleased to announce a brand new, redesigned, and reimagined job board for Members. Launched in January, the new APEGA Job Board is

- simple to use
- more searchable
- focused on user experience
- more efficient and relevant
- more effective and targeted

Connecting job seekers with employers in and outside of Alberta is easier than ever.

## JOB SEEKERS FIRST

A platform that connects job seekers and employers becomes even more important in difficult economic times. With a number of design changes and added functions, the new job board makes pursuing employment opportunities simple and efficient.

Most job search websites cast a wide net in order to appeal to as many users as possible. APEGA's Job Board, however, hones in on engineering- and geoscience-related positions. This makes it easier for Members visiting the job board to find relevant listings.

APEGA's Job Board allows for customized job searches, which means you can find opportunities specific to your experience and expertise. Pick your APEGA designation, for example, or narrow your search to specific disciplines. Refine your search even more with keywords and locations.

When users come across job postings they're interested in, they can bookmark them. Upon returning to their homepage, bookmarked postings are organized by the application deadlines, so Members can prioritize their tasks and ensure that they're able to pursue every opportunity they're interested in.

## EMPLOYER ADVANTAGES, TOO

Like APEGA itself, the APEGA Job Board's biggest strength is its Members. Posting on our platform puts your job in front of thousands of Members, many of them experienced in the skillsets you're looking for. Because only APEGA Members have access to the job board, employers can be confident their postings will be seen by the right people.

A senior talent acquisition consultant told us that posting on APEGA's Job Board is perfect for reaching specific disciplines within the professions.

Because the job board is highly targeted, the analytics we provide employers — such as the number of times a posting is viewed — are more relevant than similar statistics from a broader user base. Employers get an accurate sense of how much attention their postings are receiving by the engineers or geoscientists that they want to reach.

Like job seekers, companies can narrow their postings to specific engineering and geoscience fields and training. If they require applicants with a certain designation or training in a certain discipline, their postings will come up in those searches.

## POSTING IS A BREEZE

APEGA is dedicated to constantly evaluating the services it offers Members. We're proud of the increased functionality of the new APEGA Job Board. We're certain it will help Members connect with employers seeking talented engineers and geoscientists.

### MORE INFO

Visit [apega.ca](http://apega.ca)

# APEGA Helps Permit Holders Build Diversity Through Employee Resource Groups

Within hours of invitations being sent out, most events hosted by the Major Projects Women's Diversity Initiative at Suncor Energy are filled to capacity with employees keen to network and share ideas. Open to male and female employees, recent activities of the initiative have included Lunch 'n' Learns featuring prominent Suncor leaders, a Bring Your Daughter to Work Day, and a program called Let's Talk, which had mentors from all levels of the company sharing their knowledge with small employee groups.

The Women's Diversity Initiative is an employee resource group (ERG). In Suncor's case, the ERG focuses on providing support and career development opportunities for female employees in Suncor's major projects business unit. Although led by employees themselves, it was formed in 2012 after a senior leader became concerned about the lack of women within the unit.

"Our long-term objective is to increase, retain, and develop female employees within major projects, while helping create an inspiring workplace that both attracts and retains female employees," explains Erin Thorp, P.Eng., a project leader at Suncor Energy and co-chair of the Women's Diversity Initiative. "There is a business case for promoting women in the workplace. Studies have shown companies with diverse leadership teams and boards perform better than companies that are not as diverse."

Suncor's initiative is one of a growing number of ERGs. Engineering and geoscience companies are developing them to foster inclusive workplaces and build diversity, while supporting their missions and visions. Many ERGs focus on gender equality, but others have formed to connect employees with things they have in common — ethnicity, sexual orientation, lifestyles, types of education, to name a few.

ERGs work to develop a culture of like-minded allies who encourage people of all backgrounds — not just the group they're focused on — to attend events, seminars, and workshops in support of their objectives. Often an ERG's activities advance a cultural change in the workplace that can have a big impact. This benefits all employees by increasing the awareness and understanding of issues and opportunities, and by providing development opportunities for those in the ERG.

APEGA supports ERGs, because of the value to Members. In fact APEGA is building a network of engineering and geoscience ERGs focused on the advancement of women in the professions. Our goal is to develop a forum for:

- connecting existing, gender-focused ERGs across Alberta
- sharing information
- understanding workplace needs and challenges
- identifying areas that need more support

We'll also be looking for ways to help Permit Holders that want to start up their own ERGs.

This initiative aligns with the 30-by-30 campaign — an APEGA and Engineers Canada goal to boost the composition of the professions to 30 per cent women by 2030.

Suncor will be among the first companies to join APEGA's ERG network. So will another Calgary-based corporation, BP Canada, which formed an ERG in 2009. The mission of BP's ERG is to empower women to reach their full potential. While it is focused on supporting and developing women, many of the issues the BP group addresses are relevant to men and women, and its events are open to all employees.

"We believe that we're able to support women and encourage discussions around diversity and inclusion — while still being relatable to a majority of our workforce," says Kim Tulloch, P.Eng., Team Lead for BP's Sunrise Surface Facilities.

At BP, activities organized by the women's network share best practices on work-life balance, career development, personal development, and other topics, Ms. Tulloch says. The ERG provides opportunities for improved communication between leaders and employees.

Over the past year, the company has:

- hosted a motivational speaker and Toastmasters events
- sponsored employees to attend a conference called Women Engineering the Future and a breakfast called the Women's Foundation Breakfast
- held a networking event with BP leaders

The group also produces a quarterly newsletter, which:

- highlights the achievements of inspiring women and men at BP
- shares best practices from BP offices around the globe
- includes stories on topics like motivation, powerful presentations, and wellness

## HOW CAN ERGS SUPPORT DIVERSITY IN YOUR ORGANIZATION?

In many organizations, ERGs are a critical element in creating a culture of inclusion and a workplace that supports a diversity of backgrounds, ideas, and perspectives. ERGs often provide organizational leaders with input on issues, opportunities, and challenges facing the group's members. They supply constructive forums for feedback on the work environment and what needs to change. ERGs can provide organizations with a mechanism for recruiting, retaining, and developing employees who support organizational goals.



‘We believe that we’re able to support women and encourage discussions around diversity and inclusion — while still being relatable to a majority of our workforce.’

**KIM TULLOCH, P.ENG.**

*Team Lead, BP Sunrise Surface Facilities*

ERGs also provide employees with professional and personal growth opportunities through access to mentors, training, seminars, networking events, and other activities.

ERG events:

- help employees acquire skills to improve job performance and more effectively manage their careers
- create an environment for making informal connections and building relationships
- connect similar employees across an organization that may not otherwise interact
- create bonds that bring about inclusiveness

Connecting employees across business units and company work locations helps break down silos. That has certainly been Ms. Thorp’s experience in Suncor’s Women’s Diversity Initiative.

“Women working in Suncor’s major projects business unit face unique challenges. Not only is the organization made up of engineering, construction, and project management roles traditionally held by males, but in their roles, women often interact with both internal and external organizations that are also male dominated,” explains Ms. Thorp. “The group’s participants feel that there is a real benefit in networking with women in the same business unit, facing similar challenges, and building new relationships with a variety of colleagues.”

## ESTABLISHING AN ERG

A group of employees with a common goal often comes together to establish an ERG. Requesting corporate sponsorship or involving a senior leader can give the group traction and help smooth the way.

Consulting with human resources or other departments already focused on diversity and inclusion can help increase support for the group’s ideas. In some cases, senior leaders establish an ERG, demonstrating that they recognize the value of an ERG and view the group as an opportunity to meet organizational goals.

## PLANNING AN ERG? HERE ARE SOME TIPS

- Determine how the group will fit within the culture of your organization

- Create a strong business case, including a budget
- Establish clear goals
- Generate a mission statement, objectives, and guidelines
- Establish the group’s leadership, including corporate sponsorship, a senior leader champion, or both
- Establish the membership composition
- Determine the types of activities your group will undertake
- Identify metrics to assess the impact of your group’s work and how you will report to your executive sponsor or human resources department.

Organizations may experience challenges establishing an ERG. For example, Suncor’s women’s network got off to a slow start — initially, its importance wasn’t fully understood. But open communication with all employees, with messages coming from group and senior leaders, has helped it achieve success.

“With continued communication, we’ve seen a raised awareness by leaders on unconscious bias, and an increased effort to retain and develop female employees,” says Ms. Thorp.

Today, the group is going strong. Its goals for 2016 include supporting the corporate goals of increasing diversity across the organization, and providing training to leaders on the benefits of diversity and how to overcome unconscious biases.

“We’ll continue working with senior leadership to further the conversation regarding workforce diversity,” she says.

## MORE INFO

Already a member of an ERG and want to find out more about joining APEGA’s network?

Interested in creating one?

Or just in need of more information?

Contact:

Hana Marinkovic

Assistant Director, Outreach & Product Services

[hmarinkovic@apega.ca](mailto:hmarinkovic@apega.ca)

## YOU ARE INVITED!

We would like to invite you to the 6th Annual Earth Science for Society (ESfS) Exhibition! This fun, educational, and interactive event demonstrates Earth Science fundamentals to students, families and the public.

Family - Friendly | Open to the Public | Free Admission

## A Geoscience Outreach Exhibition

March 13 - 15, 2016  
Big Four Building  
Stampede Park

Sunday March 13th, 12 noon - 5 pm  
Monday March 14th, 8:45 am - 2:45 pm  
Tuesday March 15th, 8:45 am - 2:45 pm



Visitors will enjoy a variety of interactive activities such as gold panning and a fossil hunt!

On **Sunday March 13th**, the Geo-Theatre will showcase Geoscience talks!

**Dr. François Therrien, Ph.D.**

Curator of Dinosaur Palaeoecology, Royal Tyrrell Museum of Palaeontology

*The Cretaceous-Paleogene mass extinction: What do we really know?*

**Dr. David J. Knudsen, Professor**

Department of Physics and Astronomy, University of Calgary

*The northern lights and satellite-based studies of the near-Earth space environment*

For more information please visit: [esfscanada.com](http://esfscanada.com)

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# GeoConvention 2016

**GeoConvention**  
Calgary - Canada - March 7-11 **2016**



OPTIMIZING RESOURCES

With low commodity prices and an ever-changing economic and business environment, it is imperative that the industry optimize the way in which it operates. Whether enhancing recovery methods, finding the optimal path for a horizontal well or maximizing the return of capital employed, Optimizing Resources, the theme for GeoConvention 2016, is key to success.

Please join us and contribute as speaker, exhibitor or sponsor.



## MARK YOUR CALENDAR GeoConvention 2016 is March 7 – 11

In recognizing the business environment which we are operating in, **GeoConvention is pleased to offer heavily discounted delegate rates for the 2016 program.**

New for our 2016 program, in addition to the technical program and exhibit floor at the Convention Centre, **we will be hosting an offsite component at the Lake Louise Inn – check out [geoconvention.com](http://geoconvention.com) for details.**

## EARLY BIRD REGISTRATION NOW OPEN

[www.geoconvention.com](http://www.geoconvention.com)

# APEGA Helps Students Develop Job-Hunting Skills

**Resume reviews, mock interviews, networking events — these are just some of the activities APEGA student liaison committees hold to help engineering and geoscience students get ahead in a tough job market. It's all part of APEGA's emphasis on enriching the Member experience — which actually begins before potential engineers and geoscientists are licensed with the organization as full professionals**

When Sarah Elder completes her electrical engineering degree this spring, the University of Alberta Faculty of Engineering student will be among the fortunate graduates: she's secured a job in Calgary to become an Engineer-in-Training in the systems operations department of AltaLink.

