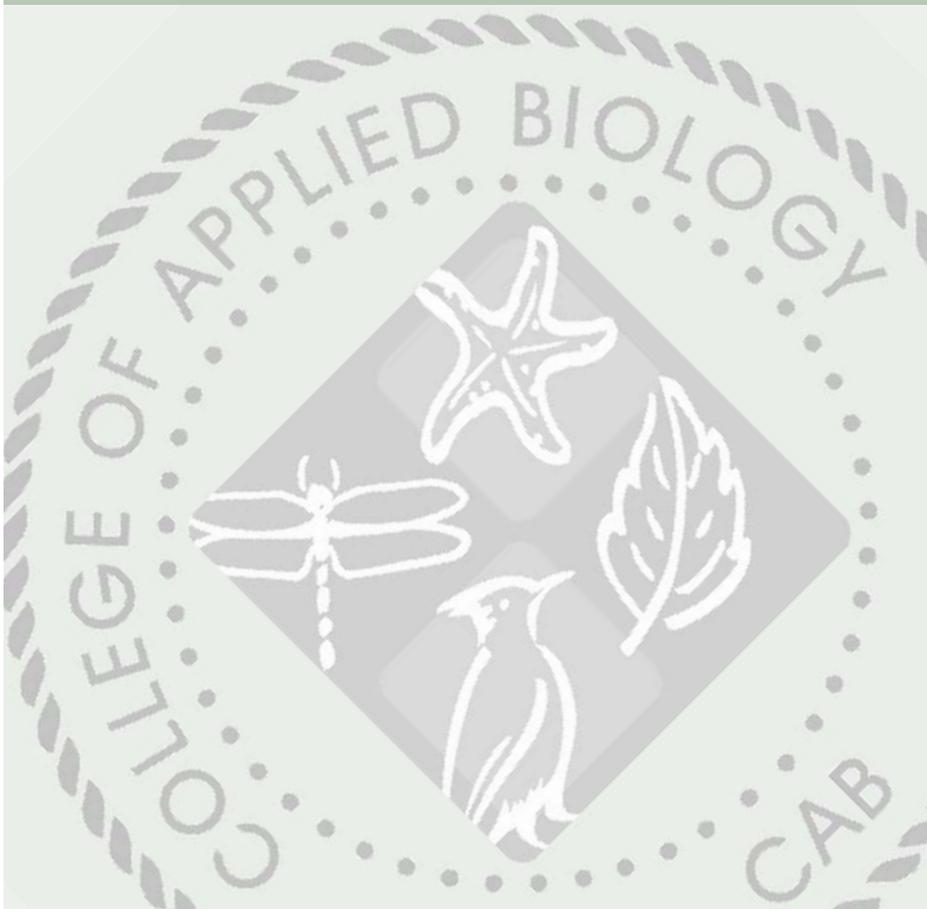


COLLEGE *of*
APPLIED BIOLOGY
BRITISH COLUMBIA

College Matters

Special Annual Reports Issue

Volume 6, Issue 1
February 2014



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This publication is made available to every member of the College.

Decisions of the College on matters of standards, policies and guidelines are published in this bulletin. The College therefore assumes that each member is aware of these matters.

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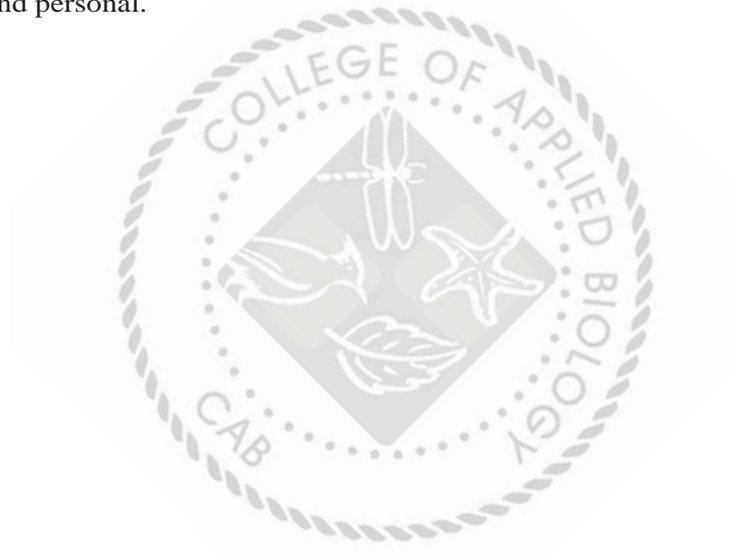
Preserving and Protecting Scientific Methods and Principles

Overview

The College of Applied Biology was established by the Provincial Legislature in 2002 as the licensing and regulatory body for the practice of applied biology in BC. The College and its members are governed by provincial legislation - the *College of Applied Biology Act* and the *Rules* made under that Act - which entrust the College with the responsibility to establish, monitor and enforce high standards of qualification and the practice of applied biology across the province.

The College recognizes that self-regulation of the practice of applied biology is a privilege granted in the public interest and for the public good. The responsibility to retain this privilege is taken very seriously by the College Council, Committee members and staff.

The regulation of the profession requires both proactive and reactive measures. In its proactive role, the College maintains a number of quality assurance programs, such as the College Audit Program and the mandatory continuing professional development program. On the reactive side, the College manages a complaint driven process by which members are held accountable for their actions - both practice and personal.



