

A Message from the Chair of the Council, Debra Cooper Burger



On behalf of the College Compensation and Appointments Council (The Council), it is my pleasure to present this year in review covering April 1, 2007 to March 31, 2008. The Council remains committed to providing counsel and service to Ontario colleges in support of their goal to meet the diverse needs of learners in communities throughout Ontario.

This past year was one of change for the Council with the completion of a new logo and branding initiative, an operational audit of services, the appointment of four new Council members, the introduction of a new Minister of Training, Colleges and Universities, the Honourable John Milloy, and the Whitaker Review of the *Colleges Collective Bargaining Act, 1990* with its impact on Council operations and services.

Council Members

Members bring a wealth of professional work experience, as well as their expertise as former board members and chairs, to the Council. They are appointed by an Order-in-Council for potentially two three-year terms and come from a variety of backgrounds throughout the Province to ensure a broad representation of competencies, skills and community on the Council.

Membership ranges from eight to fifteen members including the Chair and a representative from the Committee of Presidents and Colleges Ontario.

In 2007/08, four new members joined five reappointed members. Changes included the resignation of Vickie Campbell and Ratna Ray due to work commitments and the retirement of Max Maclean, Chair of the Human Resources Committee. The Council was delighted to see former member, Margaret R. Best, assume her new position as Minister of Health Promotion.



From left to right - back row: Tom Hennebury, former Chair, Humber College's Board of Governors; Dianne Miller, former Chair, Confederation College's Board of Governors; Don Sinclair, Executive Director, the Council; Eric Recalla, former Chair, Georgian College's Board of Governors; Murray Maracle, Director of Education, Union of Ontario Indians (retired from the Council, Dec. 2008). **From left to right - front row:** Dan Patterson, President, Niagara College; Debra Cooper Burger, Chair, former Chair, Sir Sandford Fleming College's Board of Governors; Normand Fortier, Vice Chair, Consultant; Christine Williams, District VP, Scotiabank.



Bryan Dawson, President and CEO of Aircraft Appliances and Equipment Limited



Annie Dell, Regional Director of Réseau de développement économique et d'employabilité de l'Ontario (RDEE Ont.), Centre/Southwest Region



Mike Yorke, Director of Political Action and VP, Central Ontario Regional Council of Carpenters and Allied Workers

THE COUNCIL AT WORK

Human Resources

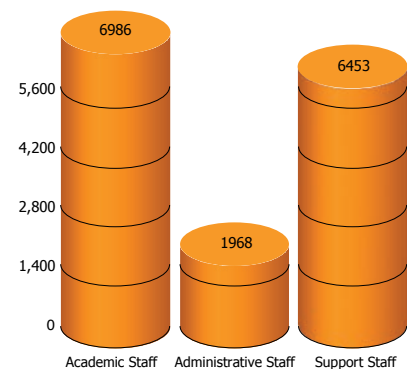
Under the Council's initiative, a joint submission with Colleges Ontario was presented to the *Colleges Collective Bargaining Act, 1990* review, conducted by Kevin Whitaker. In his report to the Minister it is noteworthy that Mr. Whitaker adapted 14 out of 17 recommendations put forward in the joint submission.

Throughout this reporting period, the Council led 16 training workshops across the province on staff job evaluation, administrative staff job evaluation, pay equity and benefits.

Benefits

The Council is the contract policy holder for benefits for the college system, with annual premiums in excess of eighty million (\$80M) dollars. Each year, financial statements are reviewed by an external consultant to ensure accuracy and recommend any improvements.

Full Time College Staff (24 colleges)



A Year In Review 2007-2008

PREMIER'S AWARDS

A stakeholder survey of the Premier's Awards was conducted by a consultant in the fall, 2007. Results confirmed the relevance, quality and high regard in which the Awards are held.