Many of her classmates haven't been as successful in their job searches. Sliding oil prices have led to a tough job market in engineering and geoscience, and it's hitting new grads particularly hard as they attempt to gain a foothold.

"The challenges faced by my peers and friends are clear," says Ms. Elder, an

APEGA University Student Member in the APEGA Student Advantage Program (ASAP Member) and also the President of the Engineering Students' Society at U of A.

"Those without previous industry work experience are at a large disadvantage. Even those with diverse and versatile experience are finding it difficult to apply their past work to what is available," she says. "The competition is steep, and some students are finding that it doesn't all come down to grade point average. It's a mix of school, experience, volunteerism, and professional development."

Many students — Ms. Elder included — struggle to leverage the networks they've built through their time as undergraduates. "This is an area many students could use help exploring."

APEGA's University Outreach program is doing just that — and much more — to help students like Ms. Elder prepare for their careers, and also give them the tools they need to succeed now and into the future. We've enlisted our talented and enthusiastic Student Liaison Committees at the University of Alberta and the University of Calgary to take a lead role in organizing on-campus events to help their fellow engineering and geoscience students improve their portfolios and strengthen their soft skills.

Committee members are motivated to improve their skills in communication, teamwork, project management, leadership, and decision-making — and to help their classmates do the same.

In recent months, liaison teams have held rapid resume reviews and speed mock interviews at U of A, U of C, and Mount Royal University. Industry professionals and human resources coordinators worked with undergrads to help them improve their resumes and to advise them on how to succeed during job interviews. Student demand for the events was so high that spots filled up within days.

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#### TEAMWORK

APEGA's University of Alberta Student Liaison Committee takes a minute to celebrate another successful event, a rapid resume review for engineering and geoscience students. On the committee, from left, are Christopher Hao, Annamalai Chockalingam, Ericka James, Parambir Singh, Brandon Nguyen, and Jingwen Cui. -photo courtesy APEGA University of Alberta Student Liaison Committee

"I think the events were very popular because of the value they add to students looking for jobs, especially in the current job market and business environment," says Annamalai Chockalingam, a second-year electrical engineering student who helped run the event for APEGA's University of Alberta Student Liaison Committee.

He participated, too. "They've been of great aid to all students, including me. I've been able to build a better resume and cover letter, and have also been able to make connections with students and industry professionals. I believe I am well prepared for future job searches," says Mr. Chockalingam, an ASAP Member.

More resume reviews and mock interviews are coming up this spring, and the U of A and U of C committees plan to add additional activities to the calendar, like networking mixers, LinkedIn profile reviews, and panel discussions.

"We're looking to offer events that will add significant value to our peers in their transition from academia to industry," Mr. Chockalingam says.

Ms. Elder attended speed mock interviews at the U of A. She expected to improve her interview skills by hearing new questions,

thinking on her feet, and getting some advice on the anecdotes and experiences of her life to draw upon. She accomplished that — and more.

"What I didn't expect to get from the experience was learning to read my interviewers and to answer questions with differing styles, depending on what I thought they were looking for. It was a challenging and interesting experience," she says. "Learning to read and work with different people is definitely something I will take with me into my career."

That's exactly the kind of feedback Mariam Awara, President of APEGA's University of Calgary Student Liaison Committee, likes to hear. The liaison committees work hard to plan events that are a good fit for students and help create a community of learning and collaboration.

"The events address huge needs in the student population, and so there is a huge demand for the opportunities we bring to students," notes Ms. Awara, an ASAP Member. "The most rewarding aspect is definitely the feedback we get from students who have mentioned how much our events helped them."

A third-year electrical and computer engineering student at the Schulich School of Engineering, Ms. Awara picked up valuable pointers while taking part in resume reviews and mock interviews — skills that will help her stand out from the competition when she looks for an internship next year.

“I was exposed to some of the questions that could be asked at future interviews, allowing me to better prepare. I was also given job search pointers, like utilizing LinkedIn and reaching out to professionals on LinkedIn for coffee, to network and learn more about their companies and lines of work,” she says. “This has really helped expand my perspective on the way I conduct my career planning.”

For Ms. Elder, at the U of A, taking part in the many and varied student activities available on campus has been a stage in her progression to Professional Engineer status — a strong example of what enriching the Member experience means and why it begins before licensure.

“Students get wrapped up in classes and grades and they forget that there is a lot more to their education. Professional development is crucial to becoming a good engineer, and these types of events are an incredible opportunity to explore the skills not taught in any lecture.”

**MORE INFO**

[apega.ca](http://apega.ca), Events



**IEEE**

Southern Alberta  
PES/IAS Chapter

**Upcoming Technical Professional Development Events**

- April 4 Electrical Generators for Industrial Facilities
- June 1 Partial Discharges in Electrical Insulation
- Sept 26 Grounding System Considerations
- Oct 24-27 Power Systems Stability and Control
- Nov 21 Protective Relays: Principles of Applications

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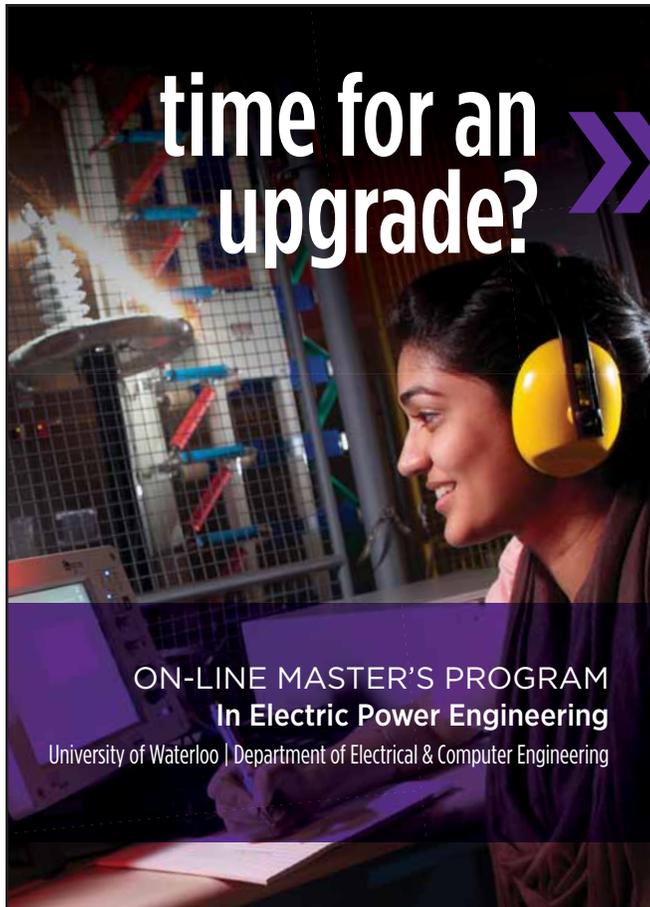
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**Program Information**

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The MEng and GDip Programs are fully approved by the Ontario Council on Graduate Studies. For more information on course schedules, fees, and other details, please visit [ece.uwaterloo.ca/onlineMEng](http://ece.uwaterloo.ca/onlineMEng).



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# APEGA Professional Development

## Applying Cross-cultural Effectiveness at Work

Presenter: Marie Gervais, PhD, CE, CTD  
 Calgary — February 17  
 Edmonton — February 25

## Contract Administration & Avoiding Issues in Engineering & Construction Projects (2 days)

Presenter: George Jergeas, P.Eng., PhD  
 Edmonton — February 23-24  
 Calgary — March 29-30

## Managing Change at the Speed of Life

Presenter: Shairose Lalani, CHRP  
 Calgary — February 25  
 Edmonton — March 8

## Effective Business Writing

Presenter: Paula Goebel, B.Com.  
 Calgary — March 1  
 Edmonton — March 3

## Challenging Conversations Made Easy

Presenter: Maurice Fritze  
 Edmonton — March 1  
 Calgary — March 15

## Engineering Better Team Member Performance with Coaching

Presenter: Russell Stratton, MA, MCPID, MCMI  
 Calgary — March 2  
 Edmonton — March 17

## Requirements for Licensure (Free)

Presenter: Enayat Aminzadah, BA (International Qualification Services Manager, APEGA)  
 Edmonton — March 9  
 Calgary — March 10

## Improving Communication Skills with Neuro-Linguistic Programming

Presenter: Diana Ionescu, P.Eng.  
 Calgary — March 9  
 Edmonton — March 15

## Setup & Organize a Small Professional Practice

Presenter: Jim Ewing  
 Edmonton — March 10  
 Calgary — April 6

## Strategies to Increase Speaking Success by Reducing Foreign Accents

**(Limit of 15 participants)**  
 Presenter: Peggy Kayne, B.Sc.  
 Edmonton — March 22  
 Calgary — March 31

## Finance Essentials for Nonfinancial Managers

Presenter: Frank Saccucci, MBA  
 Edmonton — March 29  
 Calgary — April 5

*Sessions run 8:30 a.m.-4:30 p.m.  
 unless otherwise stated*



## MORE INFO

Professional Development Program  
 PD@apega.ca  
 or  
 Visit [apega.ca](http://apega.ca)

## LOCATIONS

### Edmonton

APEGA  
 Lindberg Conference Centre  
 1500 Scotia One  
 10060 Jasper Ave. NW

### Calgary

APEGA  
 Windsor Conference Centre  
 2200 Scotia Centre  
 700 Second St. SW

# 'The best advice I ever

Did someone's words of wisdom change your life? Give you that push you needed to reach your goals? Inspire you to take a chance?

We all learn from the experiences of others, and it's true no matter what your age.

Particularly in need of some good advice are the thousands of Alberta university grads about to embark on careers as engineering and geoscience professionals. Degrees and resumes in hand, the Class of 2016 faces a tough job market few would have envisioned when they enrolled. No doubt they'll be offered lots of advice at commencement ceremonies, and from professors, mentors, professionals, family, and friends.

APEGA decided to round up some of that advice from a selection of successful APEGA Members.

We asked them to share with graduates, through *The PEG*, the best career or life advice they've ever received — or perhaps their own best advice, based on life lessons learned. These people come from a diverse mix of backgrounds: entrepreneurs, academics, experts, up-and-comers, high-level managers.

You don't need to be a graduate, of course, to find a gem in this treasure chest. The encouragement and motivation here apply to graduates and seasoned professionals alike — and might just change the way you work, live, and think.

## Rachael L'Orsa, E.I.T.

### Calgary

- electrical engineering master's student at the University of Calgary, where she works on adaptive control systems for neurosurgical robots
- *Avenue* magazine Top 40 Under 40 of 2014

Two pieces of advice have driven all my successes from a young age, and a third is something I've learned over time. From my mom: **You can be anything you want to be.** Her advice left me oblivious to existing or imagined barriers for any career path.

From my high school wrestling coach Mike Richey: **If you want it, don't just work for it. Fight for it!** This opened my eyes to the fact that having a dream is insufficient, as is simply working towards it. To guarantee it will be achieved, you have to be so intensely focused on it that one might think it were necessary for your survival. Motivation, work ethic, and adaptability are the three pillars that continue to support the achievement of my goals. They provide 90 per cent of the final outcome, while natural smarts and talent only contribute the last 10 per cent.

