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2017 PAC Minutes, Advanced Ergonomic Studies

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Advanced Ergonomic Studies

School of Public Safety
Program Advisory Committee Meeting

June 6, 2017 – 6:45 PM - 9:00 PM
H1005 – Fanshawe College

Present:
Dee Morrissey  Karen Hoodless  Mike Sonne  Anna Beenackers
Katie Allanson  Brenda Mallat  Melissa Statham  Alex Salvadori
Jim Arnold  Marny Mason  Carrie Taylor  Steven Holubeshen
Andrew Beath  Tanya Morose  Renee Uruski  Sam Harrison
Holance Chan  Don Patten  Shannon Woods  Ary Golshan
Nancy Gowan  Amii Pereira  Mark Hunter
Derek Graansma  Katie Selman  Dana Raffa

Regrets:
Curtis VanderGriendt

1.0 CALL TO ORDER, WELCOME AND INTRODUCTIONS
Jim Arnold called the meeting to order at 6:45 PM.
Jim welcomed the committee and began introductions of PAC meeting members.

2.0 APPROVAL OF AGENDA
Approved by all members of the committee.

3.0 PROGRAM REPORT – DISCUSSION
ENROLMENT UPDATE
• Maximum enrolment of 40
2016/2017:
• 60 applications, 45 offers of admission, 22 registered students
• 21 domestic, 1 international, age range: 22-26
• Male/Female breakdown: 14/8
• Grads from 2013-2016

2017/2018:
• 81 applications, 68 offers
• 58 offers of admission (May 1); 29 confirmed; 5 paid
• 10 offers from ‘Wait List” (after May 1); 1 confirmed
• 30 confirmed students, 9 offers awaiting confirmation

• We want to connect prospective students with current students to assist
  them with information about the program and help them decide what is
  the best fit for them
• Waitlisted students are rare for year two of a program
• Students that have not confirmed within the given timeframe must reapply
  to the program
• We would like to see some students with other forms of education from
  outside Ontario
• We are happy with this and it is clear the message is getting out about the
  program

ADMISSION REQUIREMENTS
• Based on the Associate Ergonomists Requirements
• Currently: a degree (BA) in Kinesiology OR degree in Engineering, Health
  Sciences, Nursing (or equivalent) OR in a related discipline (as determined
  by the college) AND successful completion of one or more of the following
  undergraduate or qualifying college-level courses (as determined by the
  college): Anatomy, Physiology, Biomechanics, Ergonomics
• Qualitative and Quantitative Design and Analysis has been revised to align
  with ergonomist standards

