



# THE LINK

Membership News, Programs and Activities

February/March 2001  
Volume 6, No. 1

## CEO of GE Canada to receive PEO Gold Medal

by Dwight Hamilton

Eight members will be recognized at PEO's 2001 Professional Engineers Awards to be held on April 21, 2001, at the association's Annual General Meeting.

Receiving the Professional Engineers Gold Medal will be Robert Gillespie, P.Eng., chairman and CEO of General Electric Canada Inc. in Mississauga. Gillespie began work at GE Canada back in 1952 after emigrating from Scotland and has managed almost all its business divisions over the years. Heading up GE's Canadian unit, Gillespie helped transform it from a regional player focused on the

domestic market, to one integrated with the firm's worldwide structure. New product mandates were won and substantial new investments were made in GE Canada, with the result that most products manufactured here are now for export.

Gillespie is also a former president of PEO (1994-95), has served four terms as a Councillor and is a Companion of the PEO Order of Honour. He received the Canadian Council of Professional Engineers Gold Medal Award in 1999.

Receiving Engineering Awards for Citizenship will be Norbert Becker, PhD, P.Eng., president of The Becker Engineering Group Inc. in Windsor; Raymond Mantha, P.Eng., manager of engineering, northern region, Ontario Ministry of Transportation in North Bay; and Anne Sado, P.Eng., senior vice president, business processes and operational effectiveness for Bell Canada in Toronto.

In addition to being an adjunct professor of civil and environmental engineering at the University of Windsor, Becker has been involved in design and construction projects in Canada, the U.S. and abroad. He has been a fundraiser for numerous charitable organizations and has donated his engineering services to community groups and needy churches, recently rescuing the historic Nazrey African Methodist Church in Amherstburg from demolition.

Mantha's volunteer activities have helped health, recreation, sports and education organizations flourish in Nipissing. He is president of the Rotary Club and chair of the board for his local YMCA in North

Bay, as well as YMCA Canada. Mantha promotes healthy lifestyles on a grassroots level through his local ski and canoe clubs, and as a high school football official.

Through her involvement in Junior Achievement of Canada, Sado has instilled an entrepreneurial spirit in thousands of young people for over a decade. Before joining the executive of the board of Junior Achievement of Canada, which provides business programs to over 200,000 students annually, she was chair of the Junior Achievement Charter in Peel. Sado is also a member of the Dean's Advisory Boards at the University of Toronto's Faculty of Applied Science and Engineering and the Faculty of Management Studies at Ryerson Polytechnic University.

Receiving Engineering Medals for Research and Development will be Hugo de Lasa, PhD, P.Eng., professor and director of the Chemical Reactor Engineering Centre at the University of Western Ontario and Donald Mackay, PhD, P.Eng., director, Canadian Environmental Modelling Centre at Trent University in Peterborough.

De Lasa's research involves the application of chemical reactor engineering principles to industrial processes, with special emphasis on environmentally friendly products and processes. He holds 11 Canadian and U.S. patents and has written three books and 119 refereed publications. As founding director since 1987, he has led the Chemical Reactor Engineering Centre through an impressive record of

achievements in industrial collaboration with 40 national and international companies, government research agencies and universities in 20 different countries.

Mackay's environmental modelling is employed around the world to help governments, industry and scientists better understand the behaviour of chemicals in the environment. The World Health Organization, Health Canada, Environment Canada, the United Nations Environment Program and the U.S. Environmental Protection Agency are just some of the institutions that have benefited from Mackay's work.

Receiving an Engineering Medal for Entrepreneurship will be Robert Simmonds, P.Eng., executive vice president, regulatory, for Telus Mobility (formerly Clearnet Communications Inc.) in Toronto. As a co-founder of Clearnet, Simmonds is regarded as one of the top wireless communications engineers in Canada and has been a lead player in formulating many equipment standards, frequency band plans, and radio and spectrum policies in Canada. Simmonds built Clearnet from startup to a company boasting \$6.6 billion in annual revenues.

Receiving an Engineering Medal for Engineering Excellence will be Douglas George, P.Eng., president, Diffraction Ltd., in Ottawa. George's image processing software, "Maximum DL," has become the top choice in many countries for astronomical applications. One client credits his program with aiding in 25 discoveries, and George himself has discovered both a comet and a super nova.



Robert Gillespie, P.Eng., chairman and CEO of General Electric Canada, is to receive PEO's Professional Engineers Gold Medal at an awards ceremony on April 21.

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2001 AGM program, registration form

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### A wealth of experience and brain power



On December, 13 former presidents of PEO attended a special meeting chaired by President Peter DeVita, P.Eng., to provide their insight on current issues facing the profession. The wide-ranging discussion covered the regulation of software engineering and other emerging areas of practice, the continuing relevance of the P.Eng. licence and of PEO, the emergence of the Ontario Society of Professional Engineers and Council's current strategic planning process. In the photo, DeVita and former presidents pose before a display that recognizes the contribution of Council presidents throughout PEO's history.

Back row, from left, are: Richard Quittenton, P.Eng. (1975-76); Gordon McHenry, P.Eng. (1968-69); Murray Patterson, P.Eng. (1978-79); Peter DeVita, P.Eng. (2000-2001); Patrick Quinn, P.Eng. (1999-2000); Nick Monsour, P.Eng. (1985-86); Richard Dillon, P.Eng. (1980-81); David Anderson, P.Eng. (1995-96); Peter Ridout, P.Eng. (1996-97); Tim Benson, P.Eng. (1979-80); John Bate, P.Eng. (1990-91). Seated in the front row, from left, are: Jane Phillips, P.Eng. (1993-94); Phil Lapp, P.Eng. (1982-83); Walter Bilanski, P.Eng. (1971-72, 1977-78, 1998-99).

WEACNEWS

# Getting involved in gender issues in engineering: a personal viewpoint

by Dr. Monique Frize, P.Eng., OC

When I was selected as the first Holder of the Northern Telecom/NSERC Chair on Women in Engineering, I intensively read and researched why few women enter engineering, and developed several strategies to alter this strange state of affairs.

Sadly, on my first day in December 1989, I attended the funeral mass held for 11 of the 14 women killed at the École Polytechnique engineering school in Montreal. Women had been separated from men in each class and gunned down by the man who used the last bullet for himself. This brutal beginning turned my job into a mission. *I wanted to see one thousand additional women in engineering for every woman who died on that fatal day.* This would mean graduating 14,000 new women engineers in Canada by the year 2000. Quite a task!

A 19-member committee was formed two months after the tragic event to assess barriers and find solutions to increase the participation of women in engineering. Deans, professors, students, teachers, parents and those governing the profession would need to do their part to increase diversity in a field that has been too homogeneous.

### The joys

Reading all I could on social studies related to the chair's topic was fascinating. I was finally putting names on events and attitudes that had bothered me during my 30-year career. I now understood that it was okay to be different and, in fact, it could be an advantage to a team if the differences are appreciated. I became involved in collaborative research with historians, social scientists and women's studies colleagues to study various aspects of women in engineering topics. This opened my world to a whole new scholarly approach.

I also found several men and women committed to being agents of change. Moreover, I was frequently interviewed and invited to give speeches and talks on the issues and solutions. This demonstrated a high level of interest in the topic.

The ultimate joy in the past decade was the opportunity to meet many wonderful women engineers and scientists. I had met so few in my mainstream engineering work, but now women of all ages were becoming part of my life. This enabled my own femininity to become more visible, more overt. It was now okay to be a woman and an engineer.

### The sorrows

A sad aspect is meeting some women who say: "There are no gender issues in engineering and we don't want to be treated differently from men"; or "I am not a woman engineer, I am an engineer." Some women say they have never suffered any unpleasant events and this may be quite true. But conversely, there may be some women who are also in denial or are unaware of the different treatment that male engineers receive during their careers, such as quicker promotions, easier networking (old boys' club), positive assumptions about their abilities, and being surrounded by male role models. The saddest part of this attitude is that these women will probably never take part in efforts to eradicate sexism, discrimination and a culture that values masculine attributes over feminine ones.

### The dangers

No matter how much you keep up your engineering role, a danger of being involved in gender issues is that the gender role can eclipse the engineering role. You become tagged with the gender role, and colleagues may see you only in this light and forget the engineering side. To retain the visibility of your engineering role, writing papers and making conference presentations are not enough. One must be involved on the political side of engineering governance and volunteer on committees considered "mainstream."

In January 2000, I decided that a decade of personal commitment, and a crazy schedule, made it difficult to keep up with the two full-time roles. I needed to make my engineering role

more visible, so I contacted a few colleagues in my discipline and offered to review articles for journals and conferences. I also talked to my provincial association of engineers about my interest in ethics and professional practice matters.

Within a few weeks, I was asked to join committees that provide guidance on science and engineering policy in Canada and in the profession. I have also joined an ethics review board in a major medical centre.

Invitations to present my biomedical research and to chair sessions at conferences are beginning to reoccur. To retain enough time for these additional commitments, I resigned from a number (but not all) of gender-related committees. Through succession planning, I have found competent women leaders to replace me on several.

### Lessons learned

The lesson I have gleaned is that it is essential to review balance, both in your professional and personal life—almost on a yearly basis—and to make deliberate choices about who you are and who you want to be. If you have acquired useful experience in gender issues, you should get involved in volunteer work, but in a measure that keeps a balance in your life.

The Chairs for Women in Science and Engineering in Canada model requires a major dedication to gender issues, which may create a situation of partial isolation or side-streaming for a while. However, this will give unprecedented impetus to move the gender agenda more quickly, so that the program can come to an end following a successful outcome: more gender balance in science and engineering and a more positive environment for everyone.

It is vital for our colleagues to remember who we really are and not sideline and/or take us away from our main engineering role. This will create less pressure for the women and men who take on the gender tasks that will lead to increasing diversity in our profession. In this new century, I

# CHAPTERCALENDAR

PEO Chapter Calendar lists upcoming chapter meetings and events. Send listings to: Sharon Gillam, Field Operations, PEO, 25 Sheppard Avenue West, Suite 1000, Toronto, ON M2N 6S9; fax: (416) 224-8168; email: sgillam@peo.on.ca. Deadline for the June/July 2001 issue is May 31, 2001.

### MARCH

#### March 3, 2001

BRAMPTON—Engineering Week Function, Tour of Canadian Warplane Heritage Museum. Meet at Shopper's World (Hwy 10 and Steeles Ave.) at 9 a.m.; arrive at the museum in Hamilton at 10 a.m. to tour the facilities. Lunch may be bought at the museum. Return at 2 p.m. Cost: \$6 for adults, free admission for children. **Contact:** Amity Lam, P.Eng., (905) 874-3065, ext. 27 (b), or Max Morrow, P.Eng., (416) 746-0662 (b); email: mmorrow@bayform.com

#### March 14, 2001

BRAMPTON—*Hockey Dad, Hockey Mom*, Heritage Theatre, Brampton. Cost: TBA. Preregister by March 1. **Contact:** Dave Carter, P.Eng., (905) 678-7820 (b).

#### March 24, 2001

TORONTO-HUMBER—Latin and Ballroom Dance Party, with complimentary lesson, King Dance Studio, 79 King Street E. Dance lesson: 8 p.m. Dance party: 9 p.m.—midnight. Cost: \$10/person (paid in advance). **Contact:** Ed Grandy, P.Eng., (416) 241-9019.

#### March 31, 2001

OAKVILLE—Curling Bonspiel, Oakville Curling Club, Oakville, 1-3 p.m. Cost: \$12.50/person. All chapters welcome. Whether novice or hotshot, fun is guaranteed at the annual curling bonspiel. Reserve early, since space is limited. **Contact:** Donna Wedgbury, P.Eng., (905) 849-7163, or email: urbane@iname.com. RSVP by March 24.

### APRIL

#### April 3, 2001

TORONTO-HUMBER—Tour, DaimlerChrysler Etobicoke Casting Facility, 15 Brown's Line (north of Lakeshore Blvd.), 6:30 p.m. Cost: \$5/person (paid in advance). Tour is limited to 30 people and is for PEO members only. **Contact:** Liliana Urmuzache, P.Eng., (416) 745-7853, or Ed Grandy, P.Eng., (416) 241-9019.