My own advice is based on life lessons: **People are the most important part of any system.** I actually wish someone had told me this a long time ago. The stereotypical engineer is famously lacking in social skills. It's so easy to become absorbed by the fascinating details of whatever our system of choice is, such that the tremendous importance of communication, trust, and teamwork is ignored or relegated to the background. I personally made the mistake of not building my confidence in social arenas, assuming that sincerity, dedication, and work ethic would automatically earn the trust and support of others.

RACHAEL L'ORSA, E.I.T...

...people are the most important part of any system

-photo courtesy Red Olino, E.I.T.

# received'



Unfortunately, this is only the case some of the time. For someone like me who was drawn to math and science in part because I prefer the objective to the subjective, it has been a slow — and sometimes incredibly painful — lesson that the intangible core of teamwork is something beyond strong penmanship and public speaking, beyond reliability and punctual contribution.

This “something” can quite literally save your life or help fulfill your dreams, and the lack of it can at worst leave you in the depths of despair. **In essence, it’s the insight to build and maintain strong relationships with everyone, to treat people as the most vital, most delicate, most formidable, and most mercurial component of any system. I will likely spend the rest of my life learning how to do this better.**

**Dr. Nathaniel Rutter, OC, P.Geol.**  
*Stony Plain*

- Professor emeritus in the University of Alberta’s Department of Earth and Atmospheric Sciences
- Leading authority on quaternary geology

When I entered a pre-law program as an undergraduate at Tufts University in Massachusetts, I assumed that was what I wanted to do as a profession, coming from a family of lawyers. However, I enjoyed a geology course which I enrolled in as my science requirement.

Professor Nichols, my geology professor, asked me if I would like to go to the Arctic for the summer as a student assistant. I said yes and this changed my life.

I loved being in the field, especially in the Arctic, and learning what we can learn from the study of rocks and the landscape. When I returned, I knew I wanted to major in geology, but I was hesitant to pull out of what I had previously committed to and what my family expected me to do. Professor Nichols’ advice was: **Do what you love and do it well and the rest will take care of itself.** I majored in geology and never looked back. That was the best advice I ever received.

**Suzanne West, P.Eng.**  
*Calgary*

- President and CEO of Imaginea Energy

- An entrepreneur who has successfully started and sold four other oil and gas companies over the past 15 years

The best advice I ever received was to learn how to meditate. I didn’t receive it from anyone in particular, but rather realized it as a common theme from many of the personal development books I was reading, trying to understand how to reach my potential. I first approached meditation in a traditional Type A manner: I’m going to be the best damn meditator. Needless to say, I wasn’t very successful at it. Then one day I realized that meditation isn’t about accomplishing anything or doing — it is about being.

**Meditation is the best skill I ever learned as a leader and as a person. It literally makes everything in life better. It makes you smarter, healthier, more creative, more inspired, a better problem solver, more intuitive, more present, more aware, more compassionate, more tolerant, more adaptable, and more peaceful.** You are able to experience life from a lens that is full of joy and equanimity — appreciative of what is important. Most importantly, you are able to find the real you and what extraordinary gifts you have to contribute to the world.



DR. NATHANIEL RUTTER, P.GEOL...  
...switched from studying law to geology and never looked back



SUZANNE WEST, P.ENG...  
...a better problem solver, thanks to meditation

## EDMONTON BRANCH CALENDAR

### LUNCHEONS

TUESDAY, FEBRUARY 23

EDMONTON BRANCH AGM & LUNCHEON

Location: Holiday Inn Conference Centre,  
4485 Gateway Blvd., Edmonton

The 10 Year Story of the Sturgeon Refinery  
*Ian MacGregor, Chairman, NW Refining Inc.*

THURSDAY, MARCH 3

Location: Holiday Inn, 2100 Premier Way, Sherwood Park

Value Added – Processing in the Heartland

*Neil Shelly, P.Eng., Executive Director, Alberta's Industrial Heartland Association*

TUESDAY, MARCH 15

Potholes: The Scourge of Edmonton

*Hugh Donovan*

TUESDAY, MAY 24

Wind Power Opportunities in Alberta

*Marlo Raynalds, PhD*

Luncheons held at (unless otherwise noted above): The Westin Hotel,  
10135 100th St., Edmonton

Schedule: 11:30 a.m. Registration  
12 p.m. Lunch  
12:30 p.m. Presentation

Cost: Members — \$35 (\$40 at door)  
Non-members — \$40 (\$45 at door)  
Students — \$20

Updates, more information, registration: [apega.ca](http://apega.ca)

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## CALGARY BRANCH CALENDAR

### LUNCHEONS

THURSDAY, MARCH 10

Gas Market Outlook Including LNG

*Paul Ziff, Executive Vice President, Solomon Associates*

TUESDAY, MARCH 22

SPECIAL EVENT LUNCHEON from 11:30 a.m.-1:30 p.m.

Living in Space and its Social Benefits

*Robert Thirsk, PhD*

THURSDAY, APRIL 14

Unconventional Oil and Gas in Alberta — Now and Looking to the Future

*Brad Hayes, P.Geol., PhD, FGC*

THURSDAY, MAY 19

TBD

Luncheons held at: Fairmont Palliser Hotel, 133 Ninth Ave. SW

Schedule: 11:15 a.m. Registration  
11:45 a.m. Lunch

Cost: Members & Guests — \$50  
Students — \$25  
ASAP (APEGA Student Advantage Program) — \$15

To register: [apega.ca](http://apega.ca)

Or phone the Calgary APEGA Office at 403-262-7714, toll free 1-888-262-3688, noting dietary restrictions.

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Meditation is one of the most important parts of my life and I can't imagine life without it. It changed my life in the most amazing way and that change is available to anyone who is open with their heart and mind.

**Owen Mierke, P.Eng.**  
Edmonton

- Project Manager with Associated Engineering
- recipient of the CEA 2015 Harold L. Morrison Rising Young Professional Award
- recipient of the ACEC 2016 A.D. Williams Award

The best advice I ever received was **satisfy yourself first**. This advice came from Herb Kuehne, P.Eng., Associated Engineering's Senior Vice-President of Infrastructure. It was early in my career, when I was completing a detailed design assignment.

Let me explain: For young engineers, development is founded on mentoring and senior engineering advice to build confidence and ability. This type of development is common in every industry. As a young professional you may, over time, find yourself relying too heavily on a senior engineer or mentor to fill in the blanks or provide you with the solution, rather than seeking out the answer yourself, or at least satisfying yourself first. This can be attributed to complacency or maybe laziness, and is not fair to developing your career — and certainly isn't fair for your senior manager.

Seek out advice for things you simply do not know the answer to and bounce your ideas off peers and senior staff. **In all your**

**work, don't assume someone else will catch what you have missed or fill in the blanks. Satisfying yourself first applies to all engineering levels, and by doing so you produce excellence.**



OWEN MIERKE, P.ENG...  
...seek out your own answers rather than relying on others

**Kathy Sendall, CM, P.Eng.**  
Calgary

- former senior vice-president with Petro-Canada
- director on several corporate boards
- recipient of many honours and awards



KATHY SENDALL, P.ENG...  
...a positive attitude brings success in life

The best advice I ever received came from this quote that I read very early in my career:

**"The more I think about it, the more I realize the impact of attitude on life.**

Attitude to me is more important than facts. It is more important than the past, than education, than money, than circumstances, than failures, than successes, than what other people think or say, or do. It is more important than appearance, giftedness, or skill. It will make or break a company, a church, a home. The remarkable thing is we have a choice every day regarding the attitude we will embrace for that day. We cannot change our past. We cannot change the fact that people will act in a certain way. We cannot change the inevitable. The only thing we can do is play on the one string we have, and that is our attitude. I am convinced that life is 10 per cent what happens to me and 90 per cent how I react to it. And so it is with you... We are in charge of our attitudes."

-Charles R. Swindoll, Minister and Author

This spoke to me so compellingly that I copied it and pasted it on my desk where it remained for my entire career. When faced with personal or professional challenge or adversity, it was an important reminder that my attitude was what determined the impact on me. **I have come to believe that a positive attitude, perspective and resiliency are perhaps the most important skills to develop to ensure success in life.**

**Ash Khan, P.Eng.**  
Calgary

- retired oilfield executive
- supporter of humanitarian projects in Afghanistan and Pakistan, including education and clean-water initiatives
- recipient of a Queen Elizabeth II Diamond Jubilee Medal

In the early '70s I was a fresh graduate, having just completed my master's in mechanical engineering from the University of Saskatchewan. I started out working in the pipeline department at Home Oil, an oil and gas production company, then a few years later I moved on to the joint ventures department.

One of my mentors was a drilling engineer and manager, Gordon Walker, who had lost both of his legs in a rig accident. He inspired me, not only because he had overcome his injury, but also because of his leadership skills. He was a very successful negotiator and his guidance helped me as I advanced in my career. He told me:

**“Don’t take a hard line on an issue. Carefully weigh in what others are saying, even if you may not agree with them. Listen to all opinions before making your recommendations.”**

I spent most of my career working in joint ventures. I could find myself sitting in a room with 20 other people, from companies like Imperial Oil and Shell, hammering out ownership details. But I always followed that advice. Even-handed treatment of everybody’s opinion saw me through some very difficult negotiations over my 30-year career.

My own advice to new graduates? Work hard. When you’re starting off in a new job after graduating, if you want to stand out to your managers, make sure you deliver. Do your research very thoroughly. Do your homework regarding your work assignments so you can make an informed recommendation to management about why you chose certain recommendations and on what basis. And once you progress into a more senior role, make sure you recognize the best efforts of your juniors and encourage them to do their best.



ASH KHAN, P.ENG...  
...carefully weigh all opinions before making decisions

## Dr. Anastasia Elias, P.Eng. Edmonton

- assistant professor in chemical and materials engineering at the University of Alberta
- recipient of APEGA’s 2015 Early Accomplishment Summit Award
- nanotechnology professional, engineering materials for medicine, food packaging, and other areas

**When a door opens, walk through it.** This advice wasn’t actually given to me; rather, it was relayed to me many years ago by a good friend who heard it from her boss. Even so, I have strongly internalized the message, which I think is valuable to new graduates on a number of levels. On the surface: say yes to opportunities that come your way.

Try new things. Challenge yourself. Take risks. Live someplace different for a while. Build your skillset, and your network of friends, collaborators, and contacts.

On a different level, finishing your degree and entering the workforce can be a daunting transition. When I graduated from university (after both my undergrad degree and my PhD) I worried



ANASTASIA ELIAS, P.ENG...  
...say yes to opportunities that come your way, even those that might seem risky

about making the right career decisions, and I was anxious about planning a path that would take me where I wanted to go. **The advice that my friend related to me was soothing in its simplicity. It does not call for a prescient and rigid long-term plan. It does not advocate hunting down the ideal set of doors. It just calls for recognizing the doors and taking advantage of them.**

To new graduates: experiences and connections that you establish now will come together or reappear in ways that you can’t begin to predict right now. So get started and see where those doors take you.

