

# minerva

## RECOGNITION

### Minerva Supporters Receive Life-Time Memberships



*The founder of Minerva Canada, Don Pedley [left], was honoured for his vision and dedication to Minerva's mission, upon his retirement as Chairman in December, 2002. Don served as Chairman for 14 years. Likewise, Beulah Burtles [right] was recognized for her dedication as Minerva's administrative secretary over the past decade.*

## UPDATE

Volume 4, No. 1 Spring 2003

### PRESIDENT'S MESSAGE

It has been an exciting year for Minerva with the revitalization of our strategic plan and funding commitments from major corporate sponsors and the Workplace Safety and Insurance Board. The three-year strategic plan is built on three pillars: Resources/Tools; Awareness; and Support.

In collaboration with corporations and academia, we will be developing more case studies to help professors integrate health and safety into the curriculum. Our existing case studies have received positive feedback and provide a solid means of classroom delivery. Modules in development will have a standardized presentation format that can be delivered within the timeframe of one class and that continue to emphasize the key safety concepts required of today's workplace managers.

Awareness of Minerva is on the rise through the use of roundtables and frequent communications with educational professionals. We continue to have strong representation from many sectors and stakeholders – including government, academia and employers – on our working committees that gives us a wide range of views to assist in building the right tools for use in educational curricula.

Our enthusiastic Board of Directors and new additions to the Board will ensure the ongoing success of Minerva's agenda in providing health and safety management teaching tools for use in post-secondary business, engineering and health-care programs. See page 4 for details on available resources.

If you would like to become involved in Minerva, please feel free to contact us.

Dr. Liz Scott

### Engineering Assessment Includes Safety

The **Canadian Engineering Accreditation Board** (CEAB) now has a checklist on Occupational Health and Safety as part of its assessment of engineering programs at universities. "This is a major innovation," says Minerva Board member Vic Pakalnis, who was part of CEAB's visit to the University of Toronto Engineering Program last fall. Vic and fellow Committee member Renzo Dalla Via addressed CEAB at its annual conference in Charlottetown, PEI, two years ago, recommending that health and safety be integrated into the assessment and providing them with a suggested approach.

The new guidelines now have explicit questions to ask concerning occupational health and safety issues, including faculty and student appreciation of OH&S knowledge and a formal accounting of courses and textbooks used for OH&S instruction. For more information, contact Vic at 613.727.2817 or e-mail to [vic.pakalnis@mol.gov.on.ca](mailto:vic.pakalnis@mol.gov.on.ca)

### Professors Wanted

**Minerva Canada is seeking input from business and engineering school professors on how to best develop educational resources, such as case studies and modules, that will promote the integration of health and safety principles in management education.**

**If you are interested in participating in a focus group, please contact Liz Scott at 519.239.3339 or e-mail to [lscott@orgsoln.com](mailto:lscott@orgsoln.com)**

**Visit our Web site at [www.minervacanada.org](http://www.minervacanada.org)**

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## Where We've Been

Minerva Canada's Board and Committee members have been spreading the message about the need for health and safety management education. In the past year, presentations have been made to the following:

### Industry

- Canadian Chemical Producers' Association (CCPA) Responsible Care leadership meetings. *Presenters:* Liz Scott and Tony Pasteris spoke at five meetings of the Share Committee
- Human Resources Professionals Association of Ontario. *Presenter:* Liz Scott spoke to the Halton chapter.
- Canadian Manufacturers' & Exporters' Association *Presenter:* Len Hong
- Canadian Petroleum Producers' Association *Presenter:* Len Hong



**Board member  
Len Hong promoted  
Minerva at the  
kick-off for  
North American  
Occupational Safety  
& Health (NAOSH)  
Week, held in  
Edmonton in May.**

- Best Practices in OSH Training meeting. *Presenter:* Len Hong included Minerva in this November 2002 international Baltimore event, co-sponsored by the National Institute for Occupational Safety & Health (NIOSH)

### Academia

- University of Ottawa, Masters in Health Administration students. *Presenter:* Vic Pakalnis spoke on strategic change management, using Minerva's National Rubber case study and focusing on management issues related to the health care sector.
- Queen's University, Engineering students. *Presenter:* Vic Pakalnis spoke on management systems for occupational health and safety.
- McMaster University *Presenters:* Tony Pasteris and Len Hong provided advice to a steering committee that is working to assist the university to become a Centre of Excellence. (The Centre will involve faculty and industry representatives assisting or directing research into areas of importance in safety.) They gave input for a research proposal on the relationship between workplace design and occupational health and safety.
- National Council of Deans of Engineering and Applied Science spring meeting, hosted by the University of Manitoba's Dr. Douglas Ruth (a Minerva Board Member). *Presenter:* Liz Scott gave a presentation on Minerva Canada.

