

CURRICULUM VITAE

E. Richard Shillington
Tristat Resources
Box 1086
Manotick, Ontario
K4M 1A9

Voice: (613) 692-1551
e-mail: richard@shillington.ca

Academic History: B. Math, M. Math, Ph.D. (Statistics); University of Waterloo

Scholarships & Awards: National Research Council - Post-Graduate Scholarship
Health and Welfare Canada - Post-Graduate Student Fellowship
Statistical Society of Canada - Pierre Robillard
Atkinson Foundation Policy Fellow – St. Christopher House and
Massey College (U of T) [Fall 2000]
Government of Canada - Suzanne Peters Award for Citizen
Engagement (with St. Christopher House) [Fall 2001]
Faculty of Mathematics – University of Waterloo – Alumni
Achievement Medal [Fall 2004]

Employment History: Principal; Tristat Resources; July 1984 - Present

Research Associate; Canadian Council on Social Development; (Part-time position); February 1995 - February 1997

Director of Data Services; Fair Tax Commission
(Part-time position); June 1990 - June 1993

Senior Policy Analyst; Ministry of State for Social Development;
Government of Canada; July 1982 - June 1984

Senior Research Officer; Policy Research and Management Services;
Department of Health; Government of Saskatchewan; July 1979 - June
1982

Senior Research Associate; Health Care Research Unit; University of
Toronto; January 1978 - June 1979

Director; Health Manpower Research Unit; University of British
Columbia; June 1973 - March 1976

Publications in Refereed Journals:

“Assessing Tax-Transfer Programs”: Comments on the paper by Ken Battle, Canadian Tax Journal; Vol. 47, Number 5, 1999

" Testing Lack of Fit in Regression Without Replication," The Canadian Journal of Statistics, **7**, 137-146, 1979

“Regression analysis of Weibull data and the analysis of clinical trials”. Util. Math., **8**, 257-276, with R. Prentice, 1975

Research Papers (which were subject to review):

Poverty (Canada); a section published in Encyclopedia of Social Welfare History in North America; Editors-Herrick, J.M.; Stuart P.H.; Sage Publishers, 2005

Measuring the Effectiveness of Employment Insurance; Human Resources and Skills Development Canada; Ottawa; 2004 (forthcoming)

Policy Options to Support Dependent Care: The Tax Transfer System; Nova Scotia Advisory Council on the Status of Women; July 2004

New Poverty Traps: Means-Testing and Modest-Income Seniors; C.D. Howe Institute, Backgrounder #65, April 2003

Poverty, inequality and social inclusion; with Andrew Mitchell; Laidlaw Foundation, December 2002

Financial criteria and eligibility for legal aid; Paper on Access to legal Aid Services; with Andrew Mitchell, Legal Aid Ontario, 2002

Tracking Social Assistance Recipients using the Survey of Labour Income Dynamics; to be published by Statistics Canada, forthcoming

Women’s Self-Employment and their Access to Benefits; for Status of Women Canada, 2002

The Role of Housing in the Social Inclusion/Exclusion of Children; Canadian Housing and Renewal Association, 2001

Two Casualties Of The Child Tax Benefit: Truth And The Poor; Policy Options, Institute for Research in Public Policy, November 2000

Adding Social Condition to the Canadian Human Rights Act: Some Issues, Canadian Human Rights Act Review Panel, Department of Justice, 2000

The Extent of Prescription Drug Plan Coverage in Canada; Health Canada; with Fraser Group and AMC, 2000

The Dark Side of Targeting: Retirement Saving for Low-Income Canadians, C.D. Howe Institute Commentary Number 130, Sept. 1999

Plausibility of Proficiency Estimates in Adult Literacy in OECD Countries: Technical Report on the First International Adult Literacy Survey; National Center For Education Statistics, U.S. Dept. of Education, 1998

Mission for the Millennium; A Discussion Paper, Campaign 2000, 1997

The Tax Treatment of Disability, for the Task Force on Disability Issues, Government of Canada, 1996