2007 Premier's Awards Selection Panel

Chaired by the Council's Christine Williams, the Panel included:

- **Business – Sue Graham Parker**, Senior Vice President, Ontario Region, Scotiabank (also 2008)
- **Community Services - Paulette Senior**, CEO, YWCA Canada
- **Creative Arts & Design - Piers Handling**, Director/CEO, Toronto International Film Festival (also 2008)
- **Health Sciences - Hilary Short**, President/CEO, Ontario Hospital Association (Julie Giraldi, Chief HR & IT Officer for 2008)
- **Recent Graduate - Michelle Barmapov**, Director, The Lane Montessori School for Autism (also 2008)
- **Technology - Carol Ring**, Regional President, GTA, Rogers Cable Communications Inc. (also 2008)
- **Media Representative - Philip McLeod**, Editor, The Londoner (Jennifer Holgate, VP Digital Media Canwest and Lorrie Goldstein, Sr. Editor the Toronto Sun, for 2008)
- **Franco-Ontarian Representative - Claudette Paquin**, CEO, TFO (also 2008)

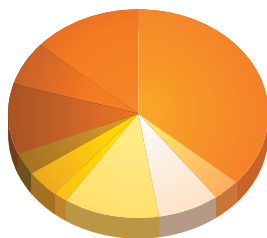
THE COUNCIL AT WORK

Governance

Between April 2007 and March 2008, the Council appointed 47 and reappointed 39 college board members to the English-language colleges and appointed 2 college board members to the two French-language colleges.*

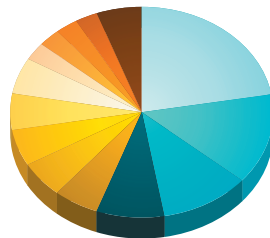
In March 2008, the number of external members on the English-language boards totaled 256 out of a potential 272. Of the 256, 68% were from the private sector and 32% from the broader public sector.

*Specific Sector Representation
English-Language Boards*



- 43% Business, Finance, Administration
- 16% Education
- 8% Government Services
- 13% Health Services
- 4% Hospitality/Tourism
- 5% Human Resources
- 2% Not-for-Profit
- 14% Processing, Manufacturing, Utilities
- 9% Professional
- 4% Technology

*Specific Sector Representation
French-Language Boards*



- 31% Business, Finance, Admin.
- 19% Education
- 15% Government Services
- 12% Legal
- 8% Retail/Wholesale
- 8% Media
- 8% Technology
- 8% Primary Resources
- 8% Not-for-Profit
- 4% Transportation
- 4% Health
- 4% Human Resources
- 4% Manufacturing/Utilities
- 8% Other

CURRENT NEWS

The Colleges Collective Bargaining Act, 2008 (CCBA)

- The Colleges Collective Bargaining Act became law in October, 2008 providing part-time employees with the right to organize; a new employers' association - the College Employer Council - was created
- The Council is working with Colleges Ontario and the Ministry of Training, Colleges and Universities to ensure a smooth transition of human resource responsibilities from the Council to the new College Employer Council
- The Council continues to appoint external college board members and exercise its governance oversight responsibilities, as well as coordinate the Premier's Awards

The Board Chair and President Relationship

The Council recently released "The Board Chair and President Relationship", available on our website at www.theCouncil.on.ca

2008 Premier's Awards Recipients

The Council is pleased to announce this year's recipients:

- **Business – Andrew Moorey**, Confederation College, President and Chief Executive Officer Global Hydration Water Treatment Systems Inc.
- **Community Services – Carol-Lynn Chambers**, Lambton College, Operations Manager and Chief Emergency Planning & Strategic Development Office of the Fire Marshal
- **Creative Arts & Design – Kevin Doyle**, Fanshawe College, Kevin Doyle Music Grammy and Juno Award Winner
- **Health Sciences – Patricia O'Connor**, Durham College, President, CEO, Owner Medflight Limited
- **Technology – James Harrington**, Loyalist College, President and Founder AGO Environmental Electronics Ltd.
- **Recent Graduate – Jordan Harris**, Niagara College, Dir. of Winemaking Viticulture and Operations, Tarara Winery

OUR MISSION

The College Compensation and Appointments Council (The Council) is a provincial agency, reporting to the Minister of Training, Colleges and Universities.

Our mission is to support Ontario's colleges of applied arts and technology through best practices in responsible collective bargaining and effective governance.

The Council leads the collective bargaining process on behalf of colleges in negotiations with faculty and support staff unions.

The Council oversees the appointment of external members to college boards of governors, and provides research, advice and resources to colleges on key governance and human resources issues.

OUR VISION

To provide valued counsel and outstanding service to colleges in support of their commitment to meet the diverse needs for applied learning in their communities.

OUR VALUES

The Council will achieve its vision with a commitment to integrity and respect in our relationships with our stakeholders; leadership and innovation in our policies, processes and practices.

*Percentages exceed 100% as some represent more than one sector.