

City of London - Application for Appointment to a City of London Board or Commission

Application

Please choose the Board or Commission you are interested in serving on: **London Transit Commission**

Contact Information

Name: **Andrew Marlowe**

City: **London**

Province: **ON**

Postal Code: **N6C4E8**

Experience and Qualifications

If you have experience on a London Board or Commission, please provide dates and details. (max. 3000 characters):

I have not previously been involved with a City of London Board or Commission.

What do you hope to contribute or learn as part of a Board or Commission? (max. 3000 characters):

First and foremost, I hope to contribute my experiences as someone who has relied on LTC as a key component of my transportation needs for the last 6 years. While I would hope that other members of the commission also rely on LTC buses to navigate the city, I'm aware that in many municipalities those providing decision making and oversight of public transit are not themselves riders.

Outside of relying on public transit for mobility, I'm also an enthusiast who already consumes a large amount of material related to public transit planning and best practices- purely for personal interest. I would hope that joining the commission would both help me deepen this knowledge and contribute the knowledge I already possess to the commission.

Finally, I see this as an opportunity to give back to London and strengthen my ties to the city. I have lived here for 6 years, have established roots, and have a vested interest in an essential city service operating to its fullest potential.

How will you support the work of a Board or Commission? (max. 3000 characters):

I believe I bring a unique perspective regarding an often under discussed issue facing transit drivers- workplace violence. Transit operators are one of the professions most exposed to workplace violence, which can contribute to turnover and thus staffing concerns. For almost 5 years I led the Prevention and Intervention in Crisis Situations program at St. Joseph's Healthcare London, and currently work for LHSC as a Professional Practice Consultant focused on Workplace Violence Prevention. Knowing that retention and recruitment of drivers are a key challenge facing the LTC, I believe my knowledge in this domain could be useful in supporting the commission.

As mentioned above, I also bring the perspective of a frequent rider who experienced the frustrations that most often drive people to choose cars over taking the LTC. I would like to see the LTC reach the reliability and service levels that can make it a core component of most citizens of London's transportation needs.

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

I'm currently completing an MBA (part time, online) that has so far included courses in data analysis, operations management, horizon scanning, and financial accounting- all of which I believe would help me in functioning in this role.

I also bring extensive board and committee experience- I'm the current Financial Executive Officer for the Mental Health Nursing wing of the Registered Nurses Association of Ontario, have chaired a number of groups while working at St. Joseph's, and was a member of the executive board and several committees of the McMaster Students Union. This included chairing the Sponsorships and Donations committee, and voting membership of the Finance Committee and Bylaws and Procedures committee. From previous leadership and membership in the Ontario Nurses Association (the union representing nurses across Ontario) I bring a strong knowledge of operating in a unionized environment.

Finally, I should highlight that much of my career has been spent working with groups that disproportionately rely on public transit- those with mental health challenges, the elderly, and post-secondary students. I would hope to represent their perspectives at the table.

Attach resume or other document here, if needed: **AndrewMarloweLondonBoards.pdf**

Attach more files here, if needed:

Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; I understand that my application and any attachments will be included on a public agenda that is published on the City website.**

To help inform our outreach activities, please tell us how you heard about this opportunity: (optional): **Social media**

If you selected 'Other', please specify:

Submitted on: **9/26/2022 2:32:06 PM**

Andrew Marlowe

Highlights and Qualifications

- Collaborative leader with demonstrated relationship building and stakeholder engagement
- Self directed, systems level thinker with exceptional analytical skills and decision making ability
- Lean Six Sigma Green Belt, TCPS 2 CORE and San'Yas Indigenous Cultural Safety certified

Education

Royal Military College of Canada

Masters of Business Administration

In Progress- Expected Completion 2023

University of Toronto

Fundamentals of Project Management Certificate

Completed 2021

Western University

Masters of Nursing; Leadership and Education stream

Completed 2018

McMaster University

Healthcare Leadership and Management Certificate

Completed 2015

Bachelor of Science in Nursing

Completed 2012

Clinical Professional Experience

London Health Sciences Centre

Consultant- *Professional Practice*

Sept 2022-Present

- Leading portfolio for violence prevention and education, including Behavioural Safety Alert system, Workplace Violence Prevention training, horizontal violence and Occupational Health