The Tax System and Social Policy Reform in Remaking Canadian Social Policy ed. Pulkingham J. and Ternowetsky G, 1996

Crossroads for Canada; A Discussion Paper, Campaign 2000, 1996

Tax Treatment of RRSP's and RPP's in Roundtable on Canada's Aging Society and Retirement Income System; Caledon Institute on Social Policy; June 5, 1995

Incidence of Taxes in Ontario in 1991 in Taxation and the Distribution of Income, University of Toronto Press. With S. Block, 1994

Notes on the Federal Government's Supplementary Paper: Income Security for Children: Child Benefits; Advisory Committee on the Status of Women, 1994

Child Support Policy: Income Tax Treatment and Child Support Guidelines: The Policy Research Centre on Children, Youth and Families, with Zweibel, Ellen B., 1993

Income Class and Hospital Use in Ontario, Ontario Economic Council, with M. Barer and P. Manga, 1982

Selected Economic Consequences of Cigarette Smoking, Health and Welfare Canada, 1976

Other Publications:

RRSP Alternatives; Advisor's Edge (RRSP Survival Guide), January 2004

Avoiding RRSPs; Advisor's Edge (RRSP Survival Guide), December 2003

Social Exclusion in the Design and Administration of Social Programs; Perception Vol. 26, # 1 and 2, pages 16-18, 2003

Drug Expense Coverage in the Canadian Population: Protection from Severe Drug Expenses; with the Fraser Group, August 2002

Access to Maternity Benefits (yet to be published)

The Income Testing of Seniors' Social, Health and Income Supports; The National Council on Aging; 2000

Hit the Least Vulnerable in Cutting 'MTRS', Policy Options Vol. 20 No. 10; Institute for Research in Public Policy.

Social Assistance and Paid Employment in Alberta , 1993-1996, Population Research Laboratory, Dept. of Sociology, University of Alberta.

Drug Plan Coverage - Canadian Population, Canadian Life and Health Insurance Association; with Ken Fraser, 1998

A Statistical Profile of Urban Poverty; Canadian Council on Social Development, with C. Lochheed, 1996

The Canadian Fact Book on Poverty - 1994, Canadian Council on Social Development, with David Ross and C. Lochheed, 1994

FLUX: Two Years in the Life of the Canadian Labour Market; Findings of the Statistics Canada Labour Market Activity Survey, 1986-87; Statistics Canada #71-538E; with David Ross, 1991

Murray, T.S., & Shillington, R. (1991). *Estimates of literacy skill for small areas.* Ottawa: Statistics Canada.

The Economic Profile and Labour Market Participation Patterns of Persons with Disabilities in Canada, Department of the Secretary of State, with D. Ross, 1990

Child Poverty and Poor Educational Attainment: The Economic Costs and Implications for Society, Report of the Senate Committee on Social Affairs, Science and Technology, with D. Ross D, 1990

The Canadian Fact Book on Poverty - 1989, Canadian Council on Social Development, with D. Ross, 1989

A Profile of the Canadian Volunteer, National Voluntary Organizations, with D. Ross, 1989

Lower- and middle-income earners still bear brunt of taxes, Overview, 6, #4, pp 1-4, Canadian Council of Social Development, with D. Ross, Summer 1989

The Changing Face of Poverty, Perception, 13, #1, pp. 8-13, with D. Ross, 1989

Victimizing the Unemployed: How U. I. Cuts will Promote Poverty in Canada, the Canadian Centre for Policy Alternatives, with G. Docquier and H. MacKenzie, 1989

Financing Options and Their Gender Implications: Change the Year's Basic Exemption, Levy Contributions on a Wider Earnings Base in Roundtable on Canada Pension Plan Reform: Gender Implications; Caledon Institute on Social Policy; 1996

Selected Clients / Projects Organized by Research Area

The Design and Impact of Income-Tested Programs

NS Status of Women – Healthy Balance – 2004

Prepared report on use of the tax/transfer system to facilitate and support the caregiving activities of women.