## ACADEMIC CORNER

One of the Minerva case studies – **Hydroelectric Generating Station Cover-Shield Failure** – will appear in a new business textbook used at the University of Saskatchewan, Ryerson University and other schools. An abridged version of Marc Rosen's case study is published in *Operations Management*, 2nd Canadian Edition, by Stevenson and Hojati (McGraw Hill, 2003). The case study details a "seemingly trivial" engineering failure that could have resulted in potentially serious consequences. The failure arose due to an oversight in a rational risk-based maintenance approach to an aging facility. The case highlights day-to-day safety issues common to many industries. "This gives us a foot in the door of management textbooks, which will help to 'institutionalize' our message," says Minerva Committee member David Meston, who coordinated the submission with the publishers.

**A module incorporating principles of occupational health and safety** is used in the Engineering Faculty at Dalhousie University. For more information, contact Dr. Paul Amyotte at 902.494.3976 or e-mail to paul.amyotte@dal.ca

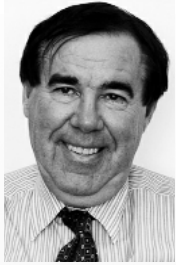
The Canadian Centre for Occupational Health & Safety will award three \$1,000 scholarships to students enrolled in part-time or full-time post-secondary occupational health and safety programs this year. College and university professors are encouraged to let students know about the annual **Dick Martin Scholarship Award**, in memory of a tireless health and safety advocate. All applications will be evaluated on the basis of an essay submission on aspirations in the field of occupational health and safety. For details on criteria and eligibility, visit <http://www.ccohs.ca/headlines/text90.html>

Minerva representatives (Liz Scott, Tony Pasteris and Renzo Dalla Via) will be meeting this spring with staff from the Workplace Safety & Insurance Board, the Ontario Ministry of Labour, the Ontario Ministry of Training, Colleges and Universities and other key, young worker health and safety partner organizations to explore **partnership opportunities around the development of health and safety materials** for post-secondary students.



## MEET OUR LEADERS

**Chairman of Board:** A.E. (Tony) Pasteris, *Operations Integrity Manager, Safety, Health & Environment Department, Products & Chemicals Division, Imperial Oil Limited*



A member of Minerva Canada's National Board since 2001, Tony was appointed as Chairman of the Board in February 2003. A Chemical Engineering and MBA graduate of McGill, Tony has held a variety of management roles in Imperial over the past 30 years, including operations, maintenance, project and product supply management. He now oversees all activities in the downstream part of the company that are related to standards, policies and procedures supporting health, safety and the environment. He also oversees emergency response

activities. Tony is an active member of the Canadian Chemical Producers Association Share Committee, of the Canadian Petroleum Products Institute and of the Emergency Response Co-ops in Canada.

**Philosophy:** "I firmly believe that engineering and business school graduates should have a fundamental understanding of the principles of safety, health and environment management before entering the workplace. It is essential for good managers to have this skill base because they can use the same principles to manage everything else in the workplace, including quality, productivity and personnel."

**Main Goal:** "I would like to see health, safety and environment management taught in all Canadian universities, which means continuing to get more schools to embark on the Minerva mission and integrate these management principles into their curricula. Also, I would like to see more organizations from the private and public sector supporting Minerva's vision of promoting and increasing health and safety management education in our universities. This support can either be through

direct financial donations to Minerva, which is a non-profit organization, or sponsoring projects, such as case studies for business and engineering schools. I intend to work closely with the Minerva Board of Directors to achieve both these goals."



**President:** Dr. Elizabeth (Liz) Scott, *PhD, MEng, MBA, MSC, COHN-C, RN, CRSP*

Liz was appointed Minerva President in April 2002 to lead our dynamic group of volunteers in the quest to integrate safety into the curriculum of business and engineering programs. A

well-recognized health, safety and disability management executive, Liz is Principal of Organizational Solutions, a disability management, service delivery and consulting firm. She holds her PhD in Psychology, MEng, MBA, MSC in Community Health and Education, BSc, RN designation, Certification in Occupational Health and Certification as a Registered Safety Professional. Liz is known for her active volunteer work to help further the understanding of health and safety principles. She received the Award of Excellence this year from the Ontario Occupational Health Nurses Association for her career contributions to the field of occupational health and safety.

**Main Goal:** "To get health and safety principles integrated into the curriculum of post-secondary schools in order to prepare our leaders of tomorrow for the workplace."

**Biggest Accomplishment:** "Reconfirming Minerva's direction and developing a strong three-year strategic plan that will most certainly drive the Minerva goal forward. We have also established solid connections with many key stakeholders and continue to develop tools and resources to meet the needs of our target audience."

## WELCOME ON BOARD

*Joining Minerva's National Board for three-year terms are:*

- John Boerefyn, National President, Canadian Society of Safety Engineering
- Ian Howcroft, Vice President, Ontario Division, Canadian Manufacturers and Exporters
- Doug Hyatt, Professor, Rotman School of Management and Centre for Industrial Relations, University of Toronto
- Doug McCutcheon, Industrial Professor, Industrial Safety & Loss Management Program, Faculty of Engineering, University of Alberta
- Garry Thomson, General Manager, Industry Sector, Workplace Safety & Insurance Board