CONTINUED ON NEXT PAGE >>

## Eric Newell, OC, AOE, P.Eng. Edmonton

- former President and CEO of Syncrude Canada Ltd.
- noted businessman, philanthropist, and community leader
- nationally recognized supporter of educational initiatives

The best advice I ever got was from Sir Fredrick Warner, a chemical engineer with the consulting firm Cremer Warner in London, England. I had been awarded a two-year fellowship to study or work in England, and had just finished my master's in management science from the University of Birmingham. It was 1969 and I was hired by Sir Fredrick's firm to work for our client, the Port of London Authority, to clean up pollution in the River Thames. It was heady stuff for a young engineer. Sir Fredrick sensed that I was fairly ambitious and wanted to make a difference. His advice to me: **If you want to make a difference, you need to actively seek additional personal responsibility.**

**As a young engineer, you should look for emerging areas and jobs where you cross into other engineering disciplines.** In other words, go where others have not been before you. You can take on a lot more responsibility, and prove your worth.

That's what happened working on the river clean-up. At the time, pollution control was largely considered the realm of civil engineering, but in the clean-up of the river the real breakthroughs came from applying classical chemical engineering solutions. I was working in an area that wasn't traditional for my discipline, and Sir Fredrick gave me lots of responsibility. We were coordinating input from nine different government agencies and he would let me go, by myself, to report to the Port of London Authority. I was just about shaking in my boots the first time I did that.

When I returned to Canada, I followed his advice and took a job with Imperial Oil in an emerging area — implementing leading-edge process control computers in all their refineries across Canada. In those days, computers and instruments were considered the realm of electrical engineers, not chemical engineers. I spent seven years doing this, living out of my



KIM STURGESS, P.ENG...  
...a big-fish-in-a-little-pond kind of person

car. Because it was new, I took on all sorts of additional responsibilities that my peers, following more traditional pathways for chemical engineers, just didn't get exposed to. That led to pretty rapid rise in my career path, to the point that I became President and CEO of Syncrude at the age of 44. Career-wise, being at the helm of Syncrude and playing a formative role in oil sands industry development over the next 15 years were the best thing that happened to me, and they did enable me to make a difference.

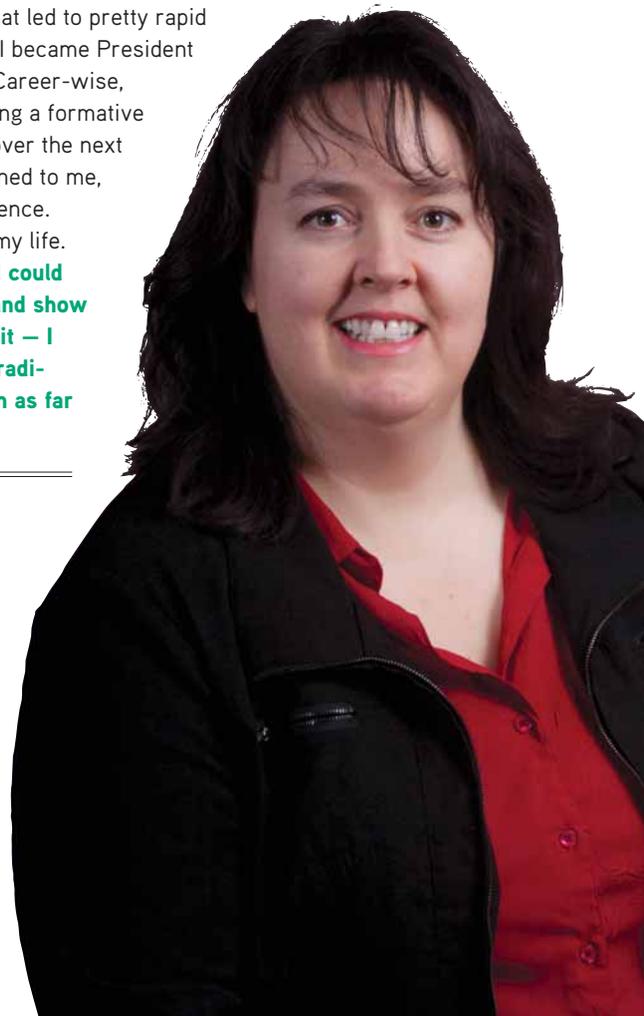
Sir Fredrick had a huge impact on my life.

**If I hadn't pursued that route — where I could gain additional levels of responsibility and show what I could do and that I could handle it — I probably would have followed a more traditional path and never would have gotten as far as Syncrude.**

## Kim Sturgess, CM, P.Eng. Calgary

- award-winning entrepreneur
- founder and CEO of Alberta WaterSMART

The best advice I ever received was from my mentor Doug Baldwin, P.Eng. It was 1984, very early in my career. At that time, Doug was the production manager at Imperial Oil,





ERIC NEWELL, P.ENG...

...good advice helped him achieve his dream of making a difference, not only as a businessman but as a community leader. Here, he receives a ribbon shirt in honour of his work with Aboriginal groups

and he later became the CEO. I was in the process of finishing my MBA, and we were talking about my career options over lunch.

I had a choice to make: return to my job at Imperial Oil, take a new job with an international consulting company, or branch out on my own. I asked him what I should do. He told me: **“Kim, there are some people who excel by being a little fish in a big pond, and there are some people who excel by being a big fish in a little pond. You’re a big-fish-in-a-little-pond kind of person.”**

This really made me think about which direction I wanted to go in and where I wanted to end up. What was going to make me happy? It helped me see that there are people who do really well in big, multinational organizations, who work their way up and feel very comfortable in those places. And there are people who want to work in smaller organizations and be a much bigger part of a smaller organization. That’s me. I’m an entrepreneur — I’ve built up my own businesses and I love to work in smaller organizations: start them and build them.

So being a big fish in a little pond was definitely the way to go for me. I decided to take Doug’s advice that day and I’ve never looked back. And it’s worked out great.

(Left) INGRID PEDERSON, P.ENG...

...if you don’t enjoy your work, don’t be afraid to start over to find your dream job

## Ingrid Pederson, P.Eng. Edmonton

- APEGA Outreach volunteer
- recipient of the province’s Stars of Alberta Volunteer Award
- recipient of the Minerva Mentoring Award for Women in Science and Innovation from the Alberta Women’s Science Network

I can’t recall any memorable advice from a specific person, but I’ve gone through enough bumps in my career to have learned some valuable lessons. Often, figuring out what you don’t like can be just as helpful in guiding your career path as stumbling into a dream job. **Life is too short to work in a job you don’t enjoy, so if the bad days outnumber the good days, it is time to move on, even if it feels like you have to start over.**

However, that work experience doesn’t mean you’ve wasted your time — you have likely developed skills that will come in handy later on in your career. Right before my last year of university I did a work term in a traditional process engineering job and disliked it enough to decide I had picked the wrong discipline to study.

At the same time I did not want to try to switch disciplines and spend a couple more years in school. Instead, when I graduated I purposely chose a completely different type of engineering job from the usual jobs available to chemical engineering graduates. Since graduation, I’ve worked on four continents and had an interesting and challenging engineering career.

# Is Your LinkedIn Profile Serving Your Interests?

Many APEGA Members are feeling the pinch of declining oil prices, heading towards spring without full-time employment. Staying conscientious of how you present yourself to potential employers and your network of professionals is of even more importance than it normally would be.

Platforms such as LinkedIn can help you build a professional network and increase your chances of getting the attention of recruiters and hiring managers — but only if used properly.

We contacted Jennifer Miller, CARW, CPRW, CRS, from Professional Edge Resumes, about how APEGA Members can get the most out of their LinkedIn profile. As a certified resume strategist and five-time Career Professionals of Canada Award Winner, Ms. Miller helps professionals across Alberta optimize their LinkedIn profiles.

## BUILD YOUR BRAND

In the age of the Internet and social media, it's easier than ever for employers to get background information on job candidates. Because it's common practice for hiring managers and recruiters to search for a candidate's name online before an interview, it's "vital to create a positive impression of your personal brand, based on your online reputation," says Ms. Miller.

Your brand is made up of your Facebook posts and Instagram photos, your tweets, your blogs — and any other online presence you have. It can help you or hamper you. "If a well-developed LinkedIn profile is among the first few items in your search results, you will be presenting a professional profile that clearly displays your qualifications," says Ms. Miller.

Your LinkedIn profile should document your strengths and accomplishments. Posting frequent, relevant content related

to your industry, such as news, analysis, or career milestones, can help showcase your interest and knowledge and keep you at the forefront of people's minds.

However, quality is far more important than quantity, Ms. Miller notes. Avoid posting cheesy quotes or anything related to politics or religion. "LinkedIn is for your professional network, so everything should be strictly professional. Save the rest for your Facebook page."

## USING LINKEDIN TO NETWORK

LinkedIn has shifted most networking online. With groups related to interests and industries, and the opportunities LinkedIn offers to follow companies or thought leaders (and comment on what they post), there's plenty of potential for LinkedIn users to reach beyond their usual areas.

Before you reach out to someone to connect with on LinkedIn, "be prepared to answer the question, Why did you ask me to connect?" Ms. Miller advises. "Start by connecting with people you already know and trust, then branch out to individuals you have something in common with, such as industries or a group you've joined."

One of the things driving LinkedIn search result rankings is the number of connections you have. So, many is good, right? Not necessarily. The quality issue is at play here, too. Ms. Miller says: "The key is in maintaining your connections and communicating with those people who could further your career. Some people may have thousands of connections on LinkedIn, but if they aren't using their network effectively, that number doesn't matter."

Be assertive when networking on LinkedIn. "If you don't connect with people within your industry, you could be missing out. Who knows what doors could be opened by connecting with certain people?"

## STANDING OUT

Your LinkedIn profile is a marketing tool. It's one of the easiest ways to reach potential network connections, as well as grab the attention of recruiters. "Employers are looking for value when they browse profiles," Ms. Miller says. "They want to be able to quickly judge whether or not you're qualified and suitable to work for their company."

Filling your profile with keywords and phrases relevant to your target employment can send the right message. Also, make sure the opening lines of your summary convey the value you offer.

Your LinkedIn profile should showcase your accomplishments and abilities. "Take the time to fill out the skills section of your profile. Ask for recommendations from coworkers or past employers, and offer to return the favour," Ms. Miller advises. "Recommendations hold a lot more value than skill endorsements."

Ms. Miller encourages professionals to ask themselves: "Does my profile show my value? Have I effectively highlighted my past accomplishments in a way that shows what I can do in the future?"

Alberta's future isn't easy to predict. But highlighting your value and expertise in your profession through an expertly crafted LinkedIn profile may well keep those windows of opportunity opening.

## MORE INFO

Professional Edge Resumes is a Member Benefits provider with APEGA. Current APEGA Members receive a 15 per cent discount on the company's services.

Visit [professionaledgeresumes.com](http://professionaledgeresumes.com)

# Movers & Shakers

## CHAMPION OF ENGINEERING EDUCATION HONOURED ON THE WORLD STAGE

Building things has always been a passion for **Dr. Chandana Wirasinghe, P.Eng., FEC, FGC (Hon.), FCAE**. As a civil engineer, he's spent over 40 years building better transportation networks. And as the former Dean of Engineering at the University of Calgary (and the Founding Dean of the Schulich School of Engineering), he helped build one of the top engineering schools in Canada and the world.

The World Federation of Engineering Organizations (WFEO) recognized his achievements in December at the World Engineering Conference and Convention in Kyoto, Japan, presenting him with the 2015 Medal of Excellence in Engineering Education. WFEO is an international organization representing the engineering profession worldwide.