Seniors Directorate – Health Canada – 2004

Prepared report on the design and effectiveness of income supports for seniors and on the implications of the new and varied measures of ‘poverty’.

Canadian Wildlife Fund – 2003

Prepared report giving advice on how to design multi-stakeholder cost-sharing agreements to ensure to the greatest extent possible a successful outcome.

CFGGroup, Ottawa – 2002

Provided expert advice for their evaluation, for HRDC, of the Guaranteed Income Supplement (GIS).

Legal Aid Ontario – Fall 2001

Prepared a report supported by analyses of the Survey of Financial Security on the proportion and characteristics of the population eligible for legal aid.

St. Christopher House

As a Visiting Policy Fellow at St. Christopher House, I provided training/workshops for the staff and community on social policy development. This was sponsored by the Atkinson Foundation.

Finance Canada – 1999 / Spring 2000

Collected information and prepared a report on the income testing of health, income and social supports by provincial governments.

Commissioner for Children - Alberta – Fall 1999

Assisted in the design and the updating of a funding formula for regional services for children.

One Voice - Summer 1998

Prepared a report on the implications and the impact of the proposed Seniors Benefit as a policy to address the income security needs of Canadians.

Manulife Canada - March 1998

Prepared a report for a consortium of insurance companies on implications of

'demutualization' for the taxes and eligibility of transfers of seniors.

United Steelworkers of America - Sept. 1997

Prepared an expert opinion to be used by an arbitration tribunal on the impact of wage reductions on low-income Canadians.

CGA Canada - Certified General Accountants - June 1997

Provided advice on the agenda and organization for a conference on pension issues in Canada.

Caledon Institute - Sept. 1996

Analysed the likely impact of the Seniors Benefit an income support program for Canadian seniors.

Commissioner for Children's Services – Alberta - Nov. 1996

Provided statistical advice on the design of a funding formula for regional child welfare services.

Caledon Institute on Social Policy - March 1996

Prepared statistical estimates of the impact of a proposed Seniors Benefit replacing the Old Age Security, the Guaranteed Income Supplement and tax measures for seniors. This involved using the Social Policy Simulation Database and Model, a Statistics Canada product that facilitates the analysis of tax and social policy proposals and their implications.

Caledon Institute on Social Policy - March 1996

Prepared statistical estimates of the impact of partial de-indexation of the income tax and transfer system. The results were prepared by family income and year for the period from 1987 to 1996. This involved using the Social Policy Simulation Database and Model, a Statistics Canada product that facilitates the analysis of tax and social policy proposals and their implications.

Caledon Institute on Social Policy - June 1995

Prepared a presentation on the tax assistance for pension savings for a conference organized by the Caledon Institute.

Human Resource and Labour Canada - May 1995

Prepared a report on income programs and tax policies which might be used to facilitate the independence of seniors.

National Advisory Council on Aging - Jan. 1995

Prepared a report on the policy issues affecting the incomes of seniors, positions being taken by interest groups and the reasons for those positions.

One Voice - Aug. 1987

Prepared a report on the impact of tax reform on seniors and assisted in presentation before parliamentary committees.

Access to Health Benefits

Canadian Life and Health Insurance Association– Fall 2002

Continued work developing and modifying the database on prescription drug plan coverage adding the ability to model the impact of changes to government policy.

Health Canada - 1999

Prepared a detailed report which estimated the extent of prescription drug cost insurance coverage of Canadians and the characteristics of those without coverage.

Fraser Group - Spring 1998

Co-authored a report on the estimated extent of drug plan coverage of Canadians for the Canadian Life and Health Insurance Association.

Home Support Canada - Dec. 1992

Conducted research on the activities of home support agencies in Saskatchewan and Nova Scotia to further an evaluation project to determine the cost effectiveness of Home Support programs as alternatives to institutional care.