*For a full list of Minerva's Board, see page 4.*

## REGIONAL REPORT

### • Manitoba

Manitoba's Minerva Committee has produced health and safety management modules for the Faculty of Engineering and the Faculty of Agriculture. These presentations, developed with a grant from the Manitoba Workers' Compensation Board Community Initiatives Program, are being used in the faculties this year. To view them, visit <http://safety.eng.umanitoba.ca> and [www.umanitoba.ca/afs/staff/safety](http://www.umanitoba.ca/afs/staff/safety). To help raise the profile of Minerva Manitoba, the Manitoba Committee is also working with the Faculty of Engineering at the University of Manitoba and Red River College to establish Minerva scholarships to be awarded to top students. *For more information on the above initiatives, contact Judith Fraser at 204.945.5359 or e-mail [jfraser@gov.mb.ca](mailto:jfraser@gov.mb.ca)*

### • British Columbia

The Workers' Compensation Board of B.C. is initiating involvement with British Columbia universities and employers to support the Minerva cause. *For more information, contact Yvonne Anderson at [yanders1@wcb.bc.ca](mailto:yanders1@wcb.bc.ca)*

### • Ontario

The Workplace Safety & Insurance Board has provided funding for roundtables, modules and case study development. *For more information, contact Garry Thomson at [garry\\_thomson@wsib.on.ca](mailto:garry_thomson@wsib.on.ca)*

### • Quebec

The interest level remains high to continue the initiative of integrating health and safety into the post-secondary curriculum. *For more information, contact Isabelle Lessard at [i.lessard@centrepatronalsst.qc.ca](mailto:i.lessard@centrepatronalsst.qc.ca)*



## RESOURCES

### Case Studies

**NEW!** Teaching notes for Minerva case studies are now available to professors. The case studies - prepared by Business or Engineering School faculty - are published in both English and French and include:

1. Automotive Plastics (*Business*)
2. National Rubber Co. of Canada (*Business*)
3. Storey Energy (*Business*)
4. Hydroelectric Generating Station Cover-Shield Failure (*Engineering*)

Copies of all case studies can be downloaded free from our Web site at [www.minervacanada.org](http://www.minervacanada.org). For teaching notes, contact: Dave Meston at 416.588.0655 or e-mail [dmeston@ilap.com](mailto:dmeston@ilap.com). Watch for more case studies in 2003. If you would like to get involved in preparing a Minerva case study, please contact Liz Scott at 519.239.3339 or [lscott@orgsoln.com](mailto:lscott@orgsoln.com)

### Health and Safety Articles

**NEW!** A current list of pertinent health and safety articles, prepared for Minerva by Dr. Julian Barling of Queen's University Business School, is available on our Web site at [www.minervacanada.org](http://www.minervacanada.org)

### Web Site

Visit [www.minervacanada.org](http://www.minervacanada.org) to find more background on Minerva plus resources for academics, such as:

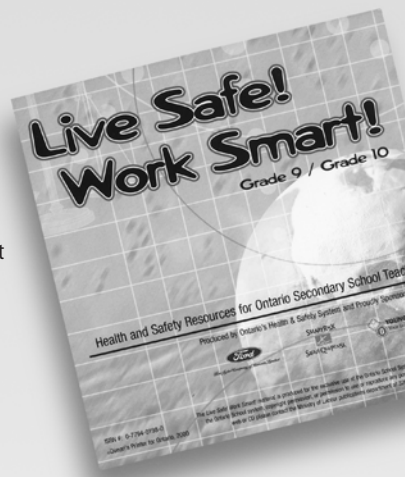
- Case studies for use in business and engineering courses.
- Presentations and articles on the management principles of occupational health and safety
- Proceedings of a 2001 Minerva workshop on *Integrating Safety Management into the Curricula of Canadian Business Schools*
- A roster of guest speakers (Stay tuned!)

### Related Resources

Three resources that might be useful for educators at the college and university level include:

1. **Live Safe! Work Smart!**: Custom designed for secondary school teachers by the Ontario government to assist them in meeting the specific health and safety curriculum expectations in the Ontario high school curriculum. Portions of this material (available in CD ROM version) may be relevant to certain post-secondary curriculum. For more information, including how to purchase a copy of these materials, visit [www.livesafeworksmart.net](http://www.livesafeworksmart.net).
2. **Business Results Through Health and Safety**: This study, conducted by the Canadian Manufacturers and Exporters (CME), in co-operation with the Workplace Safety and Insurance Board (WSIB), examines the business case that shows how a relatively small investment in workplace health and safety can result in substantial returns in profits and productivity. Visit <http://www.wsib.on.ca/wsib/wsibsite.nsf/public/BusinessResultsHealthSafety> to download a free copy of this report which is brimming with quotes from business leaders, best practice tips, worksheets and other practical tools.
3. **www.WorkSmartOntario.gov.on.ca**: New Web site from Ontario's Ministry of Labour aimed at providing valuable information to young workers to help them protect themselves at work.

- ☐ Case Studies
- ☐ Business Works
- ☐ New Sponsors
- ☐ School Surveys
- ☐ National Updates
- ☐ Resource
- ☐ Regional



## MINERVA NATIONAL BOARD

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Minerva Canada is a not-for-profit corporation  
to promote excellence in the teaching of safety management.

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