### MAY

#### May 8, 2001

BRAMPTON—Financial Seminar—"Effective Strategies To Reduce Income Tax," 7 p.m., Hansa House, 6650 Hurontario Street, Mississauga. Free to PEO members and friends. Please call Steve Stashin to preregister, as seating is limited. **Contact:** Steve Stashin, P.Eng., (905) 791-4410 (b); email: regal@idirect.com

hope that more people will become involved in making it happen, and my mission will then revert back to a vocation.

**Dr. Monique Frize, P.Eng., is a professor in systems and computer engineering at Carleton University, professor in the School of Information Technology and Engineering at the University of**

**Ottawa and the holder of the NSERC/Nortel Joint Chair for Women in Science and Engineering (Ontario).**

**Note:** Published with the permission of the IEEE, as a revised version of an article to appear in the March 2001 issue of *The Institute* newsletter.

# Women in engineering conference slated for Ottawa

by Daniela Iliescu, P.Eng., WEAC member

Plans are taking shape for the 12th International Conference of Women Engineers and Scientists (ICWES12 Conference), with a great program featuring results of research and activities related to women in science and engineering from around the world. It will be held July 27-31, 2001, at the Ottawa Congress Centre. Engineers and scientists are invited to come and share their ideas, research and programs.

Activities will include: papers; panels, workshops and roundtables; posters; and a student paper competition. There will be two symposia on the themes of "Global Climate Change" and "Ethics in Science," and plenary sessions with internationally renowned speakers.

Technical and non-technical papers will be peer reviewed for inclusion in the proceedings. The main

themes for papers are:

- ◆ promotion and retention of women in schools, universities and the workplace;
- ◆ statistics on women in science, engineering, mathematics and technology in various countries;
- ◆ impact of women on technology/impact of technology on women;
- ◆ social sciences and women's studies;
- ◆ global climate change;
- ◆ globalization and alternative paradigms;
- ◆ ethics in science;
- ◆ computer science, information and communication;
- ◆ technical papers in any scientific or engineering discipline.

The program will also include panel discussions on:

- ◆ promoting multidisciplinary and gender equity;
- ◆ women and computing;
- ◆ affirmative action and policies;
- ◆ women in engineering;
- ◆ philosophy and women in science;
- ◆ women in industry (family-friendly organizations).

ICWES12 is co-hosted by the Canadian Coalition of Women in Engineering Science and Technology as the 9th conference in their series.

For more information, contact: ICWES12 Secretariat, 4462 Mackenzie Bldg, Carleton University, 1125 Colonel By Dr., Ottawa, ON K1S 5B6; fax: (613) 520-2109; website: www.icwes12.org; email: Cheryl\_Cadrin@carleton.ca.

## Council approves eliminating citizenship/residency requirement for licensure

JANUARY 11-12, 2001 MEETING

by Alison Piper

In a move aimed at promoting reciprocity with professional engineers in Michigan, Council passed a motion to approve amending the Professional Engineers Act to eliminate the residency/citizenship requirement to obtain a licence to practise professional engineering. Specifically, the amendments would involve removing from the Act the requirement to be either a Canadian citizen or have permanent resident status in Canada in order to become a P.Eng., or to obtain a limited licence from the association.

Council passed a second motion to formally state that PEO desires reciprocity with engineers from Michigan State.

The move to initiate the changes to the Act was prompted by senate bills introduced in Michigan last fall that would allow the granting of licences to professionals licensed or registered in Ontario by a regulatory authority equivalent to Michigan licensing authorities, provided that authority grants reciprocity to individuals who are licensed or registered in Michigan. Although the

bills had not been passed by year-end and died on the order paper, there are plans to reintroduce them this spring, and PEO and Michigan representatives met recently to discuss ways the legislation might be amended before its reintroduction to speed its passage. If passed, the new legislation could open the door to bilateral agreements between licensing bodies in Michigan and Ontario, including PEO and Michigan's state licensing board for engineers.

### Council approves PEO's Strategic Vision

Council has now agreed on the kind of organization PEO will aspire to be in the future and what it must achieve to make this vision a reality. Council approved the Vision and Strategic Imperatives portion of the draft strategic plan it received in October. These sections of the plan had been revised since October by the Strategic Planning Steering Group, based on feedback it received on the draft. Calling the initiative "the most significant work we've done all year," Councillor David Sims said he believes the Vision and

Strategic Imperatives will "serve as the foundation for a lot of important work."

PEO's strategic plan was developed based on consideration by a Council Strategic Planning Steering Group of the output of two full-Council brainstorming sessions held in 2000, and studies undertaken by the Canadian Council of Professional Engineers and others (see *The Link*, June/July 2000, pp. 1, 3; *Engineering Dimensions*, July/August 2000, p. 17, and September/October, p. 28). Council received the draft in October, after which it was posted on PEO's website for member comment. Feedback on the draft was used to finalize the Vision and Imperatives.

The approved Vision is: "Professional Engineers Ontario strives to meet the needs of Ontario society by licensing and regulating the entire practice of professional engineering in an open, transparent, inclusive manner."

The Strategic Imperatives represent what must be achieved before the Vision can be realized. They are:

- ◆ PEO is redefined as the regulatory body for engineering in

Ontario.

- ◆ All stakeholders demand the use of licensed engineers to practise professional engineering and appreciate the value of the P.Eng.
- ◆ PEO assures that the standards of qualification, practice and professional conduct for PEO membership promote competent and ethical practice, but do not impose artificial barriers to initial or continuing membership.
- ◆ PEO has processes, procedures, practices and governance structures that continuously enhance PEO's effectiveness in its core functions and enable it to respond quickly to changing conditions.
- ◆ PEO assures that Ontario society is served by global engineering.

The draft strategic plan defines Strategic Goals to be achieved toward each of these Imperatives and Strategic Initiatives for each of the Goals. Council was asked to review the Goals and Initiatives further and to provide feedback, so that the Steering Group can finalize these for Council approval at a future meeting. Once

Strategic Initiatives have been finalized, action plans for each of them will be developed in sync with the association's annual budgeting process.

### Software Engineering Task Force updates progress

Council received a progress report from PEO's Software Engineering Task Force, chaired by Councillor George Comrie, P.Eng. The task force was formed following Council's September meeting, when Council decided that PEO cannot support the concept of a separate body to accredit software engineering programs, as proposed in the Software Engineering Panel's report. The proposal would involve creating a new and separate accreditation board comprising representatives of the Canadian Engineering Accreditation Board (CEAB) and the Computing Science Accreditation Council of the Canadian Information Processing Society (CIPS), which would accredit all Canadian software engineering programs.

(Continued on page 11)

### Professional misconduct now includes "harassment"

The definition of professional misconduct in Regulation 941 under the Professional Engineers Act has been revised to explicitly include "harassment." Council was informed that PEO had been notified by the Attorney General's office that the revised definition became effective December 15, 2000, when an amendment to amend the definition of professional misconduct was filed as O.Reg. 657/00.

The amendment added "harassment" to the list of actions that comprise the definition of professional misconduct, in subsection 72(2) of Regulation 941. In addition, subsection 72(1) was amended by adding the following definition: "harassment means engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known as unwelcome and that might reasonably be regarded as interfering in a professional engineering relationship."

In 1996, Council approved a recommendation of the Women in Engineering Advisory Committee that harassment be added specifically to the definition of professional misconduct. The move was aimed at sending a clear signal that the engineering profession does not tolerate any form of harassment in professional practice.

To prepare for the regulation change, PEO last year published a *Guideline on Human Rights in Professional Practice* to inform members about issues surrounding harassment and discrimination in the workplace. The guideline deals mainly with aspects of human rights in employee/employer and workplace situations, and outlines the responsibilities of professional engineers in helping to prevent occurrences of harassment and discrimination in the workplace and addressing them when they occur. It was developed by a subcommittee of PEO's Professional Practice and Women in Engineering Advisory committees, and is available from the Professional Guidelines page under the Professional Practice button on PEO's website at [www.peo.on.ca](http://www.peo.on.ca). Printed copies may be purchased by returning the Publications Order Form in *Gazette* or on the website.



Professional Engineers  
Ontario

## 2001 Professional Engineers Ontario Directory

### Order now to reserve your copy

Available exclusively to PEO members, this valuable reference will list over 63,000 professional engineers, including:

- ◆ complete name
- ◆ employer/business
- ◆ business address
- ◆ education
- ◆ chapter

New in this edition:

- ◆ Directory of Certificate of Authorization holders
- ◆ Directory of Designated Consultants

#### DON'T WANT YOUR NAME IN THE DIRECTORY?

Please complete the following and return to PEO by April 12, 2001, to ensure that your name **will not** appear:

Name: \_\_\_\_\_  
Membership #: \_\_\_\_\_  
Signature: \_\_\_\_\_

#### NOTICE TO ALL MEMBERS

If you have not returned a Membership Information Update form recently, please help us to ensure that our database information is correct by reporting changes of information promptly to PEO's Records Department (416-224-1100 or 1-800-339-3716; fax: 416-224-8168 or 1-800-268-0496), or by contacting Records to verify the information on file. You may also email information changes to Susan McNeil at [smcneil@peo.on.ca](mailto:smcneil@peo.on.ca)

### Order Form—2001 Professional Engineers Ontario Directory

I am a member of Professional Engineers Ontario. Please send me:

\_\_\_\_\_ book(s) @ \$35 (includes GST of \$2.29)..... \$ \_\_\_\_\_  
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City: \_\_\_\_\_ Province: \_\_\_\_\_ Postal Code: \_\_\_\_\_

Visa Number: \_\_\_\_\_

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PEO Membership Number: \_\_\_\_\_

All prices include shipping and handling.  
An invoice will accompany the Directory when shipped.  
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Send directory orders or requests to be excluded to: 2001 PEO Directory, c/o Connie Mucklestone, Professional Engineers Ontario, 25 Sheppard Avenue West, Suite 1000, Toronto ON M2N 6S9. Fax: 416-224-8168 or 1 800-268-0496.



Professional Engineers  
Ontario

# Minutes of the 78th Annual Business Meeting

SATURDAY, APRIL 15, 2000—CHAIR: P.J. QUINN, P.ENG.

The 78th Annual Meeting, Professional Engineers Ontario, was held in Salon D of the Airport Marriott Hotel, Toronto, Ontario, on Saturday, April 15, 2000. The meeting was called to order by President P.J. Quinn, P.Eng.

The President welcomed all present, including special guests and colleagues from constituent provincial associations, to the Annual Business Meeting of Professional Engineers Ontario.

He referred to the eight members who had been honoured the previous evening for their significant contribution to the profession, and expressed appreciation to all members who participated actively in meetings, committees and conferences, such as the Annual Meeting.

President Quinn said that the agenda of the business meeting would include the signing of the Memorandum of Understanding for the new advocacy organization, and a review of the changes that had occurred and the work accomplished by elected officials, volunteers and staff during the past year. He said the changes had required hard work through difficult times and that staff had been superb in dealing with those times.

He commented that huge strides had been made in preparing the engineering profession to meet the challenges of the new century; considerable progress had also been made in the association's governance and regulatory processes, so that the profession is seen to be open and fair without compromising public safety or lowering standards. The issue of separation of regulatory and advocacy functions had been settled, he said, which would allow both sides to be dealt with better. These changes would enable PEO to focus its activities on fulfilling its primary responsibility under the Professional Engineers Act, which is licensing professional engineers and regulating engineering practice in order that the public interest is served and protected.

The President then referred to the order of business for the meeting as outlined in By-law No. 1 and in the agenda distributed at the meeting. As the first order of business, he introduced the members of the 1999-2000 Council: Peter DeVita, P.Eng., President-elect and incoming President; Ted Wisz, P.Eng., Vice President (elected); Richard Braddock, P.Eng., Vice President (appointed) and East Central Region Councillor; Gordon Sterling, P.Eng., incoming President-elect and East Central Region Councillor; Walter Bilanski, PhD, P.Eng., Past President; Appointed Councillors Peter Frise, P.Eng., Robert Goodings, P.Eng., June Hannah, SMP, Maureen Jensen, FGAC, Kenneth Lopez, P.Eng., Nicholas Monsour, P.Eng., Maximus Perera, P.Eng., Laurier Proulx, CET, David Sims, LLM, QC, Tom Sivalingham, C.Eng., and Gregory Wowchuk, P.Eng.; Councillors-at-Large Gina Cody, P.Eng., Denis Dixon, P.Eng., and Kam Elguindi, P.Eng.; Eastern Regional Councillors Kenneth McMartin, P.Eng., and Chris Roney, P.Eng.; East Central Region Councillors Richard Braddock, P.Eng., and Gordon Sterling, P.Eng.; West Central Region Councillors Danny Chui, P.Eng., and David Kempster, P.Eng.; Western Region Councillors Thomas Hires, P.Eng., and Roydon Fraser, P.Eng.; and Northern Region Councillors Tony Cecutti, P.Eng., and Bruce Clarida, P.Eng.