Health and Welfare Canada - June 1990

Prepared and delivered a speech on health promotion strategies and social policy specifically dealing with poverty issues.

Access to Employment Insurance Benefits

Canadian Labour Congress – Fall 2002

Preparing data and performing calculations comparing EI beneficiaries to the population unemployed in regions of Canada; 1989 to 2001.

Public Interest Law Centre – 1999 - 2000

Prepared and provided expert testimony for the Kelly Lesiuk Charter Challenge of the Employment Insurance eligibility criteria.

Canadian Labour Congress - June 1987

Provided services analyzing the likely impacts of proposed Unemployment Insurance changes.

Commission of Inquiry on Unemployment Insurance (Forget Commission)- 1986

Conducted analyses on the likely impact of proposed changes to unemployment insurance including those affected. Provided data analysis services to support the research activities of the commission.

Childrens' Benefits and Child Poverty

Canadian Association for Childrens' HealthCare – 2000

Provided assistance in developing and analyzing policy proposals for assistance to families with children who are very ill or disabled.

Campaign 2000 – Fall 1997

Co-authored a report on child poverty with recommended remedial actions.

OECD - Sept. 1996

Analyze information on the social, labour market and demographic circumstances of Distressed Urban Areas based on Census Tract information from the 1980 and 1990 Censuses in the United States.

Caledon Institute on Social Policy - June 1994

Assisted in the analysis of options for changes to the Child Tax Benefit.

Senate of Canada - 1989

Prepared a report co-authored with David Ross on the economic consequences of child poverty.

Child Poverty Action Group - Apr. 1989

Prepared an analytical report on the income and expenditure characteristics of low-income families with children.

Gender Studies

Status of Women Canada – 2002

Prepared a report on women's self-employment, based on analysis of the Self-Employment Survey and the Survey of Labour Income Dynamics.

Status of Women Canada - Fall 1998

Prepared a report on possible policy options to recognise the value of unpaid work.

Caledon Institute on Social Policy - May 1996

Prepared a presentation on proposed changes to CPP and their impact on women.

Advisory Council on the Status of Women - Nov. 1994

Assisted with a presentation to the Finance Committee as part of the pre-budget exercise.

Advisory Council on the Status of Women - June 1994

Assisted in the analysis of options and the preparation of reports concerning child support guidelines and the tax treatment of child support. This included developing models in EXCEL so that researchers could investigate the effect of changes to support guidelines and their tax treatment.

Ellen Zweibel, University of Ottawa Law School - Oct. 1991

Assisted in the analysis of data and the development of software to model child support guidelines and the tax implications of those guidelines.

National Advisory Council on Aging - Feb. 1991

Update data sources and prepare graphic material for a publication on the income of senior women being published.

Aboriginal Issues

Department of Indian and Northern Affairs - 2000

Provided comments on the legal interpretation of 'moderate income' for aboriginal populations.

INCO - Fall 1998

Prepared a statistical report on social indicators for the Innu and Inuit communities of Newfoundland and Labrador.

Indian and Northern Affairs Canada - March 1996

Wrote a report on comparing the incomes and aboriginal Canadians to other Canadians taking into account differences in urban/rural concentration, age distribution, taxation of income and health services provided on reserve.

Indian and Northern Affairs Canada - Mar. 1995

Wrote a report with the Canadian Council on Social Development on the likely impact of proposed Unemployment Insurance changes on the aboriginal community.

Dept. of Indian and Northern Affairs - Apr. 1988

Assisted the department in developing a funding formula for on-reserve child welfare services and estimated the cost implications of various possible formulas.

Human Rights and Pay Equity

York University Faculty Association – 2003 - 2004

Providing data analysis services comparing the salaries of male and female members of the faculty association.

Engelmann Gottheil – 2002 – 2004

Provided data analysis services and advice to counsel concerning the Bell Canada pay equity case before the Canadian Human Rights Tribunal.