Dr. Wirasinghe is the first Canadian and first Sri Lankan to receive the Medal of Excellence, which honours individuals for their noteworthy contributions to the improvement of engineering education and their significant educational accomplishments.

"I believe that much of this award is due to what we achieved as a school while I was dean. It's a big component of my accomplishments. I'm proud to share this recognition with the entire school, faculty, and staff," says Dr. Wirasinghe, a civil engineering professor at the U of C since 1976.

Indeed, his work as dean laid the foundation for the engineering faculty's continuing success today. The numbers tell the story. Under Dr. Wirasinghe's leadership, five new undergraduate programs were launched and the faculty's internship program grew from 35 to more than 400 placements. He oversaw the addition of two new buildings: the Information & Communications Technologies building and the Calgary Centre for Innovative Technology, plus the donation of an existing building, the Petro-Canada Building. Under his leadership, the Engineering Associations Program expanded from 35 to over 100 members, more than 30 research chairs were established, and first-year enrollment more than doubled to 730 students.

Dr. Wirasinghe studied engineering at the University of Ceylon (now Sri Lanka). A U.S. Fulbright Scholarship took him across the globe to the University of California, Berkeley, where he earned an M.Sc. (1973) and PhD (1976) in transportation engineering. After



DR. CHANDANA WIRASINGHE, P.ENG... -photo courtesy University of Calgary  
...Medal of Excellence in Engineering Education recipient

that, he moved to Calgary to begin his career as an assistant professor in the Department of Civil Engineering at U of C. He took on the role of dean in 1994, spending the next 12 years fulfilling his vision to make the engineering faculty a leader in engineering education by attracting the best faculty, students and researchers.

Dr. Wirasinghe, a former APEGA Councillor, was also recognized earlier in 2015 with a Lifetime Achievement Award from the Immigrant Services of Calgary. Previous awards include Calgary's Citizen of the Year Award in 2006, APEGA's Centennial Leadership Summit Award in 2003 and APEGA's Volunteer Summit Service Award in 2008.



-photo by Rob McMorris Photography



photo by Curtis Comeau Photography

### BETTER DESIGNS MEAN BETTER COMMUNITIES, UNDER-40S BELIEVE

They each take a unique approach to the things they design, be they solar panels, oil rigs, buildings, or bright lights. But there's a common thread connecting the four young professionals featured below: A strong desire and commitment to make their communities better places to live.

Their efforts have been recognized by *Avenue* magazines in Calgary and Edmonton in their annual Top 40 Under 40 lists.

First up is **David Vonesch, P.Eng.**, who at 32 is a partner and the COO at **SkyFire Energy**, one of Alberta's leading solar power companies. He's worked on hundreds of solar projects across Canada and recently led the design and construction of Alberta's first utility-scale solar PV system, a two-megawatt solar farm east of Calgary. He's also a board chair for SPARK, Alberta's first member-owned retail power co-operative. The co-op is so dedicated to green energy that its members invest 70 per cent of profits back into renewable energy projects. And it recently formed a new electrical and natural gas retailer, Alberta Co-operative Energy.

Mr. Vonesch, a mechanical engineer, joined the Calgary-based SkyFire in 2007 not long after graduating from the University of Alberta's Faculty of Engineering. As reported in *Avenue Calgary*, his concerns about climate change led him to a career in renewable energy. After recently becoming a dad for the first time, he's even more driven to help build a clean energy future.

He does this not only through his own work but by inspiring younger generations to take action. He regularly visits elementary, junior, and senior high schools to talk about solar power, and also mentors fourth-year electrical engineering students at the University of Calgary.

Albertans aren't the only ones who have benefited from Mr. Vonesch's talents. In 2013, he spent three weeks in a remote Peruvian jungle, helping install six solar electric systems and training locals in their operation and maintenance. He was there as a volunteer with Light up the World, a Calgary non-profit that brings solar power to communities without access to electricity.

A second renewable energy entrepreneur named to the Top 40 Under 40 is **Dennis Cuku, P.Eng.**, another U of A mechanical engineering grad. The 39-year-old is one of three APEGA Members recognized by *Avenue Edmonton*. His approach to green



-photo by Curtis Comeau Photography



-photo by Curtis Trent

## DESIGNER GUYS

From left, Professional Engineers David Vonesch, Dennis Cuku, Cameron Franchuk, and Sunil Nakai all made *Avenue's* Top 40 Under 40 lists.

energy is a bit of a paradox — and he's OK with that.

Let us explain. Mr. Cuku, who started his career working as a design engineer in the oilfield, is president of the Mosaic Family of Companies. Mosaic operates **Oil Country Engineering**, one of North America's largest land-based drilling rig design companies, and also owns Eco Ammo Sustainable Consulting, which works with the energy sector on green building certifications.

Mr. Cuku — who calls himself an Agent for Change on his LinkedIn profile — tells *Avenue Edmonton* that his business model is a "strategic Trojan horse." Profits from Mosaic's oilfield work are invested into sustainable projects, like the company's flagship

Mosaic Centre for Conscious Community and Commerce.

Located in south Edmonton, the centre opened just over a year ago. Solar panels on the building's roof produce 213 kilowatts of power, making it the first net-zero office building in Alberta and the most northerly building of its kind anywhere on Earth. The centre is Mosaic's company headquarters and it's also home to several other like-minded businesses, like a restaurant that serves up locally grown fare, gets its honey from bee hives on the roof, and has planter boxes in the dining room.

Mosaic Centre was built to follow Mr. Cuku's conviction that "capitalism need not come at the expense of human values, environmental sustainability, or personal happiness."

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In addition to providing employees with an innovative and collaborative workplace, Mr. Cuku encourages staff to volunteer in the community and gives them time off to help out with organizations like Habitat for Humanity, Edmonton Food Bank, and Stollery Children’s Hospital. You’ll find him right by the sides of volunteers, pounding nails or packing hampers.

Another advocate of great design, structural engineer **Cameron Franchuk, P.Eng.**, made *Avenue Edmonton’s* list. An associate with **DIALOG** — an architectural, engineering, interior design, urban design, and planning firm — he creates buildings and public spaces that do more than just look good. His vision is to create spaces that positively impact how people interact, learn, and live.

He says: “Engineers and architects have this amazing opportunity and I don’t think people recognize how much a space can affect how they behave, how they learn, how they act with other people.”

Over the course of his career, he’s had the opportunity to influence projects across the city, including educational and health care facilities, a seminary, and a wellness centre. He’s currently managing structural design for an expansion to Lillian Osborne High School, a redevelopment at the Alberta School for the Deaf, and a parkade for Edmonton’s new ICE District.

The 38-year-old has a civil engineering degree from the University of Alberta’s Faculty of Engineering and also earned a master’s degree in structural engineering there. He’s maintained his ties to the school as a part-time instructor in the U of A’s Department of Civil and Environmental Engineering, sharing his passion for engineering mechanics with first-year students. He also volunteers as an industry mentor to fourth-year civil engineering students.

When he’s not volunteering at the U of A — or with the Consulting Engineers of Alberta’s Young Professionals’ Group, or the Canadian Institute for Steel Construction — you just might find him with his Nikon D7000 strapped around his neck. Mr. Franchuk is an avid photographer, who enjoys turning his lenses on buildings around the city, to celebrate the art in architectural design.

The recipient of the 2012 Harold L. Morrison Rising Young Professional Award from the Consulting Engineers of Alberta,



ORDER OF CANADA TITLE HOLDERS

Don Taylor, OC, P.Eng., and Kim Sturgess, CM, P.Eng., FCAE, have some new titles — and they’re important ones, from the Order of Canada. Mr. Taylor (top), a supporter of the Calgary Stampede and much more, moves from a Member to an Officer of the Order of Canada. Ms. Sturgess (bottom), shown here with her dog Chinook at Prairie Creek, the founder and CEO of Alberta WaterSMART, is a new Member of the Order of Canada. Ms. Sturgess is also featured on page 46 of this *PEG*, sharing the best advice she ever received.



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Mr. Franchuk is also chair of newly formed yegForward, a group of young leaders who share ideas to elevate not only their careers but their community.

Just as good design can elevate a built structure, so too can good lighting. And **Sunil Nakai, P.Eng.**, the fourth APEGA Member to make *Avenue's* list, is happy to enlighten people about the importance of lighting design.

His passion, for example, has shed a whole new light on Edmonton's river valley. A senior project engineer with **SMP Engineering**, the 33-year-old has helped with different aspects of the design, mock-up, and subsequent programming that now lights up the city's iconic High Level Bridge and Muttart Conservatory pyramids. The bridge alone displays 60,000 LED light bulbs, which can change colours and be set to music to celebrate special events. It is among the biggest projects of its kind in Canada.

He's also had a hand in lighting design for projects like Edmonton's Commonwealth Stadium, and the Jeanne and Peter Lougheed Performing Arts Centre in Camrose. The arts centre won *Alberta Construction Magazine's* 2014 Project of the Year, based in large part to its use of innovative and emerging lighting technologies.

Mr. Nakai states that these projects — among many others completed and in the works by industry professionals — are putting the city and the province at the forefront of lighting design. They are not only making a dramatic statement

on skylines, but changing the way people feel about their communities.

An electrical engineering graduate from the University of Alberta's Faculty of Engineering, Mr. Nakai believes innovative and creative lighting design is one of the best ways to make an impact on a structure — inside or out — be it a bridge, a school, an office, or a rec centre. He shares his passion for lighting with other professionals as an executive with the Edmonton chapter of the Illuminating Engineering Society, an organization dedicated to improving the lighted environment and promoting the art and science of quality lighting.

He also teaches lighting to architectural students at Athabasca University, where he earned his MBA. And he encourages citizens and professionals alike to continue pushing for more — and better — creative and innovative lighting designs.

## APEGA MEMBERS APPOINTED TO ORDER OF CANADA

Prominent Calgarians **Don Taylor, OC, P.Eng.**, and **Kim Sturgess, CM, P.Eng., FCAE**, rang in the new year with their new titles from the Order of Canada.

Mr. Taylor was promoted within the Order from a Member (CM) to an Officer (OC). A businessman and philanthropist,



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Mr. Taylor is recognized for his “influential and innovative donations as a benefactor of civic, educational, and health care initiatives in Canada and abroad.”

In recent years, Mr. Taylor and his family have made several major donations to causes close to their hearts, including \$15 million to the Calgary Stampede Foundation for the new SAM Centre, \$21 million to the Taylor Centre for the Performing Arts at Mount Royal University, and \$40 million to establish the Taylor Institute for Teaching and Learning at the University of Calgary.

Mr. Taylor, an APEGA Life Member, built his fortune as president of Engineered Air, a Canadian leader in heating, ventilation, and air conditioning, and through other successful business ventures in the oil and gas industry.

New to the Order is Ms. Sturgess, who was named a Member for her “contributions to water stewardship and the advancement of women in engineering.” A former APEGA Councillor, she is the founder and CEO of Alberta WaterSMART, an organization that develops technologies and best practices for improving the management of Alberta’s water resources.

Through her career she has worked in industry as a gas pipeline and reservoir engineer, a consultant and business analyst, and an entrepreneur. She has served on several corporate and non-profit boards and has received several awards, among them the YWCA Women of Distinction Award for Science and Technology, Outstanding Businesswoman in Calgary, the Alberta Centennial Medal, and the Queen Elizabeth II Diamond Jubilee Medal. She’s also a member of the International Women’s Forum, a network of women leaders committed to building better global leadership.