## Adoption of the Minutes

It was moved by K.C. McMartin, P.Eng., seconded by G.P. Cody, P.Eng., that the Minutes of the 1999 meeting, published in the February/March 2000 issue of *The Link* and distributed at this meeting, be adopted.

*Motion Carried*

## Business arising from the Minutes

President Quinn reported that four motions had been presented to the 1999 AGM. He reviewed the outcome of the one motion that had passed, as well as action taken by Council in relation to two of the motions that had failed.

- ◆ *Recorded votes (motion carried).* The motion called for votes of Councillors to be recorded and made part of the public record of PEO, except in matters of confidentiality.

Council had determined that a manual count would be too time consuming and that the cost of an electronic voting system was not warranted. As a compromise, it was suggested that Councillors be encouraged to ask for recorded votes on contentious issues, or on issues where they wanted a record of their vote kept. Since agendas are available on the association's website prior to a meeting, it was also recommended that Chapter Chairs advise their Regional Councillors of the issues on which they would like a recorded vote.

- ◆ *Update of membership list (motion defeated).* This motion dealt with updating PEO's membership list and providing it free to members on searchable electronic media, such as a compact disk.

The motion was defeated, but Council recognized that PEO should maintain an up-to-date register of licensed professional engineers as part of its duty as the governing body for the profession in Ontario, and that portions of that register should be available to the public as well as to other members. Therefore, Council had approved a proposal to replace PEO's current member database software. The software selected has been in use by a number of licensing bodies in the United States and modifications will be made to fit PEO's requirements, particularly relating to its admissions process.

Implementation of the project will divide the work into a series of tasks with payment tied to task completion. The first phase, already in progress, will transfer all of PEO's regulatory functions to the new database. Phase two, to begin later in the year, will bring Internet-based e-commerce to PEO. The scope of this phase is still being defined, but an on-line membership register and the ability for members to update their PEO information on-line must be part of the new system.

- ◆ *Volunteers and the loss of income (motion defeated).* This motion dealt with reimbursement of PEO members for loss of income when travelling to and attending association committee meetings. The matter had been discussed in the past, but no decision was made. Paying for the services provided by volunteers would require triple PEO's present income.

However, Council recognizes the need to attract volunteers who will help make the association a vital organization and profession, and that the issue of payment must be faced. Accordingly, Council has directed the Regional Councillors Committee to investigate what barriers to PEO participation members face and to propose solutions. A report is due by the end of June 2000.

As well, the Advisory Committee on Committees and PEO's staff in the Professional Affairs Department have developed plans for a more formal volunteer management program to add value to volunteering for PEO committees, task forces and other task groups. The program will seek to optimize member and non-member participation by better matching the skill sets of volunteers to committee and task group requirements. Establishing volunteer orientation, training, development and recognition programs are also part of the plan. Depending on progress of the new membership database project and the findings of the review of barriers to participation, it is hoped to begin part of the improved program by mid-year. How PEO recognizes volunteer service and achievements will be a very important element of the program's success.

- ◆ *Questions and comments from the floor.* Concern was expressed about how to recruit members, particularly young ones, to join chapters and committees and how to keep them involved. In response to a question, it was noted that some organizations compensate their volunteers.

Responding to a question, the President stated that, while some votes were recorded at Council during the year, the percentage was low (perhaps one or two a Council meeting).

A request was made that every member be provided a compact disk membership list, and that the association not be concerned about potential commercial abuses of it. This would enable chapters to invite members to attend their local chapter meetings.

## Financial report

Danny Chui, P.Eng., chair, Finance Committee, referred to the Auditors' Report and the financial statements, which appeared in the March/April 2000 issue of *Engineering Dimensions* and had been distributed at the meeting.

Treasurer Linda Prince, CA, then highlighted a few items in the audited financial statements for the year ended December 31, 1999.

- ◆ Both revenue and expenditures declined in 1999, mainly due to the change in experience requirements from three years to four years.
- ◆ After rising dramatically in 1998, applications returned to more normal numbers in 1999, resulting in a fall in application fee revenue of approximately \$430,000.
- ◆ Examination fees, Certificate of Authorization fees and miscellaneous income increased by approximately \$100,000.
- ◆ Staff salaries and benefits decreased by approximately \$530,000, primarily due

to a larger-than-normal turnover in staff, particularly senior staff. Due in part to these staff changes, a number of programs were put on hold or deferred.

- ◆ In particular, expenditures in communications declined by approximately \$560,000, due to:
  - ◆ cancellation of TV advertisements in 1999 (a saving of approximately \$250,000);
  - ◆ the Professional Excellence Program, approved by Council, was put on hold (a saving of \$70,000);
  - ◆ the Order of Honour Awards were not held in 1999;
  - ◆ *Engineering Dimensions* and sundry publication costs declined due to a dramatic decrease in postage costs.

The Treasurer noted that PEO had an excess of revenue over expenditures of approximately \$1.3 million, and that the balance sheet indicated the association was in a sound financial position with current assets exceeding current liabilities by \$2.2 million.

In planning for the separation of advocacy services, she said, certain long-term or portfolio investments that matured in 1999 were reinvested in short-term deposits to ensure that cash funds will be available to transfer money to the advocacy body without incurring penalties.

In answer to a question, the Treasurer stated that PEO's policy prohibits investment in stocks, so that its money is secure.

Members' equity was approximately \$10.1 million at December 31, 1999, which will decline during the year. PEO has approved a deficit budget of \$736,000 and a capital budget of \$617,000 for the year 2000. There will also be an additional amount to be determined for Phase 2 of the system implementation. Also, PEO will make a one-time transfer payment equivalent to 10 per cent of PEO's unrestricted members' equity of approximately \$930,000.

During discussion, the Treasurer explained that the increase in accounts payable and accrued liabilities on the balance sheet was due to expenses already incurred but not yet invoiced.

It was moved by G.G.M. Sterling, P.Eng., seconded by K.G. Lopez, P.Eng., that the financial statements as presented be adopted. *Motion Carried*

## Appointment of auditors

It was moved by C.S. Cantlie, P.Eng., seconded by A. Jain, P.Eng., that the firm of Deloitte and Touche be appointed as auditors of the association for the 2000 financial year.

*Motion Carried*

## President's report

President Quinn reported that the past year had been productive for PEO, and outlined Council's accomplishments.

## Changes to the Act

He said measures had been introduced to ensure that admissions, complaints, discipline and enforcement processes and policies are fair, efficient, transparent, accessible, and that they are seen to be so.

Council had approved 66 recommendations from the Task Force on Admissions, Complaints, Discipline and Enforcement, which had reviewed in depth these core regulatory functions. Half of the recommendations dealt with administrative changes, he said, approximately a quarter related to revisions of PEO policies for handling its regulatory responsibilities, and the remaining recommendations required revisions to the Professional Engineers Act and Regulation 941 before being implemented.

Details of the action plan for amending the Act and Regulation were published in the March/April issue of *Engineering Dimensions* and were posted on PEO's website.

President Quinn said that as a result of the recommendations of the Task Force, the Evolution of Engineering Admissions Task Group, chaired by Councillor Roydon Fraser, P.Eng., had been established to examine PEO's admissions process in greater depth than was possible as part of the general review. The Task Group would examine alternatives to the current admissions process and ways to enrich the process so that it protects the public interest and is also fair in perception and in reality. He said the goal is to ensure that PEO's admissions processes maximize protection of the public within pragmatic constraints, that they can be easily explained to the public, and that they can be adapted to accommodate societal and technological change. The Task Force will present an interim report to Council in June, with a final report and recommendations due in February 2001.

### Chapters

President Quinn referred to the Chapter Structure and Revitalization Team (START), which had been established to review the longevity, vitality, resourcefulness and independence of PEO's chapters; to quantify the needs of the volunteer-driven chapter system; and to ensure its success. After consulting with chapter executives and members, START had produced a White Paper, which Council received on March 24, 2000 and which had been presented to chapter leaders for approval. The White Paper documented the existing chapter system, determined that it has continuing value to the engineering profession, and recommended the role that the chapter system should play.

He said the White Paper also recognized the contribution of chapters in such local activities as the province-wide Engineer-in-Residence program, and the various activities held during the Canada-wide National Engineering Week.

In connection with PEO's Engineer-in-Residence program, established to help professional engineers and teachers make applied science more accessible to students by bringing the curriculum to life, President Quinn noted that the Ontario government had recognized the program with a \$45,000 contribution to support it.

### Emerging disciplines

The opening up of PEO's regulatory processes and the separation of the advocacy functions offer many opportunities for enriching the profession, President Quinn said. During the coming months, he noted, PEO would consider policy development and decisions involving the professional engineer licence, scopes of practice for licence holders, recognition and regulation of emerging technologies, Certificates of Authorization, committee restructuring and the development of a multi-year plan for PEO as a regulatory body. He said PEO had begun to focus its efforts on meeting its statutory mandate under the Act of regulating engineering, which applies to emerging engineering as well as the established disciplines.

A Bioengineering Task Group had begun investigating regulation of the

emerging discipline of bioengineering, he reported. The Task Group would work with engineering educators, the Canadian Engineering Accreditation Board, and other stakeholders to define a core knowledge for bioengineers and the areas of practice requiring the skills of licensed bioengineers.

He said that in 1999, PEO had recognized software engineering as an engineering discipline, and developed criteria to license software practitioners and to define the areas of software design and development considered to be the practice of professional engineering. By the end of 1999, 150 software specialists were licensed as professional engineers. This number was expected to increase as PEO continued to promote the value of licensure in the high-tech sector and its desire and ability to license those working in this area.

President Quinn said that PEO's approach to regulating the software field is the essence of responsible self-government. PEO's duty is not only to regulate professional engineering as it is practised today, but to look ahead to identify where the profession would be practised in the future and what aspects of that practice would require oversight to serve and protect the public interest. Every advance in technology must be critically examined for its potential impact on the public and the ways in which professional accountability can be brought to bear to minimize negative impacts. As the creators and managers of new technology, there is no group better placed than professional engineers to conduct these examinations, and PEO must take its place and role in that.

### Geoscientists

President Quinn reminded members that the Toronto Stock Exchange/Ontario Securities Commission Mining Standards Task Force had recommended that Ontario geoscientists be licensed under their own Act. The early draft of the Act was released for public comment in March.

PEO's Definition of Geoscience Task Force, in negotiations with the Association of Geoscientists of Ontario, had been successful in ensuring that the practice of licensed geotechnical and geological engineers would be unaffected by the Geoscientists Act, because the definition of professional geoscience specifically excluded the practice of professional engineering as defined by the Professional Engineers Act. Also, licensed professional engineers using geoscience principles in their work would not be required to be licensed as professional geoscientists, nor would they require a Certificate of Authorization from the Association of Geoscientists if they hold a C of A issued by PEO.

After going through some difficult times, there is a good working relationship between geoscientists and engineers, he reported.

### World Trade Organization

President Quinn said PEO had recently been invited by Industry Canada to comment on whether the accountancy proposal, which it is putting forward in the next round of talks at the WTO's annual General Agreement on Trade in Services, could be applied to harmonize trade in engineering services under GATT (General Agreement on Tariffs and Trade).

On the recommendation of the Academic Requirements and Experience Requirements committees, which had examined the accountancy proposal in detail, PEO was encouraging the Canadian Council of Professional Engineers to put forward a national position that would call on the WTO to recognize the public protection mandate of Canada's engineering associations, and would stress the need for the profession in Canada to maintain high admission standards and to protect its regulatory powers.

He said engineering has been referred to as the first "global" profession, because it can be interchanged, exchanged and used throughout the world on a fairly uniform basis. That is a challenge that the profession should try to deal with.

### Advocacy

President Quinn reported that PEO members had overwhelmingly supported the creation of the Ontario Society of Professional Engineers in the referendum conducted with PEO's Council elections (80% of responses were in favour of creating an independent organization).