DEGREE REQUIREMENTS
• Current: BSc Kinesiology, BSc Human Kinetics, Bachelor of Human Kinetics, Bachelor of Kinesiology, BA Kinesiology (Hons) Specialization or Major
• We would like the degree requirements to align with industry demands and expectations
• Is this something that you think we need to revisit?
• Suggestion to prefer to have a Bachelor of Science as a requirement
• Disadvantage: the program may not receive as many applicants as most students apply from a Bachelor of Arts programs
• Comment: Western only has 75 students in a Bachelor of Science program due to more outside science courses and the majority usually apply to medical and dental schools – if we went the way of BSc the number of applicants would greatly diminish
• Students have been let in without a previous ergonomics course taken
• Concern was raised over if the students will have the required hours to meet the CCCPE designation? Regardless if they hold a BA or BSc
• If the student meets the current requirements, plus complete the program, they will have enough hours under the current AE requirements – students who didn’t take an ergonomics course generally found themselves around 30 hours behind
• Suggestion of the possibility of no distinction between BSc or BA – as long as the set of courses are met
• It is beneficial for students to have taken an ergonomics course in their undergraduate program to allow them to be familiar with the content
• In regard to transcripts a large degree of courses are taken in Kinesiology
• Students are aware that they may need to do some additional course work to qualify for their AE designation
• The purpose of Admission Requirements is the understanding that we believe you have the background to be successful in the program – which we have had an entire successful class with one exception
• We landed on pathways based on industry standards and aligned the best we could with CCCPE requirements
• The ‘eligible to apply’ language stands (CCCPE was asked about this) – ‘by designation’ is only used by the regulatory body CCCPE
• Concern over if this language is misleading for a student, assuming they will receive designation upon completion of the program
• With the introduction of these programs, the industry is gaining recognition
• Changes are being made to the current AE requirements to reflect the growing recognition of the profession and to reflect the education system today
• For example, we have had applicants with Master’s Degrees who we have said no to because they did not meet the CCCPE requirements
• The number of hours will stay the same, however there will be a change in terms of categories of choice – will not affect courses, titles or learning objectives
• Some who have been ineligible under the previous AE requirements will be eligible under the new requirement changes
• Suggestion for students to take pre-admission courses before starting the program
• Science courses can be requirements but BSc as a requirement is not ideal – give students enough time to meet the requirements if changes are implemented
• Suggestion of adding psychology to the requirements as cognitive aspect of ergonomics does not get enough exposure in the program
• We may need to be careful that we aren’t going too far one way or the other in terms of requirements
• Do we need to look at increasing the ‘1 or more’ requirement?
• Some students may not have an ergonomic requirement if it was not offered at the time of enrolment – hopeful this can eventually be offered in multiple terms
• Suggestion that courses should be taught with students having some understanding of the material – online courses as an option? To give the student an opportunity to test the waters before committing to a full year of the program
• Suggestion of implementing Ergonomics courses as early as possible (ex. in high school) to steer students in the proper direction
• As the program grows there will be a wider generated interest – promotion of post-graduate programs at University school fairs
• When speaking to those in the Ergonomics industry, this program was created to bridge the gap in Kinesiology and Ergonomics
• This curriculum was built around a standard Kinesiology degree and what we felt most students would have – the evidence from our first year suggests that we hit the mark pretty close
• Purpose of admission requirements is to ensure that the students we admit will be successful in the curriculum
• We found most students would be eligible for the changes to the CCCPE in retrospect
• Question: of those students that came in without an Ergonomics course, how did they compare with those who had taken the course?
• Student response: personally no specific Ergonomics courses taken which did not hinder them in any way for the program – believes program is doing what it is supposed to
• Student Response: some fellow students had no issue without Ergonomics courses and came into the program at the same level as those who had
• Student Response: Ergonomics course taken, everything learned in Undergraduate course except for one thing was recovered within this program
• Student Response: Ergonomics course not taken in Undergraduate, transition was fine and enjoyed the program a lot
• Most of students with a degree in Kinesiology and BSc have covered required courses such as anatomy, physiology, biomechanics, statistics etc.
• Suggestion of adding the language ‘taken in X number of years’ to ensure they are current – a lot of professional programs carry this statement
• Regardless of Degree earned, most importantly is meeting the requirements of the CCCPE – whatever it takes to make those eligible and successful for this
• Some suggested that given the option to hire a BA or a BSc with all other qualifications equal, they would choose a BSc candidate
• Ergonomists take the science and apply it in a creative way to solve problems – they need to utilize a variety of areas and different skills
• Suggestion that a BA (other than Kinesiology) given the same course requirement would still be successful in the program and within the industry
• Suggestion that it is expected that students coming into this program have some science background and a BSc is an advantage
• Suggestion that looking at a degree name is not ideal – ex. At Western, BA students can take the same courses as a BSc students – encourage you to look at the student and the course prerequisites as opposed to the name on the degree as they can vary
• We all come from different backgrounds and educational experiences so it is difficult to label – if you are successful in this program you will be successful in the industry

**ACTION ITEM:** All Admission Requirements to remain listed.

  Ergonomics listed as ‘Preferred’.