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#### VOLUNTEER RECOGNITION

Nearly 60 dedicated APEGA volunteers were honoured at special recognition dinners in Calgary and Edmonton last fall. The events were in celebration of volunteer contributions spanning from five years to decades. Plaques were awarded to APEGA Life Members **Larry Staples, P.Eng., FEC, FGC (Hon.)**, and **Fred Otto, P.Eng., PhD, FEC, FGC (Hon.), FCAE**, who have each volunteered with APEGA for 35-plus years.

Over the years, both Mr. Staples and Dr. Otto have been elected to APEGA Council, serving in the positions of Councillor and President. They’ve volunteered countless hours on numerous other committees, boards, and task forces, and they continue to give back to their professions. Mr. Staples is one of APEGA’s Engineers Canada Directors. Dr. Otto sits on APEGA’s Appeal Board and is on the Board of Directors for the APEGA Education Foundation.

Mr. Staples graduated from the University of Alberta with a B.Sc. in civil engineering in 1974 and finished his MBA a year later. In addition to his long-term commitment to the professions, he’s had a successful career leading various engineering consulting and research organizations.

#### 35 YEARS AND COUNTING

APEGA Life Members and Past-Presidents Larry Staples, P.Eng., FEC, FGC (Hon.), and Fred Otto, P.Eng., PhD, FEC, FGC (Hon.), FCAE, were recently recognized for volunteering 35-plus years with APEGA.

Dr. Otto holds a bachelor's degree in chemical engineering (1957) and a master's (1959) from the University of Alberta, as well as a PhD from the University of Michigan (1963). He was a chemical engineering professor at the U of A and served as chair of the Department of Chemical Engineering and Dean of the Faculty of Engineering.

Also recognized at the APEGA dinners were 32 individuals who received Engineers Canada and Geoscientists Canada fellowships.

During National Volunteer Week April 10 to 16, special thanks go out to all of APEGA's 1,200 active volunteers, some of whom volunteer with APEGA 10 to 20 hours a week. That works out to about 50 full-time employees.

## PLATINUM-LEVEL SUCCESS

Permit Holder **CIMA+** had the honour of being the only consulting engineering firm to reach the Platinum Level of the 2016 Best Employers of Canada in November. Platinum is reserved for organizations that achieve top results in the annual Aon Hewitt survey.

CIMA+ has been recognized four times as one of the best employers in Canada. President and CEO **Francois Plourde, P.Eng.**, states this is a direct result of years of listening to employees and providing them with a work environment that meets their expectations. The company's success hinges on employees who are "engaged, efficient, and empowered."

The company has made good use of the information obtained from surveys to further improve its work environment. Employee concerns have been addressed through management practices, including the development of an employee ownership plan, a training program to update staff knowledge, associate partner status for well-performing employees, and a policy to support the hiring of Aboriginals.

Aon Hewitt provides human resources consulting services and has been managing the Best Employers of Canada study for more than 20 years.

The survey assesses engagement and work satisfaction levels of employees and company leaders.

## PERPETUAL PHILANTHROPY BRINGS POSITIVE CHANGE

When **Sue Riddell Rose, P.Geol.**, sees a need she can't help but jump in to fill it. Especially when it in comes to her hometown of Calgary. The *Calgary Herald* reports that the President and CEO of **Perpetual Energy Inc.** has a gift for connecting needs with resources, volunteering with a number of non-profit organizations and forming an online initiative to match individuals with volunteer opportunities. For her continuous charitable work, she was recently awarded the Doc Seaman Individual Philanthropist Award by the Association of Fundraising Professionals.

Ms. Riddell Rose began her career as a geological engineer and now has almost 30 years of experience in the oil and natural gas industry. She has been named one of Canada's most powerful women and received the 2012 Distinguished Business Leader Award.

Despite challenging economic times, Ms. Riddell Rose sees crisis as a driver of positive change. The economic downturn inspired her to form YYC Connects, an interactive online initiative to educate people

on social issues in Calgary and match volunteers with opportunities.

Herself an ardent volunteer, Ms. Riddell Rose is director of the Fulbright Foundation and vice-chair of the United Way board for Calgary and area. When she served as co-chair in 2011, the campaign raised a record \$54 million.

## PERMIT HOLDERS SHOWCASED AT CONSULTING AWARDS

The 2015 Canadian Consulting Engineering Awards were presented at the Showcase Gala last October and APEGA Permit Holders were front and centre. The following Permit Holders won awards for Alberta projects.

*Transportation*

**Associated Engineering** and **CH2M** Calgary International Airport Runway and City of Calgary Airport Trail Tunnel

## DIALOG

Edmonton International Airport Office and Control Tower

SUE RIDDELL ROSE, P.GEOL...  
...generous community spirit  
-photo courtesy Perpetual Energy Inc.





-photo courtesy DIALOG



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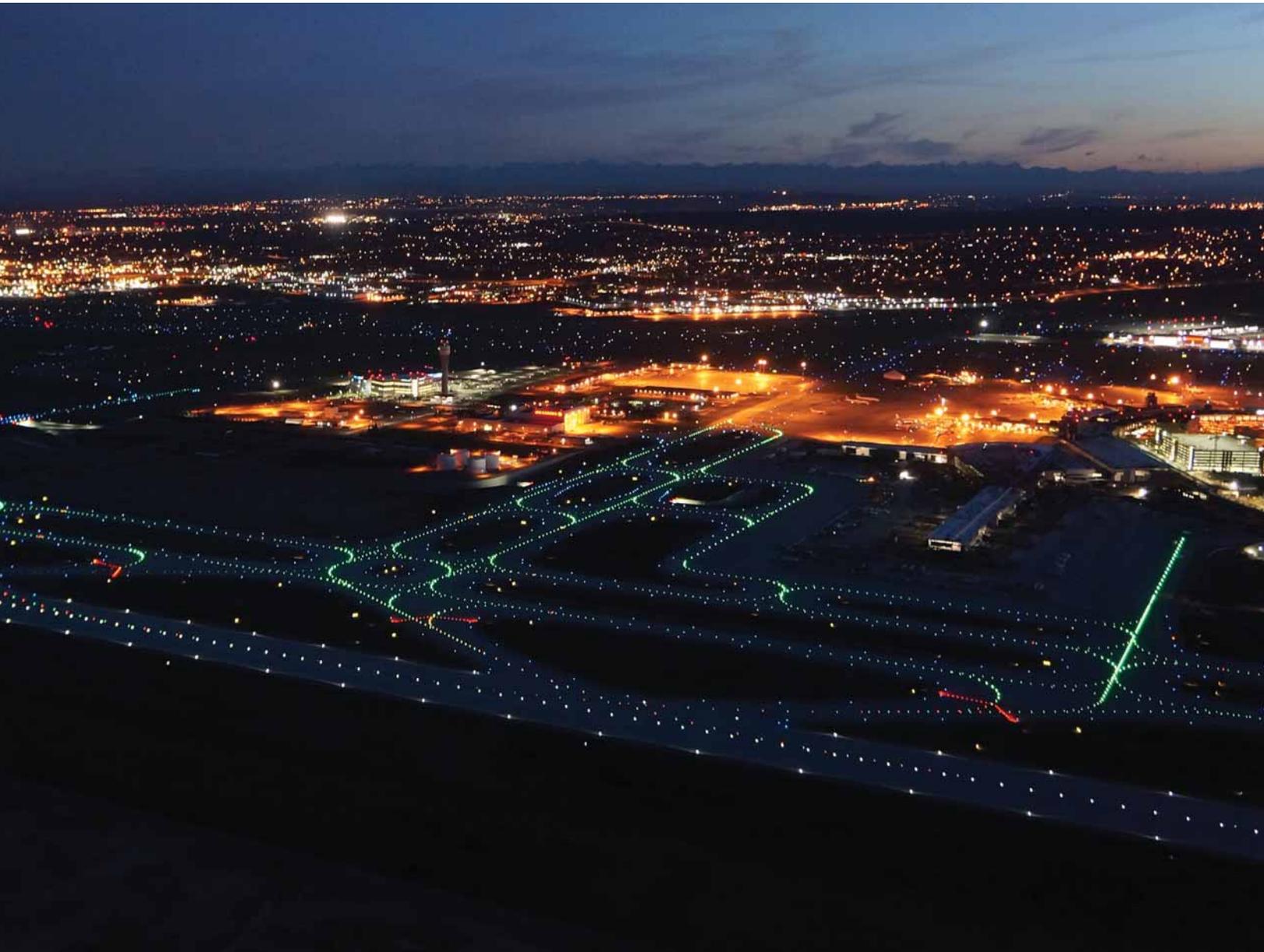
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-photo courtesy Associated Engineering/CH2M

## FLYING HIGH

Taking home 2015 Canadian Consulting Engineering Awards were DIALOG for the new Edmonton International Airport Office and Control Tower (photo left), and Associated Engineering and CH2M for the Calgary International Airport Runway and City of Calgary Airport Trail Tunnel project.

### **WSP Canada Inc.**

George C. King Bridge (formerly St. Patrick's Bridge), Calgary

*Water Resources*

### **Golder Associates Ltd.**

Recovery and Resilience: Flood Mitigation Innovation, Calgary

*Community Outreach and In-House Initiatives*

### **Golder Associates Ltd.**

Caring for the Past: Blackfoot Crossing Historical Park, Siksika First Nation, Alberta

# CLICK AROUND FOR A WHILE

The all-new apega.ca is up, running, and making friends. Have you taken it out for a spin?

Let us know what you think at [webmaster@apega.ca](mailto:webmaster@apega.ca)

The screenshot shows the APEGA website homepage. At the top, there is a navigation bar with links for 'Member & Permit Directories', 'Events', 'News', 'Contact Us', and 'Login'. Below this is a search bar and a secondary navigation bar with links for 'APPLY', 'COMPLAINTS & ENFORCEMENT', 'MEMBERS & PERMIT HOLDERS', 'EDUCATORS & STUDENTS', and 'ABOUT APEGA'. The main banner features a large image of a dam with the text: 'The Association of Professional Engineers and Geoscientists of Alberta regulates the practices of engineering and geoscience in Alberta.' A green 'APPLY NOW' button is positioned on the right side of the banner. Below the banner are three featured tiles: 'JOB BOARD', 'SUMMIT 2016', and 'ELECTION'. The 'REGULATORY' section includes links for 'Legislative Review', 'Continuing Professional Development', 'Complaint Process', and 'Standards and Guidelines'. The 'NEWS' section features articles such as 'APEGA's Appeal of Mihaly Decision Succeeds', 'Reset Your Password to Vote', 'Registration Improvements Continue', and 'Your CPD Primer'. The 'EVENTS' section lists upcoming events like 'Fort McMurray - President's Visit', 'Calgary - Permit to Practice Seminar (Free Session)', 'Calgary - Branch Luncheon and President's Visit', and 'Edmonton - President's Visit & Branch Volunteer Recognition'. At the bottom, there are social media follow links for LinkedIn, Twitter, and YouTube, and a 'SHARE' button. A footer menu lists various website sections: 'APPLY', 'COMPLAINTS & ENFORCEMENT', 'MEMBERS & PERMIT HOLDERS', 'EDUCATORS & STUDENTS', and 'ABOUT APEGA', each with a list of sub-links.

## Better Website, Smaller PEG

Can't find your favourite PEG feature?