Establishing an advocacy organization for engineers and engineering will attract young and future-oriented engineers to the profession, he said. It will enable PEO to serve as the gateway to its member-oriented sister organization, which will act where PEO has been unable to act and will promote the interests of the profession and its members.

By moving beyond regulation to broaden the influence and enhance the status of the engineering profession, the Ontario Society of Professional Engineers could provide a think tank environment where ideas would be generated, evaluated and tested. It could become a vocal, visible, proactive voice for engineering in Ontario, committed to addressing strategic issues over the long term, he said.

On March 24, 2000, Council had approved the appointment of two directors from PEO to the OSPE Interim Board, President Quinn reported. They are Councillor Bob Goodings, P.Eng., chair, Joint Advocacy Implementation Committee, and Councillor Max Perera, P.Eng. Along with two directors from the Canadian Society for Professional Engineers, Jeremy Cook, P.Eng., and Stewart Crampton, P.Eng., and one other named by mutual agreement (Todd Springer, P.Eng.), they had incorporated the new organization and would serve until the first general assembly.

### Conclusion

President Quinn thanked and congratulated everyone who had put so much effort and spirit into making all the things he had talked about happen.

Over the past year, he said, PEO had achieved an important objective in the passage of the advocacy referendum. Through separate and independent regulatory and advocacy organizations, engineers would be able to establish clear mandates for each body and decide what benefits they required. They had the opportunity to take control of their destiny once again, to create the future to which a great profession should aspire. He expressed confidence that their hopes would prevail, and that with patience, faith and the continuing effort of all engineers, the profession's destiny would be fulfilled.

The President then again extended congratulations to all who had participated in a really historic situation.

In conclusion, President Quinn referred to his last message in *Engineering Dimensions*, and apologized to anyone whom he may have offended in his impatience for change. He said he realizes that some people might have felt slighted by his criticism of the past, but that there had been no slight intended. He said his underlying goal had been to promote the profession's growth and progress. He said his hopes for the future were that the profession could now move ahead, united and more effective than ever.

### Questions and comments

During discussion, comments included the following:

- ◆ "Political engineering" should be given careful consideration because the public interest, welfare and PEO's image with the public are closely related to it.

- ◆ PEO needs young engineers to continue to carry the burden.

- ◆ Emerging professions need regulation and PEO should be involved in order to protect the public.

Concern was expressed by several members about non-registered individuals doing engineering work and calling themselves "engineers." Suggestions on ways to improve the situation included:

- ◆ expanding the perception of what a licensed engineer is versus an unlicensed graduate;
- ◆ instilling in young people the pride of being a professional;
- ◆ convincing employers that it is important for them to employ licensed engineers to do engineering work;
- ◆ creating the perception that a licensed engineer will have greater skills and knowledge than an unlicensed person; and
- ◆ looking more closely at the industrial exemption clause.

In response to a question, it was reported that PEO had recognized the need to do a lot more in the enforcement area, and that a committee on enforcement had been appointed to look into the problem of non-engineers practising engineering.

### Resolutions and open discussion

The President referred to the resolution at each place, which had been submitted in advance and in writing, and outlined procedures relating to the presentation of resolutions, which serve as a vehicle for members in attendance to express their views on matters relating to the affairs of the association:

- ◆ Members are requested to describe clearly the issue being addressed and how the motion advances the objectives of the Professional Engineers Act.
- ◆ The AGM provides a forum to assess whether views reflected by the motions are shared by the members present at the meeting.
- ◆ Resolutions presented for discussion at the 2000 AGM and the outcome of the voting would be published in the May/June 2000 issue of *Engineering Dimensions*.
- ◆ Resolutions passed would be referred to Council for consideration.
- ◆ Council considers issues raised at the AGM to be important and will address resolutions passed in an expeditious manner. The mover and seconder of a resolution passed will be invited to address the resolution in detail at the Council meeting at which it is to be considered.

The President then stated that the mover and seconder of the resolution would be given an opportunity to speak; discussion from the floor would follow and, at the direction of the Chair, the resolution would subsequently be put to a vote.

### AGM resolution

Preamble:

The Act says that engineering work in Ontario can only be carried out by a Registered Professional Engineer.

PEO has recently expended a great deal of effort trying to define what engineering or engineering work is. The words that resulted from this are "... application of engineering principles..." This does not clarify the understanding for even an engineer, let alone a member of the public.

Consider the following:

1. Without a clear understanding of what engineering is, enforcement and the need for registration is poorly understood except in a few traditional areas.
2. Use of the term engineering by non-engineers.
3. The soft requirements for job applicants to be eligible for registration as a P.Eng., but not actually to be registered.
4. Filling of these same jobs by non-engineering graduates.
5. The performing and application of engineering principles by non-registered individuals.

These activities continue to erode the integrity and respect for the engineering profession.

The future of professional engineering in Ontario relies on a clear understanding of what work or activity requires the use of a P.Eng. If engineers do not know what engineering is, who does?

A clear description of what exactly is "the application of engineering principles" would provide a framework for both members of the public and working engineers to understand the areas of work that require registration.

Therefore we move that:

PEO Council produce a reference paper to describe exactly what is meant by the application of engineering principles, with clear examples to demonstrate the disciplines and evolving areas of engineering that are considered to impact on public safety.

(Moved by P.R. Ballantyne, P.Eng., seconded by J.M. MacDonald, P.Eng.)

During lengthy discussion, it was moved by R. Gupta, P.Eng., seconded by A. Jain, P.Eng., that the motion be amended to read:

Moved that PEO Council produce a reference paper to describe exactly what is meant by the application of "engineering principles," with clear examples to demonstrate the disciplines and evolving areas of engineering that are considered to impact on public safety and welfare with an explicit advantage of enforcing the practice of engineering

*After discussion, the amendment was defeated.*

It was then moved by K.G. Lopez, P.Eng., seconded by S. Tsang, P.Eng.: That the original motion be amended and that the words "and teaching" be inserted after the word "application."

*After discussion, the amendment was defeated.*

It was then moved by P. Ballantyne, P.Eng., seconded by J. Lipsett, P.Eng.: That the original motion be amended to read ".....to impact on public health, safety or the environment."

*Upon a vote being taken, the amendment was carried.*

*Upon a vote being taken, the original motion as amended was carried.*

## Chapter Structure and Revitalization Team (START)

T. Cecutti, P.Eng., START chair, introduced the 10 members of the committee, who represented 39 chapters: Bill Thompson, P.Eng., and John Glover, P.Eng. (East Central Region); Tim Kirkby, P.Eng., and Clare Morris, P.Eng. (Eastern Region); Seimer Tsang, P.Eng., and Tony Cecutti, P.Eng. (Northern Region); Casey

Brendon, P.Eng., and Richard Weldon, P.Eng. (West Central Region); and Sam Sidouy, P.Eng., and Dennis Webster, P.Eng. (Western Region).

He reported that the work of the committee was complete and that a White Paper, endorsed by chapter leaders, had been produced. Highlights of the report's findings included:

- ◆ The chapter system can serve a dual role in both PEO and OSPE. It is not a conflict to either organization, so it makes sense for the chapters to be under both groups without the need for dual administration.
- ◆ Funding in the chapters is inadequate. It simply allows the chapters to exist and does not provide for such things as websites, special events, appropriate recognition of volunteers and compensation for travelling expenses.

T. Cecutti then outlined the implementation schedule for the recommendations:

1. Chapter chairs had already endorsed the White Paper.
2. The paper would be presented to Council, which would then send it to three specific groups:
  - ◆ PEO administration through the Registrar, who would look at staffing, financial impacts, and possible changes to Regulation 941 and Bylaw No. 1;
  - ◆ the Chapter Manager, who would look at existing resources and identify deficiencies; and
  - ◆ the Regional Councillors Committee, which would look at the interaction between the members and Council through the RCC, and determine ways to enhance that communication vehicle; the RCC will also play a lead role in making sure that the other reviews happen.

The committee also recommended that the paper be sent to the transition board of OSPE. By participating in discussions with OSPE, chapter leaders could contribute ideas on how OSPE might be organized.

T. Cecutti thanked Council for its support, the START team for its hard work and time, the chapter leaders for their insight, and other individuals not in the chapter system who made contributions.

## Questions and comments

During discussion of the START report, comments included the following:

- ◆ appreciation to the START team, and particularly to T. Cecutti, for their contribution and for the excellent, comprehensive report;
- ◆ a suggestion that the report be referred to the Communications Committee;
- ◆ approval for the idea of considering universities as a place where the local chapters could have a presence;
- ◆ the chapters should report to a Chapter Chairs Committee, which would interact with both bodies (PEO and OSPE); and
- ◆ the function of chapters in OSPE cannot be adequately defined until the mandate of OSPE is known.

It was pointed out that the Toronto Humber Chapter had appointed two vice-chairs: one to handle regulatory problems, the other to take care of advocacy. It was suggested that perhaps other chapters could do the same thing.

In conclusion, T. Cecutti said that there were still tough decisions to be made. Eventually, the chapters would probably have one boss, either PEO or OSPE. But until the OSPE framework and organizational structure had been created, it would be premature to make any decision. He again expressed the hope that OSPE would allow chapter leaders to contribute to the discussions.

## OSPE report

In introducing the report, President Quinn said this was an historic moment, which would change the direction of the profession in significant ways. While there would be obstacles along the way, there would be opportunities and potential to bring to reality the hopes and aspirations of many.

He asked members, who had not supported the initiative and viewed it with apprehension, to give the process a chance and to stay open to the possibility that, with a voice strongly speaking for the profession, all in the profession would benefit.

He then introduced Bob Goodings, P.Eng., co-chair of the Joint Advocacy Implementation Committee (JAIC).

B. Goodings acknowledged the members of the JAIC, thanking them for their time, energy, and inspiration: Councillors Max Perera, P.Eng., Dick Braddock, P.Eng., Gord Sterling, P.Eng., and their advisors Alberto De Santis, P.Eng., and Todd Springer, P.Eng. (PEO), and Jeremy Cook, P.Eng., Co-chair Stewart Crampton, P.Eng., Ben Burke, P.Eng., and Tony Bonney, P.Eng. (Canadian Society for Professional Engineers).

B. Goodings said that the cornerstone of the new organization is the decision made by Council and the members of PEO to separate regulation from member services. The profession has an unprecedented opportunity to create an organization that can make a difference to the profession and its future: to create a respected voice for the profession that will be heard regularly on issues having to do with engineering and the environment, he said.

OSPE's goal would be to create an organization with the same stature as PEO, which would represent all professional engineers. He said there are significant issues facing the profession, such as trends away from licensure, lack of professional regulation in newer engineering fields and low bidding. OSPE will take positions on regulatory issues and will be in a position to speak out more publicly and more forcefully than PEO can.

B. Goodings said OSPE would be able to promote the engineering position from the perspective of its professional and self-interest, something most of the professions had been doing for 100 years.

The immediate challenge, he said, would be to put in place various house-keeping items. Quickly undertaking some initiatives and showing results would be important, and it would be necessary to provide a constant stream of information to the members. The new board would then deal with the details necessary to get OSPE up and running, such as formulating programs and initiatives, and gaining input from members on the issues that are of the greatest concern to them.

B. Goodings thanked Joyce Rowlands, PEO senior project manager, for all her hard work and assistance, and then introduced Jeremy Cook, the new Chair of the Board of OSPE.

J. Cook reported that the Ontario Society of Professional Engineers had received its letters patent on April 5, 2000. The profession now had a new, legal, non-profit corporation and a golden opportunity to make a difference to the future of

the profession in the province.

Until a Board of Directors is elected, he said, OSPE would be governed by its appointed first directors, which he introduced: Jeremy Cook, P.Eng. (chair), Bob Goodings, P.Eng. (secretary), Max Perera, P.Eng. (treasurer), Stewart Crampton, P.Eng., and Todd Springer, P.Eng. (directors).

He said OSPE's goal was to have its first general assembly and an elected Board of Directors in place by November. But timing is tight and, before that date, the following would have to take place:

- ◆ By the end of May: a legal by-law in place in order to accept members.
- ◆ By July: a sufficient number of members registered and organized.
- ◆ By the end of September: representative delegates elected by the members.