  **A Degree in Kinesiology or A Degree in Human Kinetics stands.**

• We expect to be ‘competitive’ in the next year or two – meaning we will now be looking at grades and isolate for those four requirements
• With variance of Kinesiology degrees, we want to make sure the students are aware that regardless of courses taken they may not be eligible for the designation
• This will continue to be a Graduate program, given pending changes within the CCCPE – we can work on changing this language: **APPROVED BY ALL MEMBERS**

**CURRICULUM UPDATE**

• Looking at these changes for Fall 2018
• Based on feedback from Faculty and students
• Switch in positions of three courses (Levels 1 and 2)
• Addition of 10 lad hours to Human Factors and Design course
• Under discussion: faculty team have discussed the addition of a business course or content related to business (ex. Small business management, consulting/entrepreneurial skills, accounting, budgeting, proposal writing, etc.)
• Do you as employers look for candidates with a business type of mindset and skillset as well?
• Suggestion to overlap business courses from other programs (ex. Paralegal program) – we have the content to do so
• Student Response: concern over the addition of 10 more hours and addition of a course may increase amount of strain – suggestion to make the business element a seminar or a half course for those that are interested
• Student Response: Professionalism course taken within the program was mostly based on ethics – felt they would receive education on resume building, interview preparation, etc.
• Student Response: required to create AE Applications on their own time, but felt the business content could have been fit within class time, without having to add additional hours – Professionalism course would be a great place to embed business skills
• Suggestion that the Business Marketing piece is more applicable for Ergonomists in the industry – ex. How you apply conflict resolution or assessing ROI
• Some commented that skills in sales techniques are lacking – ex. How do you convince someone to invest X amount in your proposal?
• Please send any thoughts for faculty debrief to Dee Morrissey

FACULTY UPDATE

• Please let Dee Morrissey know if you have any suggestions to get the word out for full-time postings
• Full-time Faculty position who will also become the Program Coordinator
• Job was posted yesterday on the Fanshawe College website
• To be posted on ACE website as well
• Dee will notify contacts at ACE and CCCPE via email
• Fanshawe faculty members work under a Collective Agreement – maximum 18 hours, new faculty receive additional preparation time (work between 14 and 16 hours per week) and generally teach 2 to 3 courses
• 44 hour a week position, 43 days of vacation
• Salary Range: $60,000 to $107,000
• Close date: June 23, 2017

PROGRAM RESOURCES

• Recognition event in April was held for Siemens Canada who graciously donated $28 million worth of Jack Software
• Siemens Canada provided us with the entire package as well as extended licences for a full lab and training software
• This was a unique gift to us – no other post-secondary institution in Canada has received this
• Allows students to have hands-on practice with software used in the industry
• The goal is to have the training software available to faculty and students within the next year
• Handpak (Potvin Biomechanics)
• ROSA (Sonne)

FIELD PLACEMENTS

• 8-week placements (300 hours) – end of program, May-June
• Reminder that this is a course, not a co-op
• Unpaid, vetted and approved by Fanshawe
• Meets/exceeds current AE field placement requirements – 280 mentorship hours
• Assigned mentor at host organization; faculty supervised
• Specified learning outcomes – broad because experiences are broad (employability skills, professionalism, etc.)
• Some placements have taken more than one student – 27 on the list
• We have more placements than we can fill which is good – we want to keep up these relationships with our industry partners
• 4 students were successful in landing their own placements
• We are very pleased with this result as our first time out – including two in Alberta and two in B.C.
• Thank you to everyone and to Dee Morrissey for all the hard work to make these placements possible to support interest in the program
• Feedback from Host: low start-up investment with current students, seem to come right in and know the work with little training, professional, very observant, independent
• Feedback from Host: one student pointed out an issue that was looked over from their assessment that was missed
• Feedback from Host: student has shown significant impact in 8 weeks – developing a back health safe lifting program with script and props for migrant farm workers with full English and Spanish components, first pilot went great