We've moved time-sensitive content online.

Check out the News and Events sections of apega.ca to see what we mean.

# APEGA's Legislative Review: A Progress Report

**We're one year into our legislative review consultations, which is a good time to take stock. And the news is good. We've hit significant milestones, thanks in no small part to the input we received from stakeholders — most notably our Members and Permit Holders**

Professionals across the province stepped up in 2015 to have their say in how the engineering and geoscience professions are governed. The result was a year of unprecedented Member engagement, with almost 4,000 engineering and geoscience professionals — or about seven per cent of APEGA's Professional Members who are eligible to vote — providing feedback on dozens of proposed changes to our governing legislation, the *Engineering and Geoscience Professions Act (EGP Act)*.

The Act hasn't been updated in more than 30 years, so we're modernizing it to ensure it reflects today's business practices and continues to protect the public interest. Member input is vital to this process because the Government of Alberta (GOA) — to which the Act belongs — will base any future changes on the recommendations coming out of our consultations.

Two rounds of consultation sessions were held in 2015. The first, held last spring, gathered input on six proposed changes. The second, held in the fall, examined another 15 recommendations. Members shared their thoughts and ideas in a variety of ways, among them:

- face-to-face meetings
- surveys
- email
- webinars
- videoconferencing

During our fall consultations, we gathered input from 2,600 people. About 1,200 of them attended in-person sessions

in October and November. APEGA facilitated several sessions in Edmonton and Calgary, and our champions collaborative held meetings in Red Deer, Lethbridge, Grand Prairie, Medicine Hat, and Fort McMurray. At least half of our face-to-face consultations were conducted by champion volunteers, who held special Branch meetings and in-house presentations with Permit Holders.

The champions collaborative is a group of about 40 engineering and geoscience professionals who are engaging Members and Permit Holders in the legislative renewal process. We want to thank the champions — a mix of volunteers drawn from Branches, statutory boards and committees, and our register of Members, Permit Holders, and Members-in-Training — for their efforts to assist us in reaching out to stakeholders across Alberta.

In addition to these in-person consultations, we also gathered feedback through a survey in late 2015. Between October 23 and December 18, more than 1,400 Members, Permit Holders, and other stakeholders responded to the survey.

As we did with feedback from our spring consultations, stakeholder input from the fall consultations has been compiled into a detailed report. You can find the *We're Listening: Fall 2015 Consultation Summary* at [apegalegislativereview.ca](http://apegalegislativereview.ca).

In total, we're working to address more than 180 proposed legislative changes, which were brought forward through stakeholder consultations held over the last three years. That's a lot of material

## STAY INFORMED, PROVIDE INPUT

The *Engineering and Geoscience Professions Act* directly affects the practices of Professional Engineers and Professional Geoscientists in Alberta, defining your responsibilities and obligations as professionals. That's why it's important for APEGA Members and Permit Holders to take part in the legislative review consultations now underway.

Your ideas will inform and influence our recommendations to the provincial government on any proposed amendments. You can get involved by:

- reviewing proposed recommendations in the videos and briefing notes at [apegalegislativereview.ca](http://apegalegislativereview.ca)
- participating in APEGA Branch or Permit Holder events or webinars, or meeting with champions collaborative Members face-to-face. Watch for more information about these events in your Branch News, the e-PEG, and the e-PEG Extra
- sending comments and questions to [legislative-review@apega.ca](mailto:legislative-review@apega.ca)
- taking a survey on the proposed practice review recommendations. The survey is open from February 9 to March 9, and you can find it online at [apegalegislativereview.ca](http://apegalegislativereview.ca)

to review, but we made significant headway in 2015. So far, we have dealt with 112 of the recommendations.

We're committed to keeping Members informed about proposed changes to the Act. Over the past year, we've kept you up-to-date by posting in-depth details in *The PEG*, emailing you newsletters, and posting information on our legislative review website.

## 2015 TOPICS RECAP

- Six topics were reviewed last spring relating to the Members-in-Training, Licensee, Professional Licensee, and Student membership categories, as well as issues surrounding implied authority versus explicit authority to delegate, and Alberta Building Code exemptions. In October, APEGA Council endorsed all six proposed recommendations, after making a few clarifications in response to Member and Permit Holder feedback. Full details are available at [apegalegislative.com](http://apegalegislative.com).
- Another 15 proposed recommendations were examined last fall, with discussions centred on proposed improvements to regulatory efficiencies. They included:
  - » modernizing the investigative process
  - » revising the maximum amounts of fines and penalties
  - » improving the enforcement and recovery of fines and penalties
  - » publishing names and orders

- » formalizing the mobility of discipline orders
- » improving capacity to practise
- » strengthening the Registrar's authority to initiate investigations, terminate complaints, and suspend or place conditions on registrations

Council will review all input received in the fall consultations and will decide which recommendations it will endorse. We'll report the results of Council's review in mid-February, through the e-PEG, the new APEGA website, and the legislative review website.

## FURTHER CONSULTATIONS SCHEDULED FOR 2016

Insight provided by Members and Permit Holders is a valuable part of the legislative review process, and we're continuing the conversation in 2016. Throughout February and March we're finishing discussions on some of the recommended changes to the *EGP Act*, and later in the fall we'll start consultations on proposed recommendations, most of them related to general regulations.

Our third round of consultations, now in progress, focuses on improving professional practice. Proposed recommendations relate to:

- clarifying the authority of the Practice Review Board
- developing practice standards, guidelines, and bulletins

- allowing practice reviewers to recommend improvements to professional practice standards
- enabling practice review panels to make orders to comply with practice standards

Sessions are scheduled for around the time you should be receiving this hardcopy version of *The PEG* — February 16 and 17 in Calgary and February 22 and 24 in Edmonton. You can also watch for meetings scheduled for Branch Members in their communities and for Permit Holders. Members can claim free, one-hour consultation sessions for CPD credit.

If you can't attend a face-to-face consultation, a series of short educational videos on the proposed changes are available on the legislative review website. We'll also be holding teleconferences — watch your inbox for details in the e-PEG — and will gather Member and Permit Holder feedback through a survey, also on the legislative review website. The survey is open from February 9 to March 9.

Through the year, we'll also continue to work closely with other stakeholders, including the Association of Science and Engineering Technology Professionals of Alberta (ASET) and the GOA. The province has encouraged APEGA to update the *EGP Act* and we meet with provincial representatives weekly to discuss the concepts we're bringing forward and to keep them informed of our progress.



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## DID YOU KNOW?

There are three phases to the legislative review. The first phase, now underway, is a review of the *Engineering and Geoscience Professions Act*. This phase is continuing in 2016. We'll start reviewing the Act's general regulations later this year, and we'll start looking at the bylaws in 2018. Proposed changes in general regulations will be brought forward at the AGM in 2017, and bylaws will follow two years later at the 2019 AGM.

Proposed recommendations that have been endorsed by APEGA Council will be sent to the Government of Alberta, on an ongoing basis, for its consideration.

# New Leader, New Focus for APEGA Education Foundation

**The opportunity to help shape a renewed vision for the APEGA Education Foundation was one Rod Garossino couldn't pass up. The Executive Director of the foundation has his eye on building relationships, helping the foundation boost its fundraising capacity, and growing its support of engineering and geoscience education in Alberta**

This year marks the 20th anniversary of the APEGA Education Foundation (AEF) and its commitment to engineering and geoscience education in Alberta. Over the past two decades, the foundation has funded about \$2 million worth of engineering and geoscience scholarships, bursaries, and outreach grants.

Is that a fitting milestone for reflecting on past successes and reimagining the future? Rod Garossino, AEF's new Executive Director, sure thinks so.

With a new five-year business plan now adopted, he joins the foundation during a time of transition. The plan has changed the foundation's focus and direction, while setting ambitious fundraising goals.

"Over the past year, AEF's board of directors has made a real commitment to take an in-depth look at what the foundation is, why it exists, what it does, and how it does it. There is a real opportunity to take the strengths and accomplishments of the foundation to this point and look ahead to what we can be in the future," says Mr. Garossino, who started the part-time, Calgary-based position in mid-November.

"To help an organization shape a vision for itself and move it towards that vision is the kind of thing that gets me quite excited. It's just great symmetry that it's happening in the foundation's 20th year."

Mr. Garossino also puts his energy towards other non-profits, serving on the boards of Skate Canada and Education Matters. He's also the Encore Fellowship Program Manager, working with Social Venture Partners Calgary to connect baby boomer professionals transitioning from



**'There is a real opportunity to take the strengths and accomplishments of the foundation to this point and look ahead to what we can be in the future.'**

**ROD GAROSSINO**

*Executive Director  
APEGA Education Foundation*

their careers to non-profit organizations and high-impact, capacity-building projects.

Some readers may also recognize Mr. Garossino's name from his days as a competitive figure skater. He and his sister, Karyn, competed together in ice dancing in the 1988 Calgary Olympics, and they took home gold at the 1989 Canadian Figure Skating Championships.

An interest in sport sponsorships, nurtured through his involvement with the national figure skating team, led him to complete a bachelor of physical education degree in sport management and marketing from the University of British Columbia in 1993.

After university he worked on sponsorship programs for a marketing agency, from the giving end for corporate clients and the receiving end for not-for-profit clients. From there, he moved into fund-development roles with several not-for-profits and eventually into the corporate realm as a Community Involvement Advisor at Encana, managing the company's education portfolio.

"I've always been interested in the space between business and community — the ways in which they connect with each other, the ways they need each other. The space between them can be difficult to navigate, but that tricky space has always appealed to me," he says. "The two often are thinking about the same things and wanting to achieve similar things. But the languages they speak are very different, and the primary motivations are very different. So a lot of time it comes down to almost an interpreter role — to be able to understand both languages."

During his eight years at Encana, Mr. Garossino managed funding relationships with a wide range of community partners, including post-secondary institutions, science and outreach organizations, and other education-focused not-for-profits. He also completed a certificate in corporate community involvement from the Boston College Centre for Corporate Citizenship.

"Part of what prepared me for my new role with AEF was the work I did at Encana. My role with AEF puts me back into a similar space, but from a slightly different perspective," says Mr. Garossino.

**MAKING A BIGGER IMPACT**

Each year, the foundation, which operates at arms-length from APEGA, awards about 50 scholarships and bursaries worth about \$195,000 in total. Another \$95,000 is granted to science outreach organizations.

Among the business plan's aims are to:

- increase outreach funding
- boost the number and value of scholarships and bursaries, with a focus on students in financial need
- provide more financial support groups underrepresented in the engineering and geoscience professions, including young women and Aboriginals

One of Mr. Garossino's challenges will be to boost donations to meet these aims. To do this, he'll be reaching out to corporations and APEGA Members for support.

"We're not going to be immune to the challenges faced by all non-profit organizations, given the current economic downturn. I don't have any illusions about the speed at which we're going to open the flood gates of revenue flow," he notes. "We'll have to temper our expectations, especially when engaging engineering and geoscience corporations."

Still, there's plenty of reason to connect with corporate Alberta, even in a struggling economy.

"When companies have no money to give, what they have to give is their time and perspective. Now is a critical time to build and maintain those relationships. You build bridges before you need them. That will be a big part of what I'm doing in the next little while," says Mr. Garossino.

He'll also focus on strengthening relationships with Members. Individual donations from APEGA Members totalled \$190,500 in 2015. AEF wants to increase the number of individual donors from 4,000 to 5,000, and to increase the average donation from \$75 to \$100. That would mean \$200,000 more annually.

