

# Michael McMillan

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May 2017

## Summary

A senior level health care executive with strong relationship, communication and business skills, ready to take on leadership of a large, complex, organization.

## Professional Profile

- ◆ Proven senior Health Care Executive with a clinical background and extensive business education and experience
- ◆ More than 20 years of experience at the Executive level of health care organizations
- ◆ Strong analytical thinker with demonstrated ability to problem solve, develop strategy and implement plans to deliver significant change
- ◆ Innovative leader with experience bring individuals and groups onboard to significant change efforts and projects
- ◆ Committed to community engagement in innovated efforts to deal with local issues
- ◆ Inspiration leader, comfortable leading large, diverse groups
- ◆ Demonstrated ability to develop individuals and strong teams
- ◆ Known for strong relationships with physicians, staff, communities and other external partners
- ◆ Experience delivering large capital projects on-time and on-budget
- ◆ Strong knowledge of health care in British Columbia with specific experience and expertise in rural health care as well as the transformation of community health care services
- ◆ Experienced working in partnership with the First Nations Health Authority and local first nations health organizations
- ◆ Experience successfully dealing with significant disaster events and leading organizational response to such events
- ◆ Committed to quality, patient safety and patient and family centred care

## Professional Experience

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August 2016 – present

Health Employers Association of BC (HEABC)  
Vancouver, BC

### ***President and CEO***

HEABC provides strategic human resources leadership and labour relations expertise to British Columbia's health care employers, from the largest regional and provincial health authorities to the smaller for-profit and not-for-profit employers. As the largest of the six employer associations under the BC public sector model for statutory coordination established under the Public Sector Employers Act, HEABC is the accredited bargaining agent for most publically funded health employers in the province, negotiating five major provincial agreements covering more than 100,000 unionized health care employees. These agreements cover nurses, health science professionals, physician residents and support workers, across the health care continuum. HEABC is also responsible, with government, for negotiation of the Physician Master Agreement under which all physician compensation in BC is structured.

As the only bargaining organization in Canada that represents the entire spectrum of health care employers, HEABC plays a critical strategic role in the relationship between government, employers and unions. HEABC strives to enhance the working relationship between these groups. As the healthcare landscape continue to evolve, it takes a long term strategic view to anticipate and plan for the future, while being accountable for short term actions to support the strategic objectives. HEABC is in the forefront of the healthcare changes in the province and in the larger and highly coordinated public sector labour relations landscape.

Reporting to the Board of Directors, The President and CEO works collaboratively with the Board, government and stakeholders in a variety of ways to implement the current collective agreements and strategically plan for negotiations in 2018 and 2019. The President and CEO both leads and uses strong influence skills. Developing collaborative relationships with many parties is a key success factor in the role. The role requires leadership, vision, relationship skills and superior communication abilities.

May 2004 – July 2016

Northern Health Authority (NH)  
Prince George, BC

***Chief Operating Officer, Northern Interior Health Service Delivery Area***

- Member of the Northern Health Senior Executive team
- Responsible for the delivery of all acute, mental health, community and residential (senior's housing, assisted living, complex care) services in a wide geographic area (approximately 200,000 square kilometres) with multiple facilities. Includes responsibility for all clinical and non-clinical support services.
- Responsible for Pharmacy services for all of Northern Health.
- Budget exceeding \$300 million, approximately 3,000 staff and 11 direct reports
- Member of Northern Health(NH) – First Nations Health Authority (FNHA) Health Partnership committee
- Co-chair of the joint NH-FNHA Mental Wellness and Substance Use working group

*Current and Past Provincial Responsibilities include*

- Co-chair of the BC Health Technology Assessment Committee (current)
- Member of the BC Ministry of Health Standing Committee of Co-chairs (current)
- NH Member of BC Health Operations Committee and the Integrated Primary, Acute and Community Care committee (past)
- Member of BC Expert Panel on Emergency Department Decongestion (past)
- NH Representative on the BC Provincial Renal Agency Executive Steering Committee for 10 years (past)
- Member for Paramedical Collective Bargaining Team (2006,2009,2010,2013)

May 2002 – May 2003

Northern Health Authority (NH)  
Prince George, BC

***Vice President, Operational Support Services***

- Member of Senior Management Team of the recently formed Northern Health Authority covering the northern 2/3 of the Province of British Columbia.
- Responsible for organization and strategic direction of clinical and non-clinical support services (Pharmacy; Laboratory; Medical Imaging; Materiel Management; Plant, Property & Energy; Biomedical Engineering; Food Services, Laundry and Housekeeping) as well as capital planning and projects for the region,

April 2000 – May 2002

Northern Interior Regional Health Board (NIRHB)  
Prince George, BC

***Chief Operating Officer, Diagnostic & Support Services***

- Regionalization of previous responsibilities and the addition of responsibility for all capital projects and equipment acquisition.
- Major projects include a \$50,000,000 expansion to Prince George Regional Hospital, a \$4,500,000 Detox centre and a \$1,000,000 Tertiary Mental Health facility.
- Major equipment acquisitions include a new CT scanner and a new MRI unit.
- Continued development of Pharmacy Services as a centre for excellence in the north, including the creation of a post-graduate pharmacy residency program

February 1998 - April 2000

Northern Interior Regional Health Board (NIRHB)  
Prince George, BC

***Assistant Executive Director, Clinical Support (Prince George Regional Hospital)***

- Portfolio includes Pharmacy, Diagnostic Services, Food Services, Laundry, Housekeeping, Materiel Management, Plant Operations, and Biomedical Engineering
- Responsible for a successful review of hospital operations resulting in additional operational funding for Prince George Regional Hospital

July 1994 – February 1998

Peace Arch Hospital  
White Rock, BC

**Director, Core Patient Services**

- Portfolio that eventually included Pharmacy, Diagnostic Services, Infection Control, Admitting, Staff Scheduling, Health Records and Information Systems
- Key member of the Regional Lab Review task group, including Chair of the working group which developed a new pathologist compensation system
- Chaired the Peace Arch Hospital Information Technology Steering committee.

May 1986 – June 1994

Peace Arch Hospital  
White Rock, BC

**Assistant Director, Pharmacy**

**EDUCATION HIGHLIGHTS**

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December 2009

Royal Rhodes University  
BC Health Care Leaders for Life

**12 for 12 Program**

- A 12 month, invitation-only, leadership program for senior-level executives, focused on developing custom leadership opportunities
- Includes three inter-related activities; Executive Round Tables, a Personal Leadership Project, and Action Learning Teams, plus access to a host of online tools and resources through the program's e-learning platform

2007-2008

Canadian Medical Association

**PMI 1 – 3**

- Completed modules 1-3 of the CMA Physician Management Institute program as part of an planned, in-house program for the development of Northern Health physician leaders

May 1992

University of British Columbia  
Vancouver BC

**Masters of Business Administration**

- Major area of interest was Operations Research and decision making in Health Care

April 1983 - May 1984

Vancouver General Hospital  
Vancouver BC

**Post Graduate Residency in Hospital Pharmacy**

April 1983

University of British Columbia  
Vancouver BC

**B.Sc (Pharm)**