J. Cook said the board was aware of the high priority items identified by the Advocacy Task Force two years ago: lobbying government; speaking for engineers on issues affecting both the profession and society in general; promoting the engineering perspective on important public issues; enhancing the economic situation of engineers; providing a technical perspective on public issues; undertaking surveys on salary levels; and enhancing employment opportunities. Although it would be the responsibility of the members through the general assembly to dictate the direction and strategy of OSPE, he said, the first directors would be guided by the already identified priorities, and by the intent and direction of the Memorandum of Understanding between PEO and CSPE.

J. Cook then introduced Gary Macro, P.Eng., president, Canadian Society for Professional Engineers.

G. Macro thanked the dedicated individuals for their contribution, vision and perseverance over the years in keeping alive the determination for a separate advocacy society for engineers.

He specifically recognized and commended those members who, by their hard work, diligence and resilience, had completed a difficult and challenging task: the members of the JAIC, PEO presidents (past, present and elect), CSPE directors, PEO Councillors, members of chapters, and Engineers for Engineers.

The profession can justifiably take pride in its accomplishments, he said, nothing that the challenge now would be to put into place the structures and programs that would enable OSPE to make a positive impact on the evolution of the profession. He urged everyone to become involved and to lend wholehearted support and wise counsel to the new organization.

## Official signing of the Memorandum of Understanding

There followed the official signing ceremony of the Memorandum of Understanding between PEO and CSPE, by Patrick J. Quinn, P.Eng., President, Professional Engineers Ontario, and Gary Macro, P.Eng., President, Canadian Society for Professional Engineers.

## Presentation to out-going Councillors

President Quinn reminded members that, on taking office, he had said PEO and Council would try to develop ways to maximize the opportunities, to minimize the dangers, and to engage the membership in order to assure their consensus and

approval on issues. He said the members of the 1999-2000 Council had been successful in achieving major objectives and had moved the profession forward.

However, the President said he believed that more could be done to protect the integrity of the profession and, through organized cooperation of individuals, change could be accomplished. He said he envisioned engineering as a community with an obligation to its health and well-being. Councils in the last couple of years had been open and generous, and that generosity had reinvigorated the profession without compromising the issue of the protection of the public.

President Quinn said that the past year as President had been wonderful, and that as he leaves office, he would like to leave behind the spirit of generosity. He said he would like to see the profession continue to believe in itself and continue to do what it can for humanity.

In recognition of their past service, President Quinn presented certificates and desk plaques to the retiring members of Council: Walter Bilanski, P.Eng., Ted Wisz, P.Eng., Kam Elguindi, P.Eng., Roydon Fraser, P.Eng., and David Kempster, P.Eng.

### Installation of the new President

President Quinn said that it had been an honour to serve as President, and he thanked the dedicated group of volunteers and staff for all their work. He hoped the profession would move forward into the next century united and more effective than ever.

His duties completed, Patrick Quinn swore in Peter DeVita as President for the 2000-2001 term, and presented the gavel of office to him.

The new President thanked Past President Quinn for his dedication and service as President and for his accomplishments, and expressed the gratitude of the association and of the profession. He then presented him with a ceremonial gavel of office, a certificate of lifetime membership, a sculpture and a Past President's pin.

### Introduction of the 2000-2001 Council

President DeVita introduced the members continuing on the 2000-2001 Council: Gordon Sterling, P.Eng., President-elect; Christopher Roney, P.Eng., Vice President (elected); and Patrick Quinn, P.Eng., Past President. Appointed Councillors Peter Frise, P.Eng., Robert Goodings, P.Eng., Maureen Jensen, FGAC, Kenneth Lopez, P.Eng., Nicholas Monsour, P.Eng., Maximus Perera, P.Eng., Laurier Proulx, CET, David Sims, LLM, QC, Tom Sivalingham, C.Eng. and Gregory Wowchuk, P.Eng. Councillors-at-Large Gina Cody, P.Eng., and Denis Dixon, P.Eng. Regional Councillors Kenneth McMartin, P.Eng. (Eastern Region); Richard Braddock, P.Eng. (East Central Region); Danny Chui, P.Eng. (West Central Region); Thomas Hires, P.Eng. (Western Region); and Tony Cecutti, P.Eng., and Bruce Clarida, P.Eng. (Northern Region).

He then introduced the new members of Council: Daniela Iliescu, P.Eng., Councillor-at-Large; Colin Cantlie, P.Eng., Eastern Region Councillor; Anthony Warner, P.Eng., East Central Region Councillor; George Comrie, P.Eng. West Central Region Councillor; and David Adams, P.Eng., Western Region Councillor. They repeated the oath of office and received their name badges.

### Closing remarks

President DeVita said that AGMs were a good time to review past performance, but they also provided an opportunity to look into the future. To bring the meeting to a close, he said he wanted to share some thoughts and ideas on three major themes: the PEO licence, emerging technologies and OSPE. Although these might sound diverse, he said, they are tightly related and are the driving forces behind change in the profession today.

He said that CCPE survey statistics indicate that 31.9 per cent of registered professional engineers require their licence in order to practise. They have a defined scope of practice. However, about 80 per cent of today's graduates do not inherit a defined scope of practice with their licence from PEO.

The President said that PEO had been spending considerable energy on internal matters and had not paid attention to the needs of society. PEO needs OSPE as a partner, because it will permit PEO to focus on its primary focus: the issuing of the engineering licence. Many members feel that the profession is under attack, he said. To fight a modern political battle, three key tools are essential:

- ◆ OSPE—an independent organization that can mobilize engineers to stand for their own welfare.
- ◆ Communications—engineers need to become webcentric in all their activities. OSPE could provide all engineers with effective and low-cost e-mail facilities that could help to organize a political action campaign.
- ◆ Enforcement—the actions of PEO to stop non-engineers from practising engineering. In September 1999, Council created a new Standing Committee on Enforcement. Although staff would continue to be the front line people in this area, they would now have the benefit of a policy-generating mechanism directly supporting them. Staff, by their very nature, must focus on technical advantages and get the most out of limited resources (their success rate of over 95 per cent has been extremely good). However, emerging technologies, such as software engineering and bioengineering, will require expertise of the new areas and strategic planning in order to map out the combined effects of several court cases. This is one important way, through the use of common law and the powers under our Act, to establish specific scopes of practice, he said.

The President said he feels that this issue is so important that, during his term of office, he will push to triple enforcement funding. With the establishment of OSPE, PEO is ready to put in place the required tools.

President DeVita said there is a clear misunderstanding of the role and value of engineers. He said engineers should not be expected to give up professional status when working for firms. Engineers are creators of wealth; well paid engineers are an investment in a firm's future, not a cost. Dr. Fraser Mustard's concepts of an innovation-driven economy need to be constantly repeated, he said. It is fundamental that Canada get the most out of its engineers. Engineers should move onto the leading edge and away from the trailing edge of technology, in order to increase their value to society and merit higher compensation. The more successful engineers are in doing

this, the more economic benefits will accrue to all Canadians, as well as to engineering.

Through an Act of Provincial Parliament, members of a profession are given the legal power to govern the profession's affairs. Members of a profession can admit new members, as well as discipline misbehaving ones through a process of peer review. In 1937, and then again in 1984, the Ontario Legislature decided that licensing engineers was necessary to protect the public. A licence tells the public that an individual has the skills to practise a specific occupation and permits that individual to carry on certain acts. PEO needs to define what occupational activities require the skills of an engineer, to define the exclusive scope of engineering practice.

Over the life of PEO in the previous century, the rate of change of science and technology has continued to expand. As new science is discovered, humans eventually use it in some practical way. As that transition occurs, we move from the practice of science to that of engineering, and this transition underlies all emerging disciplines, such as software engineering and bioengineering, he said.

Today, new technologies will be introduced every five to 10 years, which will mean that several new disciplines will develop in the course of one career. This rate of change means that PEO must reorganize in new ways. PEO needs the flexibility to respond quickly to new technologies, and the ability to proactively prepare for the new. With all new emerging technologies, there is a risk for harm and a potential for benefit. How new technologies are used, depends on both the skills and ethics of the engineering profession. The principal object of the Act, he said, is to regulate the practice of professional engineering in order that the public interest may be served and protected. As well as "serving" the public, the profession must bring benefits to the public from its practice.

The identification of new scopes of exclusive practice is an obligation on PEO, the President said. In an increasingly higher technology nation like Canada, the public is put at risk with every new technology introduction. The level of sophistication of today's technology is far beyond the understanding of the average person. It is important for the public interest that PEO act early in the formation of a new technology. PEO's structure needs to change so it can respond to the changing needs of society. The most critical strategic factor that impacts PEO's long-run survival is PEO's ability or effectiveness in responding to the ongoing expansion of science and technology.

The economic benefits that derive from defining an exclusive scope of practice are not PEO's business, he said. Such activity falls into the role of CSPE/OSPE, the member-interest organizations.

Distinctions between establishing a scope of practice in the public interest versus staking out turf for self-interest must be kept clear, and confusion on this point has made PEO gun-shy in aggressively identifying new scopes of practice. If there is a real need to protect the public in a new area of technology, somebody will step in; society will respond to protect itself. PEO's choice is to either grow or wither into obscurity. Canadian engineers have a world-renowned accreditation system that addresses what our students learn, but they have not spent enough time defining the exclusive activities that require such knowledge. PEO no longer has the luxury of waiting an entire working career to pay attention to a new technology.

The President said that PEO is well on its way to becoming more proactive. Its Council and committee meetings are now open to the public, and the approval of recommendations from the Admissions, Complaints, Discipline and Enforcement Task Force have made PEO processes more open, fair and accessible. Other proactive initiatives, in addition to PEO's role in bioengineering and the significant role of the new Enforcement Committee, include:

- ◆ Grouping volunteer committees into five main functions relating to licensing, in order to help Council and members understand how PEO works. Such understanding will then help Council in controlling and directing PEO activities more effectively.
- ◆ Council has passed a new policy dealing with human rights, and now needs to strengthen how the code of ethics is handled in discipline matters.
- ◆ By the fall of 2000, Phase 1 of the new database software will be operational and up-to-date mailing lists will be available to Chapters. Phase 2 will increase PEO's Web presence and introduce e-commerce, enabling registration over the Internet. Knowledge management techniques will be actively pursued and technology will be brought in to effectively link remote areas of the province via audio, video and data connections over the Internet. PEO will become webcentric.
- ◆ The Changes to the Act Task Force is actively reviewing the ACDE Report and other changes that will be required.
- ◆ The Search and Election Committee will be looking at how elections are run.
- ◆ The Broadbent Report ("Helping Canadians Help Canadians"), which deals with how the Federal Government sees the running of volunteer organizations, will be reviewed.
- ◆ By forecasting a three- to five-year budget, PEO can become more future-oriented in its thinking and planning, which will allow it to run using a business-unit approach.
- ◆ A task force has been set up to take a hard look at Certificate of Authorization procedures and consulting designations.

PEO has already done a lot, he said, but there are still many things to do, and PEO must get back to what it really is about: the issuing of engineering licences.

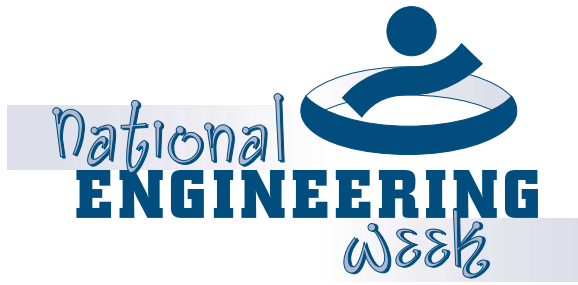
In closing, the President said that PEO is entering a new era in its history, and is becoming an open and transparent organization. With the creation of OSPE, it is moving toward a more inclusive, sensitive and responsive profession to serve the needs of modern Canadian society. As engineers continue to make these changes, as they reorganize and refocus on the key factors of licensing engineering, they will better position PEO and the engineering profession for the 21st century.

He asked the members for their continued support and feedback on what lies ahead. The profession is theirs and they should have a say in how it should develop, and the new PEO will be listening.

### Adjournment

The 78th Annual General Meeting then adjourned.

*Roger F. Barker, P.Eng.,  
CEO and Registrar*



March 3 to 11, 2001

## Calling all engineers, engineering interns and students!

Here are two great ways to get involved in the excitement of National Engineering Week 2001:

### 1. Facilitate fun K'NEX workshops

Bring your enthusiasm and expertise to the Ontario Science Centre in Toronto or Science North in Sudbury during NEW or spring break. Help kids build fantastic structures using K'NEX, the versatile, colour-coded building medium. Workshops run on the two weekends of NEW, March 3-4 and March 10-11 and daily from March 12 to 18. Facilitators need no previous K'NEX experi-

ence—a short training session will be provided. (Please note that Ontario Science Centre workshops continue weekends until June 3 as part of K'NEXhibition, and volunteer facilitators are needed throughout this period.)