Caroline Engelmann Gottheil and Koskie Minsky – 2000-2002

Provided data analysis services and advice to counsel concerning the Bell Canada pay equity case before the Canadian Human Rights Tribunal.

Canadian Human Rights Commission – 2000

Provided advice to CHRC legal counsel for the pay equity dispute concerning the Government of the Northwest Territories.

Canadian Human Rights Act Review Panel - Winter 1999

Commissioned to prepare a report on the impact of adding ‘social condition’ as a ground to the Canadian Human Rights Act. The report was referenced in the Review Panels final report which recommended adding ‘social condition’ to protected grounds.

Canadian Human Rights Commission - Spring 1999

Provided advice to CHRC legal counsel for the pay equity dispute concerning Canada Post.

South Africa Human Rights Commission – Summer 1999

Assisted in developing a survey and questionnaires which were being used to monitor the realization of human rights in South Africa.

Nova Scotia Legal Aid - Winter 1999

Reviewed expert testimony and prepared suggested questions for use in a legal proceeding concerning discrimination and eligibility for Spouses Allowance.

Canadian Human Rights Commission - Aug. 1997

Reviewed and prepared a report on the statistical methodology used to estimate the appropriate wage adjustment required in a Pay-Equity case.

Task Force on Disability Issues - Sept. 1996

Prepared a report on issues related to the tax treatment of persons with disabilities for consideration by members of the task force.

Canadian Human Rights Commission – 1996-1997

Provided advice to CHRC legal counsel for the pay equity dispute concerning Canada Post.

Statistics Canada - Special Surveys - 1993

Conducted analysis of the use of LMAS and the Labour Force Survey to estimate the employment of designated groups, (based on employment equity criteria), between censuses.

Canadian Human Rights Commission – 1992-1993

Provided expert testimony on the analysis of data pertaining to pay equity supporting the case before the Canadian Human Rights Tribunal of CHRC versus treasury board.

Treasury Board of Canada - 1988

Provided data analysis services and assisted in the collection and interpretation of data concerning pay equity in the federal civil service.

Court Challenge Program - 1987

Prepared a report on the human rights arguments around the tax treatment of child support payments.

Social Issues – General

Millennium Scholarship Foundation – 2003

Conducted a quick survey of anecdotal evidence about why children from low-income backgrounds are less likely to attend Post-Secondary Education.

HRDC – 2001

Provided comments on reports concerning the future funding of Post-Secondary Education.

Laidlaw Foundation – 2000

Prepared a report “Poverty, Inequality and Social Cohesion”.

Child Care Resource Centre – Winter 1999 / Spring 2000

Assisted in identifying data sources for information on child care and outlined a database for that information. Assisted in a project identifying data sources and obtaining information on the characteristics of families requiring day care.

Daily Bread Food Bank – Toronto – Winter 2000

Provided assistance and advice on the design and analysis of their survey of food bank users.

Canadian Housing and Renewal Association – 2000

Prepared a report, funded by the Laidlaw Foundation, “Housing and Social Inclusion”

Social Policy Development Centre – Jan/Feb 2000

Provided statistical and database design advice to the Social Policy Development Centre in Karachi, Pakistan sponsored by CIDA.

One Voice - Fall 1998

Prepared a statistical report on the relationship between disability and labour force participation and income for Canadians.

CGA Canada - Certified General Accountants - June 1997

Provided advice on the agenda and organization for a conference on pension issues in Canada.

Population Research Laboratory - University of Alberta - Aug. 1997

Analyzed a database of respondents to a survey of recent social assistance recipients concerning their labour force activities. Wrote a report summarizing the findings.

Statistics Canada - May 1997

Prepared a literature review of the research concerning the income distribution of visible

minorities in Canada compared to the income distribution of other Canadians.

Cowater Development - June 1997

Provided statistical advice on the survey design and data analysis related to a household survey conducted in Ethiopia concerning access to potable water.

CIDA/Cowater Development - May 1997

Provided statistical and database design advice to the Social Policy Development Centre in Karachi, Pakistan with regards to their research database of social indicators.