St. Joseph's Healthcare London

Officer-In-Charge- *Central Clinical Support Management*

Aug 2021-Present

- After hours leader supervising clinical staff and operations at PIMH and SWC
- Re-allocating resources, prioritizing competing demands, and providing crisis management
- Briefing senior leadership on acuity, staffing, and critical events

Nurse Educator- *Professional Practice/ODLS*

Apr 2017-July 2021

- Designed, facilitated and evaluated education and training programs across multiple sites
- Managed and executed projects and quality improvement initiatives with multiple stakeholders
- Subject matter expert on mental health topics, training, crisis management and conflict diffusion
- Chair of *Mental Health Advanced Nursing Practice Committee*; co-chair *Nursing Council*
- Lead for *Prevention and Intervention in Crisis Situations* program ensuring staff safety

Jarlette Health Services

Co-Director of Care- *Meadow Park London*

Nov 2016-Apr 2017

- Managed, motivated, and improved performance of team of 100+ care staff in 126 bed facility
- Ensured compliance with Employment Standards Act, Occupational Health and Safety Act
- Facilitated empathetic discussions with residents, families, and other stakeholders
- Monitored performance indicators and implemented quality improvement initiatives

St. Joseph's Healthcare Hamilton

Registered Nurse- *Forensic Psychiatry Program*

Mar 2013-Dec 2016

- Provided care to individuals found Not Criminally Responsible under the Mental Health Act

Academic Professional Experience

Conestoga College *Manager, Cowan Health Sciences Center* **Sept 2021-Feb 2022**

- Administrative role created in combination of three previous positions
- Managed and led a team of Nurse Technologists, Simulation Specialists and other support staff
- Management of standardized patients/simulated persons (SP) program
- Managed six figure instructional supply and equipment maintenance budgets, equipment requests and expense and purchase approvals; day-to-day operations management

Fanshawe College *Professor* **Sept 2019-Aug 2021**

- Professor for the *Retirement Residence Management and Health Care Administration and Management* post-graduate certificates for internationally trained healthcare providers
- Taught *Employee Relations, Healthcare Legislation and Introduction to Canadian Workplaces*

Nipissing University *Clinical Instructor* **June 2018-Dec 2018**

Mohawk College/McMaster University *Clinical Instructor* **Jan 2016-Dec 2016**

- Supervised and instructed nursing students with placements in mental health

Niagara College *Sessional Instructor* **Apr 2015-Aug 2015**

- Lectured for two courses: *Personal Wellbeing and Issues and Trends in Mental Health*

Presentations

Graduate Nursing Research Day (Winner, Best Oral Presentation) **2018**

Preliminary Evaluations of the Community Homes for Opportunity Program

- Data analysis and findings from program evaluation conducted on the modernization of the *Homes For Special Care* program in Southwest Ontario to inform rollout to other regions

International Congress of Mental Health and the Law (Vienna) **2015**

Moral Myopia: Ethical Blindspots in Forensic Psychiatry

- Presented on ethical dilemmas of managing risk in forensic setting

Additional Leadership Experience

Registered Nurses Association of Ontario (RNAO)

Financial Executive Officer (Mental Health Nursing Interest Group) **2021-present**

- Preparing and managing \$25 000 annual budget, keeping records of revenue and expenses

Ontario Nurses Association (ONA)

Joint Health and Safety Committee Representative **2014-2016**

- Collaborated with other worker representatives and hospital management to ensure compliance with the *Occupational Health and Safety Act (OHSA)* and a safety culture

McMaster Student Union (MSU)

Chair of Sponsorship and Donations Committee **2011-2012**

- Led committee with \$15 000 budget to allocate grants to campus organizations

Executive Board **2011-2012**

- Responsible for day to day operational decisions, management of human and material resources, strategic planning, approval and oversight of organization's \$3.5 Million operating budget

McMaster Society of Off Campus Students (SOCS)

Vice President- Finance **2011-2012**

- Prepared \$30 000 budget, improved revenue by \$4 000; led charity team raising \$10 000 in donations for cystic fibrosis and \$20 000 for leukemia research