### 2. Make a classroom visit

Visit a class (or two or three) and facilitate hands-on learning at your local school. Order the *NEW 2001 Engineering in the Classroom Program Guide* using the form on this page. The guide is also available on the Volunteer Centre section of the NEW website: [www.peo.on.ca/newweek/new.htm](http://www.peo.on.ca/newweek/new.htm)

### Volunteer Response Form



Please complete this form and return by fax to:

Andrea Vecera  
Professional Engineers Ontario  
25 Sheppard Avenue West, Suite 1000, Toronto, ON M2N 6S9  
Fax: (416) 224-8168 or (800) 268-0496  
Tel: (416) 224-1100, ext. 445 or (800) 339-3716  
Email: [avecera@peo.on.ca](mailto:avecera@peo.on.ca)

I am interested in:

Facilitating K'NEX workshops at (check the science centre nearest you):

- Ontario Science Centre, Toronto
- Science North, Sudbury

Engineering in the Classroom. Please send \_\_\_ copy(ies) of the classroom guide to me at the address below.

Organizing an Engineering Week Event. Please send \_\_\_ copy(ies) of the event planning guide to me at the address below.

Name \_\_\_\_\_ Designation \_\_\_\_\_

Job Title \_\_\_\_\_ Language:  English  French

Mailing Address \_\_\_\_\_

\_\_\_\_\_ Postal Code \_\_\_\_\_

Tel ( ) \_\_\_\_\_ Fax ( ) \_\_\_\_\_ Email \_\_\_\_\_

## Notice of annual licence fee increase

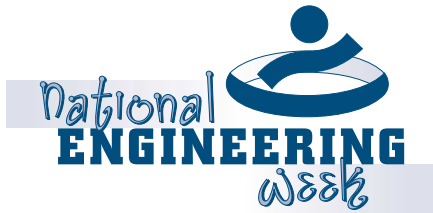
In February 2000, PEO members approved by referendum a \$30 increase in the P.Eng. annual licence fee to help finance the Ontario Society of Professional Engineers (OSPE). The fee increase is to be phased in over the next two years.

The first \$20 of the increase became effective on February 1, 2001, and will be reflected on fee invoices mailed from that date onwards. The annual licence fee for full-fee-paying members is now \$160.50 (including GST of \$10.50). As stated in the referendum material, fees for retired members and recorded EITs will remain unchanged at \$40 and \$53.50 (including GST of \$3.50), respectively.

The final \$10 of the approved fee increase is scheduled to become effective on February 1, 2002.



# National Engineering Week 2001 Calendar of Ontario Events



March 3 to 11, 2001

This is your chance to promote the role engineering plays in our lives.

1. Help out as a volunteer.
2. Promote activities to your family and friends.
3. Attend an event at a location near you.

For up-to-date event details, check our website: [www.peo.on.ca/newweek/new.htm/](http://www.peo.on.ca/newweek/new.htm/).

## Province-wide

**Engineers are Everyday Heroes 2001—A Celebration of Canadian Engineering in Space**  
Starting March 3, 2001

Events will include:

- ◆ a new series of educational shorts starting on *TVO Kids* as of March 3;
- ◆ the "Engineering Blast-Off" show to be staged simultaneously at the Ontario Science Centre in Toronto, Canada Science and Technology Museum in Ottawa and Science North in Sudbury on March 3 at 2 p.m.;
- ◆ a live webcast of the show from [www.tvokids.org](http://www.tvokids.org) and [www.heroes.peo.on.ca/](http://www.heroes.peo.on.ca/);
- ◆ K'NEX family workshops at the Ontario Science Centre and Science North during NEW;
- ◆ a month-long "Be an Engineering Hero: Design a New Spaceship for Tumbleweed" contest, starting March 3 on *TVO Kids* and an "Engineering Poetry" contest for youth on *TVO's The Underground*; and
- ◆ a space-themed, curriculum-related "Engineering in Space" Grade 6 Teachers' Kit.

For more details, visit [www.heroes.peo.on.ca](http://www.heroes.peo.on.ca) or [www.tvokids.com](http://www.tvokids.com).

## NEW Ontario Newspaper Special Section

**March 1**  
The NEW 2001 newspaper supplement will highlight the engineering in space theme and be carried by four newspapers: *National Post* (Ontario), *Ottawa Citizen*, *London Free Press* and *Windsor Star*.

## Brantford

**Annual General Meeting**  
March 8, 5:30 p.m.

The Brantford Chapter will hold its annual meeting and dinner at Brantford Golf and Country Club. Contact Philip Webster at (519) 752-5436, ext. 115.

## Burlington

**MACLAB Extravaganza 2001**  
McMaster Engineering Society Alumni and industry partners will sponsor the fourth annual formal dinner at the Royal Botanical Gardens. Contact Jumi Kassim at (905) 525-9140, ext. 24906.

## Hamilton

The McMaster Student Engineering Society will organize two events: **Big Brother/Big Sister Engineering Day** and **Mall Visit**. Contact Brent McKnight at 1 (905) 741-6227.

## London

### GET SET 2001

**March 3, 9 a.m. to 4 p.m.**  
The London Chapter of OACETT will give guides and scouts from ages 10 to 18 a chance to experience engineering and technology as they apply to businesses in the area. Location: London Scout Headquarters, Spencer Lodge, 531 Windermere Road. Contact Peter Nicholas, CET, at (519) 337-6580.

### Engineers are Everyday Heroes

**March 3 to 18 (closed March 5)**  
The London Regional Children's Museum will host **Be an Engineering Hero: Design a Spaceship for Tumbleweed**, 10 a.m. to 5 p.m. and **K'NEX Space Station Building Workshop**, 11:30 am, 1:30 pm, 3:30 pm. Information: (519) 434-5726.

### Western Engineering Bonanza

**March 8, 8 a.m. to 3 p.m.**  
The University of Western Ontario Student Engineering Society will host a special engineering awareness day for Grade 11, 12 and OAC students, including presentations, demonstrations and a luncheon. Contact Nancy Wigmore at (519) 661-3609.

## Newmarket

### Design Challenge 2001

**March 1, 4 to 8 p.m.**  
The York Chapter will challenge Grade 7 and 8 students to design, build and test a rainforest treetop walkway at Newmarket High School. Contact Jeff Mark, P.Eng., at (905) 836-4410.

## Niagara Region

The Niagara Chapters of PEO, OACETT and CEO will sponsor four activities. Contact Ed Dujlovic, P.Eng., at (905) 356-7521, ext. 4220. **Engineering in the Classroom**—School visits to Grade 8 students in Niagara Falls, St. Catharines, Fonthill, Welland and Port Dalhousie. **McMaster Fireball Show**—March 5, 9 to 11 a.m., at Lakeshore Catholic Secondary School, Port Colborne. **Technical Presentation on the new Municipal Environmental Assessment Document**—March 19, 1 to 5 p.m., at Regional Municipality of Niagara Headquarters, 2201 St. David's Road, Thorold. Public welcome. Registration \$192, plus GST. **Engineering Week Luncheon and McMaster Fireball Show**—March 9, 11 a.m. to 2 p.m. at the Sheraton Fallsview Hotel in Niagara Falls.

## Renfrew

### Haley Industries Tour

**March 5, 7 p.m.**  
The Algonquin Chapter will sponsor a special members' tour. Contact Paul Ballantyne, P.Eng., at (613) 584-8811, ext. 6911.

## Ottawa

### NEW Official Launch

**March 2, 10:30 a.m.**  
Honorary chair of NEW 2001, engineer-astronaut Julie Payette will address young people and other invited guests at the Chateau Laurier Hotel. Webcast of event available March 3 at [www.new-sng.ca](http://www.new-sng.ca).

**The Canada Science and Technology Museum** will host the Engineers are Everyday Heroes **Engineering Blast-off Show** March 3 at 2 p.m. Patty and Julie 1 from *TVO Kids* will present a pre-

view of the new series of space-themed educational shorts and much more. **Canada FIRST RoboBiathlon** will also be held at the museum March 10 from 12:30 p.m. to 3 p.m.

## Carleton University

The Student Engineering Society will organize **School Outreach** presentations at Ottawa elementary schools and an **Engineering Design Competition**—8:30 am to 4 p.m., March 6 (Grade 7-8) and 8:30 am to 4:30 p.m., March 7 (Grade 9 to OAC). Contact Melanie Cody at (613) 526-8062.

## Peterborough

### Home Automation Technical Session

**March 7, 7:30 p.m.**  
The Peterborough Chapter will host members and guests at Sir Sandford Fleming College. Attendance limited to 30 people. Includes a tour of the "Smart Room." Contact Charles Kidd, P.Eng., at (705) 749-9215.

## Pickering

### Pickering Town Centre Display

**March 2, 10 a.m. to 9 p.m.**  
The Lake Ontario Chapter will host a NEW information booth. Contact Sunita Alves, P.Eng., at (416) 410-7269.

## Sudbury

**Science North** will host Engineers are Everyday Heroes events: **Engineering Blast-off Show & TVO Kids Autograph Session** March 3, 2 to 3 p.m. and 3:30 to 5 p.m. *TVO Kids* hosts, Gisele and Julie 2 will present a preview of the new series of engineering in space shorts and sign autographs afterward. Science North will also run **K'NEX Family Workshops** weekends, March 3-4 and March 10-11, 10 a.m. to 4 p.m. Children can build cool K'NEX structures with the help of local engineers, technologists and engineering students.

## Thunder Bay

### Team Design Competitions

**March 8-9, 9 a.m. to 3:30 p.m.**  
The Lakehead Chapter of PEO will co-host a four-event design challenge for Grade 7 and 8 students. Contact Seimer Tsang, P.Eng., at (807) 343-8761.

## Timmins

The Timmins Regional Chapters of OACETT and PEO will host **Northern College Student Tour** March 7, 11:30 a.m. to 3:30 p.m., featuring the presentation "Light is the Tool of the New Millennium," and **Engineering Dinner** March 7, featuring guest speakers from OACETT, Falconbridge Mines and Niagara and Algonquin Colleges. Contact David Bucar, P.Eng., at (705) 235-6325.

## Toronto

### Canada FIRST High School RoboBiathlon 2001

**Opening Ceremonies: March 2, 7:00 p.m.**  
**Competition: March 3, 9 a.m. to 5 p.m.**  
Join the cheering section, as high school students from 28 schools across Canada make their remote-controlled robots ski, climb and shoot targets! Centennial College, Progress Campus. Check the website: [www.canadafirst.org](http://www.canadafirst.org).

### High School Engineering Presentations

**March 6-8, Lunch Hour**  
The Etobicoke Chapter is organizing presentations by university professors and engineers in industry at

six area high schools. Contact Richard Weldon, P.Eng., at (416) 964-3246.

## Road To Engineering

### March 6

The North Toronto Chapter will sponsor a trip to the Ontario Science Centre for students from three Toronto high schools. Students will attend sessions of the NEW school presentation series. Contact Gaston Doiron, P.Eng., at (416) 224-9528, ext. 493.

## Waterloo

The University of Waterloo Student Engineering Society will host two events: **"Explorations" Open House** for elementary and high school students and a **Career Fair** on March 8 (evening) for graduate and undergraduate students. Contact Tania Bortolon at (519) 824-4576.

## Windsor

The Windsor-Essex Engineering Week Steering Committee will send engineers and technologists to grade schools to show how engineers contribute to society. Contact Dave Moncur, P.Eng., at (519) 735-2867.

## National Engineering Week at the Ontario Science Centre (OSC)

For more information, call the Science Centre pre-recorded information line: (416) 696-3127. Regular OSC admission applies, except where noted.

## National Engineering Week Ontario Launch

**March 2, 10 a.m. to 12 p.m.**  
Invited guests will enjoy the joint launch of NEW Ontario and the opening of "K'NEXhibition," a three-month-long exhibition of fabulous K'NEX structures. Marc Garneau Collegiate students will display their K'NEX International Space Station model.