"We would like to inspire more APEGA Members to be more actively involved in supporting the foundation, so we can make a bigger impact in the community and on students," he says.

APEGA has a large membership, and many Members want to give back to the professions that have helped them achieved success. "They're really motivated to do that, so that gives us a great starting point."

Mr. Garossino will also be connecting with educational organizations, institutions, and students — groups the foundation supports — to better understand their needs.

He'll be working closely with the AEF Board of Directors to define a strategic engagement and revenue generation plan to help meet its long-term goals.

"There are some really important and valuable outcomes that can be achieved. I think the impact the foundation has could be increased dramatically. That potential exists; it's possible and really exciting," he says. "Our invitation to all APEGA Members is to join us and help us achieve those outcomes."

**FOUR WAYS TO DONATE**

Giving to the APEGA Education Foundation is straightforward. There are four donation options.

1. Attach a cheque for the foundation to your annual APEGA membership renewal form and mail it in.
2. Donate online anytime through the APEGA Member Self-Service Centre.
3. Donate online or begin monthly donations through CanadaHelps.org.
4. Download a donation form from the AEF website at [apega.ca/AEF](http://apega.ca/AEF) and mail in a cheque.

# YOU CAN MAKE A **DIFFERENCE** IN THE LIVES OF OUR YOUTH



By giving to the APEGA Education Foundation, you are helping students fulfill their dreams of one day becoming Professional Engineers or Professional Geoscientists.

Help remove the financial stress that can distract students from their studies. Your generosity ensures that the building blocks are in place for students to have a successful future in our professions.

Donate today at [apegaeducationfoundation.ca](http://apegaeducationfoundation.ca)



# Hints for Maintaining Your Mental Health

Mental health and mental illness are subjects people have a difficult time discussing, especially in the workplace. Ask any expert about the public's understanding of these issues, and you'll probably hear a refrain like this one: there's a lot of work to be done.

A public that's educated about mental health and mental illness is one that's:

- comfortable talking about mental health and mental illness issues
- able to identify potential problems before they emerge
- aware of how to promote mentally healthy habits, both personally and professionally

Here's some of what Dr. Keith Zukiwski, an Alberta psychologist, has to say on the matter.

## ELIMINATE STIGMA

The terms mental health and mental illness are used interchangeably, says Dr. Zukiwski. They shouldn't be, because the dichotomy leads to confusion and stigma. Many people think they don't need to act or get help unless they have an actual disorder.

But mental health and mental illness are not that discrete. Dr. Zukiwski explains it this way: "I think it is useful to understand mental health versus mental illness as a continuum and interaction of factors. Life. Satisfaction and happiness. A level of functioning socially, at work, and academically. Physiological stress. Mental discomfort or distress, addictions, and physical health."

Eliminating the dichotomy allows you to be proactive when you assess your mental state.

## HABITS OF THE MENTALLY HEALTHY

The first priority for those who seek to stay mentally healthy is to "honestly appraise their current state of health in terms of mental health and functioning," says Dr. Zukiwski, who recently presented at an Edmonton Branch professional development evening.

You should evaluate how you function in different areas of life, he says. Questions he asks his clients include:

- are there any psychological symptoms or moods such as anxiety, anger, or sadness that cause discomfort or problems for you or others?
- are there behaviours that cause problems for you or others?
- are there symptoms, such as anxiety, that keep you from doing the things you want or achieving goals?
- are you happy with your life in terms of relationships? Are any relationships failing or in need of attention?
- what is your level of stress and what are the contributing factors? What do you worry about: work, relationships, finances, behaviour of your children, caring for seniors?

## TACTICS AND APPROACHES

- Be honest with yourself.
- Consistently examine your work life and your home life.

- Accurately assess the state of your mental health and identify targets. Some of your habits may need to be eliminated, changed, or tweaked. Dedicate time and attention to them.
- Remain alert to the state of your mental health, especially in volatile times.
- Have frank conversations about your mental health with those close to you, and be prepared for the profound effect this can have.
- Promote the removal of the stigma of mental illness in your personal and professional worlds.
- Promote good mental health practices in the workplace.

Staying alert to the state of your mental health is always important, but especially in volatile times. Honestly assessing where you're at and having frank conversations with those close to you can have a profound impact on ensuring that you stay healthy. Both personally and professionally, there are steps you can take to remove the stigma of mental illness and promote good mental health practices in the workplace.

At APEGA, part of enriching the Member experience is in providing guidance, information, and benefits to help you lead fulfilling and healthy personal and professional lives. This article is one of many with practical, credible advice on maintaining your mental health. We encourage you to seek out others.

# MEMBER BENEFITS

Eligible APEGA Members can take advantage of the following discounts. Complete details of these group benefits can be found at [apega.ca](http://apega.ca) under Member Benefits and Member Insurance. Due to seasonal or other limited-time promotions, the Member discount may not be the lowest price — you are advised to compare. APEGA does not hold any Member insurance profile or policy information.

To be eligible you must be of active status and good standing in at least one of the following APEGA classifications: Professional Member, Permit Holder, Member-in-Training, ASAP Student, Life Member, APEGA employee. Proof of eligibility may be required, such as your APEGA Member card, staff identification, or letter of eligibility from APEGA.

To inquire about these benefits, check your eligibility, or provide service feedback, please email [memberbenefits@apega.ca](mailto:memberbenefits@apega.ca).

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# APEGA's Election is just days away

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**Friday, February 19, to Sunday, March 20, 2016**

## Have you reset your password yet?



On September 28, 2015, APEGA reopened the Member Self-Service Centre (MSSC) at [apega.ca](http://apega.ca). If you've attempted to login since then, you know that you were required to reset your password to gain access to your account.

If you haven't been to the MSSC since then, please go there now — particularly if you plan to vote during the election. APEGA's electronic voting system is run through the MSSC.

Visit [apega.ca](http://apega.ca) to get to the MSSC.

## Need Password Reset Help?

**Call 1-800-661-7020 and press 2 when prompted.**

If calling from outside North America, you must call the regular Edmonton number – 780-426-3990, press 2 when prompted.



# IN MEMORIAM

The Association received notice of the deaths of the following Members between November 1 and December 31, 2015.

## Life Members

- BOLLINGER, Kenneth Eugene, P.Eng.
- DOZZI, Severino Peter, P.Eng.
- GALLACHER, John David, P.Geoph.
- KHAN, Saulat Mohammad, P.Eng.
- NEUSS, Wayne Douglas, P.Eng.
- STEPHENSON, Stephen Valentine, P.Eng.
- THORSTEINSSON, Erik Thorvaldur, P.Geol.

## Professional Members

- BRADFORD, Charles Nathan, P.Eng.
- DABAGH, Nabil , P.Eng.
- IRVING, Dan , P.L.(Eng.)
- LI, Kaige , P.Eng.
- LO, Thomas Tit-Ok, P.Eng.
- MILNE, Ian Boland, P.Eng.
- SANDERSON, R J Bob, P.Eng.
- UKAT, Ekaide , P.Geol.

## Members in Training

- HUDSON, Anna Elizabeth, E.I.T.

# Celebrate National Engineering & Geoscience Month

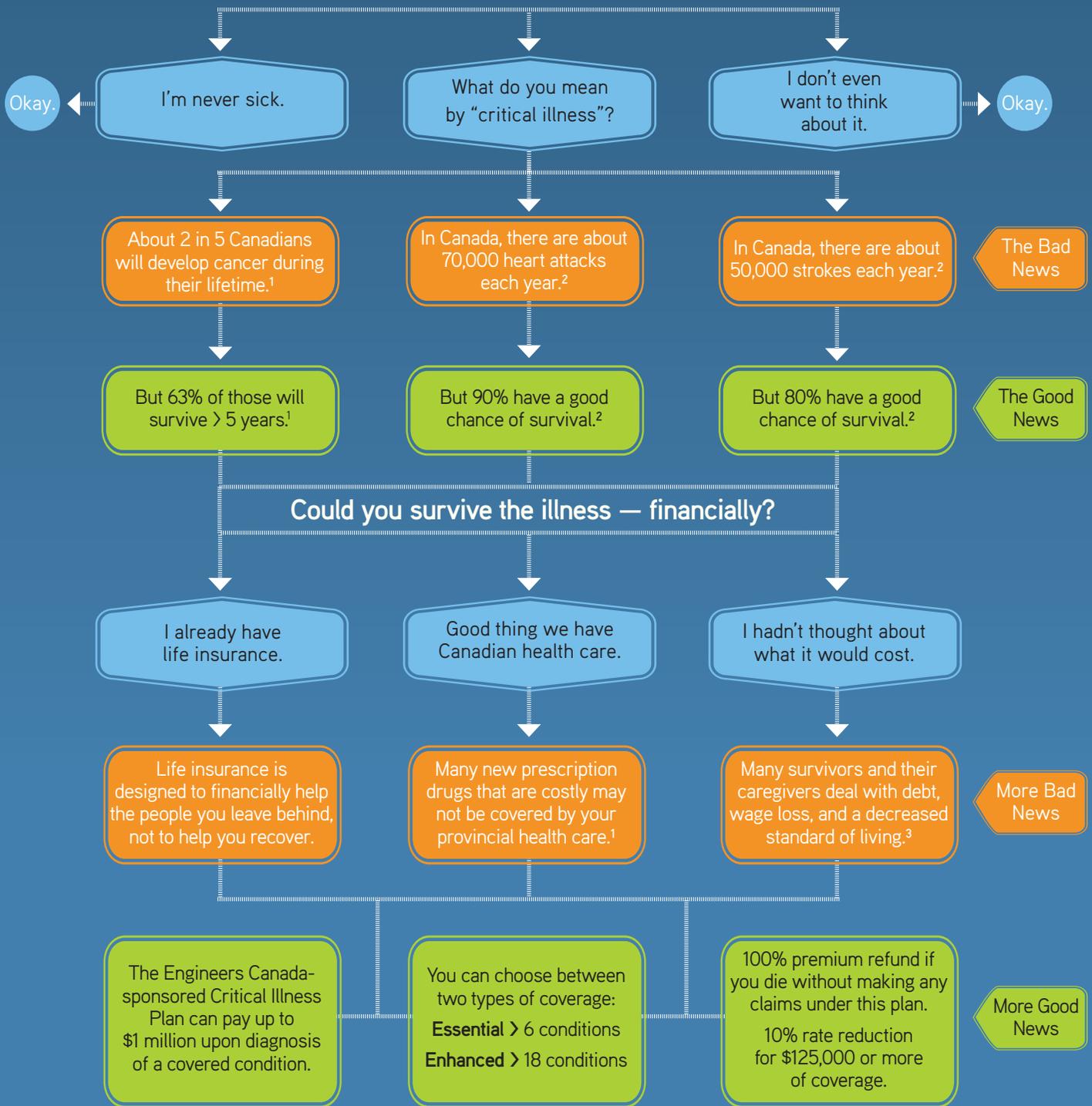
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<sup>1</sup> Canadian Cancer Statistics, 2013.    <sup>2</sup> Heart & Stroke Foundation Statistics, 2013.    <sup>3</sup> Colleen Nelson B.Ed, PBCE, "The Financial Hardship of Cancer in Canada: A Literature Review," Canadian Cancer Society, 2010.  
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November 24-27, 2016 in Calgary

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