SPECIAL EVENTS

• Reminder of some of the events you will be participating in
• Guest speakers, in-class panels
• Extra-curricular events: Mike Sonne (open event – baseball), Curtis VanderGriendt (UX, students only)
• Resumes and interviewing Workshops (ad hoc)
• Next Year: Guest Speakers, Networking Night, Job Fair, Job Search Skills, ACE Ontario Region Event

MARKETING AND PROMOTIONS

• Universities:
  • uOttawa (two in-class presentations)
  • Queen’s (Faculty of Heath Grad Fair)
  • UWO (School of Health Sciences and extra-curricular presentation)
• Email blasts to Kinesiology programs
• ACE:
  • Advertising in Ergonomics Canada – went national
  • Exhibitor and sponsor at ACE Conference
  • Projects are not structured yet for student presentations at conferences – currently more workplace oriented than research

EMPLOYMENT UPDATE

• One student has secured employment to date – newly created position at Martinrea
• Most students are actively engaged in the job search (two have interviewed with Chrysler)

4.0 INDUSTRY TRENDS – DISCUSSION

• Industry trends in physical ergonomics and cognitive ergonomics – what do we need to incorporate into the curriculum?
• Human Factors course to incorporate cognitive ergonomics
• Addressing motor skills and brain changes
• WSIB chronic stress – need to measure cognitive load, how to quantify
• Cognitive and behavioural demand analysis - professional reports include these, yet students have not received the training for this
• Psychosocial tools – Guarding Minds (measuring workplace stress), addressing manager skill sets
• Health and Safety trends – what do Ergonomists need to be aware of?
• WHIMS changes, inclusivity and accessibility (ex. Colour blindness, mobility)
• How do you redesign tool used on younger individuals for older individuals – applying standard ergonomic tools to an aging workforce
• Universal design – AODA
• User experience is a growing trend – linked with rapid growth of technology

5.0 PAC INVOLVEMENT IN THE PROGRAM – DISCUSSION

• We would like to have award recognition for students to recognize academic achievement and other host of things
• Examples: Bursary, scholarship and conference support
• Not super significant and with relatively reasonable cost
• If interested in sponsoring an award please contact Mark Hunter
• There are placement opportunities across the country that students would like to partake in, however the biggest barrier for our students is travel expense – we would appreciate any suggestions for supporting this
6.0 CCCPE UPDATE

- Proposed AE requirements – vote underway
- If approved – all Fanshawe grads will meet the AE requirements with no additional education required
- Please vote!
- Ballots were placed in the mail in early May and due back by June 19th at the latest
- If you did not receive your ballots please call Kristen
- The Board had set these requirements 20 years ago
- Board members to have more flexibility – same number of hours, different categories
- The goal is to reach a point where the profession is widely recognized and there is demand for these positions
- Updates to be made to the AE education program as well as no more stamped ballots

7.0 ACE UPDATE

- Annual conference in Banff, joint conference with ODAM
- No workshops associated with this conference – presentations and panels over four days
- ACE won to host the International Ergonomics Association Conference in 2021 in Banff
- Student ACE Memberships – application forms online
- Benefits: job placements, conferences, newsletter, access to Webinars, name listed and searchable on ACE membership
- More information available on the website
- New system being implemented – issues are being sorted out
- Must renew memberships to access Webinars and job postings
- Ergo Canada magazine to hopefully go digital next year
- Membership has gone down by 200 since 2013
- Members – please fill out entire profile information to be fully listed, including drop downs
  - info@ace-ergocanada.ca
• ACE Ontario – has become very active
• Some PAC members received job opportunities through ACE
• Key for networking for students

8.0 OTHER BUSINESS

• None

9.0 NEXT MEETING

• TBA: November 2017 – 6:00 PM-9:00 PM

10.0 ADJOURNMENT

• Meeting adjourned by Jim Arnold at 9:04 PM