## Engineering Blast-off Show

**Saturday, March 3, 2 p.m.**  
Phil from *TVO Kids* will present a sneak preview of the new Engineers are Everyday Heroes series of "engineering in space" shorts and live technology demonstrations. A greeting session with Phil will follow the show.

## K'NEX Family Workshops

**March 3, 3 to 4:30 p.m.; March 4, 1 to 4 p.m.; March 10-11, 12 to 4 p.m.**  
Children can build cool engineering structures out of K'NEX with the help of local engineers, technologists and engineering students. Volunteers, please call Bill Robinson at (416) 696-4597.

## Canada FIRST RoboBiathlon

**March 4, 12 to 3 p.m.**  
The top eight high school student teams from the Canada FIRST 2001 Robotic Games will compete.

## Engineering Innovation Forum

**March 8, 7 p.m.**  
The Toronto Chapters of PEO and OACETT will host technology presentations on the theme of "Home Smart Home." Free admission and parking after 5 p.m. Contact Eddie Bromberg, P.Eng., at (416) 288-5609.

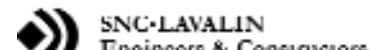
National Engineering Week is organized in Ontario by:



Thank you to the sponsors of National Engineering Week in Ontario 2001:



Computing Devices Canada  
A GENERAL DYNAMICS COMPANY



# OSPE holds first board election

## Ballots due April 12, 2001

by Valerie Browne

The Ontario Society of Professional Engineers (OSPE) will soon hold its first election—and PEO members who have not opted out of OSPE are eligible to vote.

All full and sustaining members of OSPE will receive an election package, including a ballot and biographical information about the candidates, in the mail around the middle of March. Completed ballots must be postmarked no later than April 12, 2001. There are nine board member positions to be filled.

The OSPE board has determined that during the transition period, all PEO members are eligible for sustaining membership in OSPE, in recognition of the \$30 contribution to OSPE made through PEO's licensing fee, as approved by a PEO referendum in February 2000. Thus, unless they choose to opt out, all PEO members will be sustaining members in OSPE during the transaction.

For this first election, OSPE bylaws call for three 1-year terms, three 2-year terms, and three 3-year terms, to allow for rotation of board members, i.e. one-third of

board members will turn over each year. In future, all new board members will serve three-year terms.

An information pamphlet announcing the call for nominations was sent to all OSPE and PEO members in the first week of January. All full members of OSPE are eligible to stand for election. Potential candidates were required to submit a signed nomination form, and had the option of collecting supporting signatures from 25 members-at-large (full or sustaining) for automatic inclusion in the slate of candidates, or seeking nomination through the Nominations Committee.

OSPE is a member-interest, advocacy body, whose mandate is to advance the professional and economic interests of professional engineers in Ontario, and to look after non-regulatory affairs for the profession. The society was created last April by PEO and the Canadian Society for Professional Engineers, with the support of the Ontario Ministry of the Attorney General.

This election is an important event in OSPE's evolution; for the first time OSPE will have its full complement of nine elected direc-

tors (the current five-member board was appointed according to procedures required by the Corporations Act).

The new board will take OSPE forward into its first year of full-scale operations. "Our job over the last few months has been to get OSPE up and running and put a solid foundation in place," says Jeremy Cook, P.Eng., chair of OSPE's current board of directors. "The new board will have the responsibility—and tremendous opportunity—of continuing to build OSPE into a creative, responsive and effective organization."

Cook notes that OSPE is off to a good start, but there's still a lot of growing to do. This year will be key, as OSPE gets serious about the business of advocacy and member services. PEO President, Peter DeVita, P.Eng., says OSPE will need a "strong, energetic and vital board to go out and do the kinds of things OSPE was created to do, and continue the good relationship that has been established between OSPE and PEO."

Preparations for this election were conducted with great care. OSPE staff and board members have tried to benefit from the expe-

rience of others, poring over the election rules and regulations of similar organizations, and adapting and fine-tuning the best of what they found to suit OSPE's needs. Details about the nomination and election procedures are available on the OSPE website at [www.ospe.on.ca](http://www.ospe.on.ca).

According to Donald Belfall, OSPE's acting chief staff officer, this is a very exciting time for OSPE. The organizational ground-

work has been laid, funding is in place and once the first full board is elected, OSPE will be ready to "hit the ground running," he says.

For more information about OSPE and the 2001 election, visit the OSPE website at [www.ospe.on.ca](http://www.ospe.on.ca).

**Valerie Browne is communications coordinator for OSPE.**

### OSPE election timetable

- ◆ close of nominations—February 19
- ◆ election ballots mailed to full and sustaining members—March 12
- ◆ ballots postmarked no later than April 12 to be included in final tally
- ◆ successful candidates announced May 8
- ◆ new board takes office at OSPE's Annual General Meeting May 12, 2001

### YOURSAY

#### Final straw

A letter from Richard J. Kind, P.Eng., in the October/November 2000 issue of *The Link* ("Fee increase a revenue grab?" p. 5) was right on the money. He points out the importance of efficient management and expense reduction expected from all large organizations. PEO has not demonstrated effective fiscal responsibility, and should be held accountable to its members for its actions.

Upon graduating from university, my husband and I decided to join PEO because we were working as engineers, doing engineering-related tasks. We paid our annual PEO dues, wondering what benefits we would receive beyond the sole privilege of belonging to the profession. Five years later, we are reconsidering our membership in PEO because we question the value for our money. The announcement of a fee increase to support the cost of an advocacy body was the final straw, and we have agreed we will not renew our membership when it comes up for renewal.

Kind states that the fee increase "will not help to improve the low capture rate of new graduates into PEO." I further suggest that PEO will lose many of its current members.

*Robyn Toffolo, P.Eng.  
Aurora, ON*

#### Disagreement over dates

In Your Say ("Looking back on the Y2K crisis," *The Link*, October/November 2000, p. 5), a letter from Angelo Mattacchione, P.Eng., and Livia Mattacchione, P.Eng., covers 45 column centimetres, discussing whether the Y2K crisis is valid justification for licensing software engineering practitioners, as per PEO's posturing. There is much to recommend

about their findings regarding Y2K. For instance, the 80-column Hollerith card was certainly space-challenged, and users could be excused for taking liberties with the number of year digits.

However, those cards are a distant memory indeed. In the meantime, as the Mattacchione's point out, storage media became far less expensive. In addition, rational international standards came into being. I refer to the ISO 2014 standard, which, along with the national standards based on it, has been around for some 25 years. These standards made clear the desirability of a four-digit year whenever the application might be degraded through the use of only two digits. The information technology fraternity seems to have either been ignorant of these standards or intent on ignoring them. The result was the incredible Y2K "thing."

But that is now more or less history. What is not history is the ongoing disregard for the application of rational standards in the documenting of all-numeric dates—not for computers, but for people. We regularly see such dates as 4/1/2001. Is that the fourth of January or April Fool's Day? Again, all too often, the order of the day seems to be for those entrusted with documenting dates for the public to be ignorant of (or ignore) applicable standards. All-numeric dates are not the only source of annoyance and ambiguity. We are seeing all too many dates such as 04FEB00 embedded in a variety of applications. It is difficult to fathom the lack of foresight and intellectual discipline implied in such arrangements. How will dates such as 02MAR01 be interpreted by the innocent reader?

Is PEO's posturing regarding Y2K justified? I am inclined to believe so.

*D. T. Bath, P.Eng.  
Peterborough, ON*

### Who to contact at PEO

PEO staff can answer any question you may have about the association. Simply phone us at (416) 224-1100 or 1-800-339-3716. Frequently called extensions are listed below. (Direct dial (416) 224-9528, plus the extension number.)

CORE BUSINESS	EXT.
CEO and Registrar— <b>Roger F. Barker, P.Eng.</b> .....	416
Executive Assistant to the CEO/Registrar— <b>Anne Chhangur</b> .....	498
Executive Assistant to the President and Council— <b>Brenda Caplan</b> .....	321
Deputy Registrar, Complaints and Enforcement— <b>Ian Eng, P.Eng.</b> .....	494
Deputy Registrar, Admissions— <b>Norman Williams, PhD, P.Eng.</b> .....	485
Treasurer— <b>Linda Prince, CA</b> .....	426
Director, Professional Affairs— <b>Johnny Zuccon, P.Eng.</b> .....	401 (professional practice, emerging disciplines)
Manager, Licensure— <b>Richard Furst, P.Eng.</b> .....	480 (experience assessments, PPE preparation assistance)
Manager, Legal Affairs— <b>Eric Newton</b> .....	497
Manager, EIT Program— <b>Gerry Meade, P.Eng.</b> .....	479
Applications Process Administrator— <b>Corneliu Chisu, P.Eng.</b> .....	406 (non-CEAB guidelines, community groups liaison)
Examinations Administrator— <b>Anna Carinci Lio</b> .....	486 (PPE and technical examination programs administration)
Coordinator, Corporate Licences— <b>Angela Gallant</b> .....	491 (Certificates of Authorization and Consulting Engineer designations)
<b>SUPPORT SERVICES</b>	
Director, Communications— <b>Connie Mucklestone</b> .....	448
Director, Programs and Events— <b>Stephen Jack, P.Eng.</b> .....	451 (National Engineering Week/annual meeting/awards functions/salary surveys)
Manager, Human Resources/Administration— <b>Rose Pirone</b> .....	424
Manager, Accounting— <b>Dennis Dyal</b> .....	430
Manager, Information Systems— <b>Norm Creen</b> .....	423
Manager, Employment Advisory Service— <b>José Pereira</b> .....	322 (professional counseling/job matching system/job market analysis)
Manager, Government Relations— <b>John Gamble, P.Eng.</b> .....	461
Manager, Volunteer Programs— <b>Tom Chessell</b> .....	404 (education outreach/volunteer management)
Student Membership Program Liaison— <b>Gaston Doiron, P.Eng.</b> .....	493
Manager, Chapters— <b>Michael Chan, P.Eng.</b> .....	442
Managing Editor— <b>Alison Piper</b> .....	469 ( <i>Engineering Dimensions/The Link</i> )
Manager, Research and Communications— <b>Gayle Aitken</b> .....	425

# IN MEMORIAM

The association has received with regret notification of the deaths of the following members:

<b>Henry K. Allan</b> Toronto, ON	<b>Murray G. Colvin</b> Spring Hill, FL	<b>William G. Hood</b> Lindsay, ON	<b>Robert G. Matthews</b> Toronto, ON	<b>Bruce M. Semper</b> Thornhill, ON
<b>Thomas W. Arthur</b> Burlington, ON	<b>Spiridon Constantinescu</b> Toronto, ON	<b>Lloyd R. Horning</b> Ottawa, ON	<b>Frank S. Miller</b> Bracebridge, ON	<b>Sylvester S. Signore</b> St. Albert, ON
<b>Robert H. Aspinall</b> Peterborough, ON	<b>William A. Crabbe</b> Stirling, ON	<b>Benjamin T. Hyam</b> Elora, ON	<b>Albert E. Mudge</b> Campbellville, ON	<b>Donald B. Sly</b> Mississauga, ON
<b>Rowland J. Bell</b> Scarborough, ON	<b>Edmund G. Crayston</b> Peterborough, ON	<b>James R. Inglis</b> Toronto, ON	<b>Howard C. Nettleton</b> Belleville, ON	<b>Radu A. Sulica</b> Dollard Des Ormeaux, QC
<b>Ralph I. Benner</b> Etobicoke, ON	<b>Donald S. Cummings</b> Nepean, ON	<b>Peter J. Irvine</b> Willowdale, ON	<b>Phat T. Nguyen</b> Toronto, ON	<b>Waldemar T. Szykowski</b> Etobicoke, ON
<b>Bernard H. Boileau</b> Gatineau, QC	<b>Gary C. Davis</b> Sudbury, ON	<b>Leslie G. Japp</b> Toronto, ON	<b>Roger Normand</b> Victoria, BC	<b>John G. Taylor</b> Islington, ON
<b>Gyula Borbely</b> Copper Cliff, ON	<b>John R. Dunn</b> North York, ON	<b>Robert C. Jarron</b> Burlington, ON	<b>William J. Pattison</b> Consecon, ON	<b>George Tumino</b> Markham, ON
<b>Ted A. Brookes</b> Baden, ON	<b>Alan D. Farrell</b> Nepean, ON	<b>John F. Jones</b> Port Carling, ON	<b>Nino Pellarin</b> Brights Grove, ON	<b>William W. Virtue</b> Ottawa, ON
<b>Peter M. Bunting</b> Kingston, ON	<b>William A. Finney</b> Ottawa, ON	<b>Raymond Jordan</b> Phoenix, AZ	<b>Issik Pinhas</b> Kitchener, ON	<b>Gordon E. Wallace</b> Etobicoke, ON
<b>Edmund E. Campbell</b> Haileybury, ON	<b>Maurice A. Ford</b> North York, ON	<b>Raymond C. Kane</b> Dundas, ON	<b>Mohammad A. Qazi</b> Mississauga, ON	<b>Jack W. Watson</b> Ancaster, ON
<b>David E. Cape</b> Toronto, ON	<b>Douglas J. Gordon</b> North York, ON	<b>Patrick B. Kelly</b> Nepean, ON	<b>Hans Reiche</b> Ottawa, ON	<b>Kevin J. Whalley</b> Courtice, ON
<b>Arnold G. Carter</b> Peterborough, ON	<b>John L. Hart</b> Nepean, ON	<b>James Lee</b> Rexdale, ON	<b>James L. Roberts</b> Oakville, ON	<b>Ivan S. Widdifield</b> Waterloo, ON
<b>Kalun C. Chan</b> Mississauga, ON	<b>Edward J. Hearn</b> London, ON	<b>John D. Lewis</b> Oakville, ON	<b>C. Bruce Ross</b> Etobicoke, ON	<b>William F. Woodley</b> Glencarin, ON
<b>Alan B. Chapman</b> Orillia, ON	<b>Sidney E. Henwood</b> Toronto, ON	<b>Carl E. Lindros</b> Barrie, ON	<b>Vernon B. Ross</b> Guelph, ON	<b>Robert H. Wright</b> Thunder Bay, ON
<b>Frederick Chess</b> Victoria, BC	<b>John A. Hicks</b> St. Catharines, ON	<b>Joseph R. Littleford</b> Sault Ste. Marie, ON	<b>James D. Runciman</b> Hamilton, ON	<b>Wray B. Young</b> Fort Erie, ON
<b>Thomas N. Christilaw</b> Oakville, ON	<b>Frank D. Hobbs</b> Burton, SC	<b>David S. MacKay</b> Oakville, ON	<b>Jerry Rychlovsky</b> Scarborough, ON	<b>Victor W. Zabarylo</b> Mississauga, ON
<b>James W. Church</b> Waterloo, ON	<b>Gary R. Hollingsworth</b> Ottawa, ON	<b>Arthur W. MacKinnon</b> Ottawa, ON	<b>George Salamon</b> Toronto, ON	
<b>Gordon J. Clarke</b> Brampton, ON	<b>William R. Honeywell</b> Ottawa, ON	<b>Dusan A. Marucelj</b> Cobourg, ON	<b>George Schmideg</b> Downsview, ON	

(Continued from page 3)

Councillor Comrie reported that the task force had recently:

- ◆ met with Dr. Eric Norris, chair, CEAB, and Marie Lemay, ing., chief executive office, Canadian Council of Professional Engineers (CCPE), to elaborate on PEO's concerns and to better understand CCPE's position. Following the meeting, Comrie sent a letter to Norris reiterating the task force's position that confusion over use of the term "software engineering," which exists in both academe and industry, "does not warrant the compromises to our current accreditation criteria inherent in the SEAB [joint Software Engineering Accreditation Board] proposal," and that the downside to the proposal has not been adequately presented and debated, nor other options ade-

quately considered. The letter also states that the task force supports measures to accelerate the accreditation of software engineering programs, to increase the flow of graduates of such programs to industry;

- ◆ considered other options for the accreditation of software engineering programs, with a view to presenting these to the CEAB for inclusion in its deliberations; and
- ◆ met with the Ontario branch of CIPS, to discuss areas of mutual interest.

### Transfer of non-regulatory programs to OSPE

CEO and Registrar Roger Barker, P.Eng., reported on the transfer of non-regulatory programs to the Ontario Society of Professional Engineers (OSPE). He noted that, at a January meeting, the PEO and OSPE

negotiating teams had reached agreement on several underlying principles for the transfer of programs. These principles include:

- ◆ It is OSPE's mandate to deliver member services and conduct advocacy in the non-regulatory environment. PEO should divest itself of these activities.
- ◆ OSPE will determine the long-term viability of programs transferred from PEO.
- ◆ All programs to be transferred will be transferred within the three-year transition period (2001-end of 2003).
- ◆ It is the objective to transfer programs as soon as possible, when both PEO and OSPE are reasonably comfortable that OSPE has the capacity to adequately handle the program.

The negotiating teams also agreed in principle that the following programs are non-regula-

tory: Employment Advisory Service; Membership Salary Survey; National Engineering Week (NEW); the "Engineers are Everyday Heroes" program, held in conjunction with NEW; the Benevolent Fund; and the Foundation for Education. Details surrounding the possible transfer of these programs are still to be negotiated, including specific deliverables, any legal or contractual issues, costs, staffing and timing of transfer.

In open discussion, some Councillors stressed that OSPE's long-term viability should be kept top of mind in dealing with the transfer of programs. Others suggested that there might be ways in which PEO and OSPE can cooperate to deliver programs that have value to both organizations, such as National Engineering Week. Councillor David Adams, P.Eng., said he'd like to see OSPE come up with a "vision" of how it

plans to increase the engineering profession's visibility through its activities.

### Governance and secretariat review

Council received a report on a governance and secretariat review of PEO, prepared by an external consultant. The review was intended to look for ways to improve the association's governance, in light of the creation of OSPE and PEO's refocused role. The report's key recommendation is that a new Council Secretariat position be created to provide logistical support for Council and its key supporting committees, including providing guidance on the appropriate procedures to achieve effective governance. Council deferred making a decision on the report's recommendations until its February meeting, to provide more time for review and discussion.



## Annual General Meeting



Thursday, April 19 to  
Saturday, April 21, 2001

Harbour Castle Westin

One Harbour Castle  
Square, Toronto

For more information, contact:  
**Andrea Vecera,**  
416-224-1100, ext. 445 or  
1-800-339-3716

### Thursday, April 19

**Evening 8:00 p.m.** **Early Registration**  
Hospitality  
(sponsored by PEO Ottawa Chapter, 2002 PEO AGM host)

### Friday, April 20

**7:30 a.m.** **Breakfast and Registration**  
**8:30 a.m.** **Strategic Planning Sessions**  
Join in a day of strategically-oriented discussions and presentations highlighting the relevance of the profession and PEO's refocused role as the regulator of engineering in Ontario.  
◆ Panel #1: Relevance—The Professional Engineer in 2020  
◆ Panel #2: Enhancing the Relevance of P. Eng.—possible responses  
**12:00 noon** **Luncheon Keynote speaker**  
*Nicholas Sonntag, President, CH2M HILL Canada Limited*  
*"Sustainable Development in the Global Economy"*  
**2:00 p.m.** **PEO New Beginnings Session**  
**4:00 p.m.** **Debate: "Do Chapters Fit into the New PEO?"**  
**6:00 p.m.** **"Tribute to PEO Volunteers: Living La Vida Loca!"**  
Join Past President Patrick Quinn for dinner and a tribute to out going and past PEO presidents.  
Dinner (and dancing) entertainment will feature a nine-piece Big Band orchestra and Broadway hits performed by International singing sensation Aelita, "Queen of the Cabaret." Then enjoy the spectacular floor show, featuring two vocalists and six international dancers. End the night dancing to your favorite tunes with spot dance prizes!

### Saturday, April 21

**7:30 a.m.** **Breakfast**  
**8:30 a.m.** **National/Provincial Association Update (including OSPE)**  
**10:00 a.m.** **Annual Business Meeting**  
**12:00 noon** **Luncheon Keynote speaker**  
*Michael Adams, President, Environics Research Group*  
*"Canadian Values, Ethics and Technology"*  
**2:00 p.m.** **Annual Business meeting (continued)**  
Council turnover  
**PEO Council meeting**  
**6:00 p.m.** **2001 Professional Engineers Awards Dinner & Ceremony**  
Black-tie preferred dress.

**Partner's Program:** This year's Partner's Program will include exciting events in and around downtown Toronto.

**Chapter and Committee Chairs:** On Sunday, April 22, there will be a special breakfast session from 8:30 a.m. to 10:30 a.m. exclusively for information sharing among PEO chapter and committee chairs.

#### REGISTRATION FORM (all fees include GST)

The PEO Annual General meeting and Strategic Planning sessions are open meetings; however, there will be a charge for lunches on both days.

**Friday Luncheon**  
PEO member rate \$35 x number \_\_\_\_\_ = \_\_\_\_\_  
Student rate \$20 x number \_\_\_\_\_ = \_\_\_\_\_

**Friday Evening**  
*"Tribute to PEO Volunteers: Living La Vida Loca!"*  
Saturday Dinner & Dance \$80 x number \_\_\_\_\_ = \_\_\_\_\_

**Saturday AGM Luncheon**  
PEO member rate \$35 x number \_\_\_\_\_ = \_\_\_\_\_  
Student rate \$20 x number \_\_\_\_\_ = \_\_\_\_\_

**2001 Professional Engineers Awards**  
PEO member rate \$80 x number \_\_\_\_\_ = \_\_\_\_\_  
Sponsorship of a table of 8 \$1000  
(for more information on awards gala sponsorship, please contact PEO)

Total (GST incl) GST # R106733066 .....\$ \_\_\_\_\_

Name (as appears on badge) \_\_\_\_\_

Designation: P. Eng. \_\_\_\_\_ Student \_\_\_\_\_ Other (specify) \_\_\_\_\_

Company \_\_\_\_\_ Title \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ Prov \_\_\_\_\_ Postal Code \_\_\_\_\_

Bus. Tel \_\_\_\_\_ Fax \_\_\_\_\_ email \_\_\_\_\_

Special requirements (dietary, medical, other) \_\_\_\_\_

#### PAYMENT OPTIONS

Please charge the amount owing to my VISA

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Signature \_\_\_\_\_

OR \_\_\_\_\_ Please find a cheque enclosed for the total payable to Professional Engineers Ontario AGM

To register, please fax or mail this form with payment to: PEO Annual Conference,  
25 Sheppard Ave. W., Ste 1000, Toronto, ON M2N 6S9. Fax: (416) 224-8168 or 1-800-268-0496



## Notice of Annual General Meeting

In accordance with Section 20 of Bylaw No. 1, which relates to the administrative affairs of PEO, the 2001 Annual General Meeting of the Association of Professional Engineers of Ontario will be held on Saturday, April 21, 2001, commencing at 10:00 a.m. at the Harbour Castle Westin hotel, Toronto, Ontario. No registration is required.

As noted in Bylaw No. 1, the Annual General Meeting of PEO is held for the following purposes: to lay before members the reports of the Council and committees of the association; to inform members of matters relating to the affairs of the association; and to ascertain the views of the members present at the meeting on matters relating to the affairs of the association. Officers of PEO and other members of both the outgoing and incoming Councils will be in attendance to hear such views and to answer questions.

PEO President Peter DeVita, P.Eng.,

will preside and present his annual report to the Annual General Meeting. The President-elect, Officers and Councillors for the 2001-2002 term will take office at the meeting.

#### Process for submitting member resolutions at 2001 AGM

Resolutions presented by members at PEO's Annual General Meeting serve as a vehicle for members in attendance to express their views on matters relating to the affairs of the association. A member resolution should clearly describe the issue being addressed and indicate how it advances the objects of the Professional Engineers Act, which define the mandate and responsibilities of PEO. To ensure that member resolutions receive proper consideration at the Annual General Meeting, members are requested to submit resolutions in writing to CEO and Registrar

Roger Barker, P.Eng., by no later than 4:00 p.m., Friday, April 13, 2001. Resolutions must be signed by the mover and seconder, either of whom must be present at the meeting. Resolutions may be submitted by fax to (416) 224-8168 or (800) 268-0496, or by letter.

Procedures for addressing member resolutions during and after the AGM will be published in the March/April 2001 issue of *Engineering Dimensions*, to be mailed March 21.

Member resolutions that are passed at the Annual General Meeting will be referred to PEO Council for consideration at a future Council meeting. The mover and seconder of a member resolution that is passed at the AGM will be invited by Council to address their resolution in detail at the Council meeting at which the resolution is to be considered.

*Roger F. Barker, P.Eng., CEO and Registrar*



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