Human Resource and Labour Canada - Mar. 1995

Prepared a report on the data quality of information collected on the Canada Assistance Plan and its usefulness for policy research.

Canadian Employment and Immigration Commission - Nov. 1994

Provided statistical advice on the analysis of economic and demographic characteristics and their relationship to the income of immigrants.

Canadian Life and Health Insurance Association - Mar. 1994

Prepared an analysis of the distributional impact of the tax expenditure associated with employer provided health and disability benefits.

Human Resources and Labour Canada - Sept. 1993

Develop various scales based on need which could be used to apportion CAP funds to provinces on a block funding basis.

Social Policy Council of Metropolitan Toronto - Mar. 1992

Further the analysis of the LMAS database comparing the observations for Toronto, Ontario and Canada but focusing on a family perspective.

Canadian Council on Social Development - Apr. 1991

Prepare analysis of the Survey of Consumer Finances on CCSD poverty lines and its implications.

Vanier Institute on the Family - Mar. 1991

Prepare a report on the income trends of families including the impact of increasing participation rates and the hours of work.

Social Policy Council of Metropolitan Toronto - Dec. 1990

Conduct an analysis of the LMAS database comparing the observations for Toronto, Ontario and Canada.

Alberta Government - November 1990

Duplicate the LMAS analysis on labour market which was conducted for Statistics Canada for the Alberta sub-population.

Government of New Brunswick - Oct. 1990

Prepare tabular information on the income characteristics of families with children with specific reference to poverty rates and family characteristics.

One Voice - The Seniors Network - Sept. 1990

Prepare a report on the incomes of seniors, composition and trends.

National Voluntary Organizations - Apr. 1987

Provided data analysis services analyzing the National Voluntary Survey and co-authored a report on the survey.

Statistical Studies

Canadian Information Office – 2001

Prepared analyses on the literacy survey to assist in the design of public surveys sponsored by the Canadian Information Office.

Statistics Canada - Special Surveys Unit - Fall 2000

Prepared small area estimates of literacy levels using the International Adult Literacy Survey, IALS and the 1996 Census.

Statistics Canada, Canadian Travel Survey – Winter 2000

Provided advice and analysis on problems with data collection related to the Canadian Travel Survey.

Lutra Associates - 2000

Developed estimates of the literacy levels for the population of the NWT.

Health Canada - Summer 1998

Developed a number of products and systems to assist in the information process capability of Health Canada to address policy development.

Statistics Canada - March 1998

Prepared a report for Statistics Canada projecting the impact of demographic trends, aging, education and immigration on future literacy levels in Canada.

Statistics Canada - Special Surveys Unit - July 1996

Prepared a report on the likely literacy levels of Franco-Ontarians based on an analysis of the Literacy survey and combining these data with the results of some special Census tabulations.

Statistics Canada - Special Surveys Unit - July 1996

Prepare a report to be used by the OECD on comparing the predictive relationship between literacy and demographic characteristics based on the International Adult Literacy Survey (IALS).

Bosik and Associates - Mar. 1996

Prepared a report on an approach which might be used to study the cost benefit of adding a second flight data recorder to aircraft.

Elections Canada - February 1996

Conducted detailed analyses, accessing client databases, to estimate the extent of under-count and mismatching between the voters list available from the last election and the records according to Canada Post.

Curry, Adams and Associates - June 1994

Provided assistance in the development of databases and models to forecast the manpower supply and demand for engineers.

Canadian Employment and Immigration Commission - July 1993

Develop software to study the movement of individuals from their field of study to occupations in that field or other fields of endeavour.

Curry, Adams and Associates - Nov. 1991

Developed a database of engineering technicians and technologists in Canada and connected the database to a model to monitor and forecast the manpower supply and demand for engineering technicians and technologists.

This document was created with Win2PDF available at <http://www.daneprairie.com>.
The unregistered version of Win2PDF is for evaluation or non-commercial use only.