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Council & Staff

President	Brian Churchill
Executive Vice President	Chris Maundrell
Vice President	Vanessa Craig
Past President	Paul McElligott
Elected Councillors	Garry Alexander Brian Clark Ross Murray Janet Rygnestad Warren Warttig
Lay Councillors	Hoberly Hove David J.L. Hughes Maureen McDermid
Ex Officio	Chris Johnson Mel Kotyk
<hr/>	
Executive Director	Pierre Iachetti
Registrar	Linda Stordeur
Assistant Registrar	Rebecca Mersereau
Bookkeeper	Katya Gallegos
Administrative Assistant	Jillian Stewart

February 2014



President's Report Brian Churchill, RPBio



I am honoured to have served as the President of the College of Applied Biology for the past two years and to have worked with an excellent complement of elected and appointed Councillors to ensure that the College upholds its public interest mandate in the regulation of our members. We endeavour to uphold this mandate bestowed on us by the *College of Applied Biology Act* by ensuring that our members meet standards of credentials, ethics and conduct in their practice. Any achievements by Council or me have only been possible through the support and diligence of our highly committed staff.

I reflect that the College passed its ten-year anniversary this past year. As regulated professions go, we can be proud that we have been able to go from ground zero as a regulated profession to a respected and functional organization so quickly and with such depth. That was made possible by the solid base that was provided by the Association of Professional Biologists of British Columbia (APBBC) for two decades prior to the *College of Applied Biology Act* and the foresight of all the biologists who volunteered both their intellect and many hours to the APBBC and subsequently the College. The contributions of staff of the APBBC (now the APB) and subsequently the College deserve a great deal of this credit. I thank former Executive Director Linda Michaluk for her substantive role in our success, especially her experience and intellect. I would like to recognize Linda Stordeur, our Registrar, for her unceasing dedication to one of the most important functions of a College, the credentialing and management of our member base.

Each time I have the opportunity to write to members I feel compelled to recognize the contributions to our organization by the members who continue to volunteer many hours and intellectual capital to our committees. We could not function without their ongoing contributions to the Credentials, Ethics, Audit and Practice Review, and Discipline committees. Special projects such as the Code of

Ethics revision and formulation of the Principles of Stewardship are a credit to more volunteers. These achievements would not be possible with just the contribution of volunteer hours; we rely on the volunteers lending their professional expertise to these endeavours. The elected Councillors and staff that work with these special projects also deserve special recognition. I would like to thank Executive Committee members Chris Maundrell, Guy Gilron and Vanessa Craig for their advice and assistance during my term as President.

During my term as President, two short (in hindsight) years, I think the Council has significantly moved forward in refining the vision of the College and translating that vision into a strategic plan. Our vision *"The College will be a leading voice to promote and uphold scientific principles and methods in applied biology and the principles of stewardship according to our mandate. We will provide public assurance of professionalism in the practice of applied biology by our members."* provides overall direction and keeps us focussed on the long term. The strategic plan has provided specific steps forward and a mechanism to evaluate our progress. I am pleased that this initiative was accomplished while welcoming a new Executive Director and several new staff on board, and while continuing to meet the needs of members and maintain the effective functioning of the College.

In my opinion, our most marked achievement during the last two years was the implementation of a revised Code of Ethics for all members: Registered Professional Biologists (RPBio), Registered Biology Technologists (RBTech), Biologists in Trainings (BIT), Trainees (RBTech), and Students (St). This was followed by the development of the Principles of Stewardship. It is incumbent on both the College and the members to ensure the public and our clients are aware of the Code of Ethics and the Stewardship Principles - the foundations of our professional practice.

We recently met with the new Minister of Environment, Hon. Mary Polak, and Minister of Forests, Lands and Natural Resource Operations, Hon. Steve Thomson to underscore the importance of self-governing professional applied biologists to the province's environment. We discussed how the public interest will be better met when all applied biologists who practice in the province are

regulated by the College. To this end, we pressed the Ministers for a change in legislation that confers right to practice through the College, a step beyond our current right to title. We received a commitment to examine the issue and look at options to move forward with full licencing of the profession. I would like to acknowledge the assistance of our Lay Councillors in preparing for these meetings.

This is my final report to members as President. I commit to working with the incoming President (not determined at time of writing) to ensure a smooth transition and continued enhancement of the profession of which I have been a member for over three decades.

I had some personal goals when I became President and although I did not believe I could meet all of them, I hoped to make progress. I would like to share my personal successes and challenges for the benefit of the new Council, new President and members.

The first goal was teamwork. I felt that both the Council and staff could improve their ability to work as a team. I think this has been achieved and I hope that future Presidents and Councils can build on it. Continuing with the theme of teamwork, I was supported in my role by the establishment of an Executive Committee. As the complexity of the work of the College increases, so do the demands on the time and resources of the President and I recommend that my successor continues to access the support of an Executive Committee.

My second goal was to ensure that Council and staff worked strategically, to a plan. The Councils of 2012 and 2013 have met that goal. Of course today's plans must be updated regularly to meet the challenge of the long-term vision and unanticipated events. Keep it up, future Councils!

My third goal was to increase collegial dialogue with other organizations as much as possible. While there is always a level of professional respect, it was my personal goal to improve Council contact and relations with the Association of Professional Biology, the Association of BC Forestry Professionals, the BC Institute of Agrologists, the Association of Science Technologists and Technicians of BC and the Association of Professional Engineers and Geoscientists of BC. I consider this a worthy goal still in progress. I must admit that our success in this endeavor was more limited than my expectations. I wish the next team greater success.

To the next Council and President: challenges as I see them.

- Continue to work to establish an effective working relationship with the APB that meets the test of the public interest mandate of our legislation, which also respects the interests of the members who form the APB.
- Prioritize the technologists' and technicians' role in our organization and become proactive in enrolling those that qualify for membership. Your efforts would be enhanced by more participation from technologists and technicians in governing our organization.

- Continue to work with the other professional associations to enhance effective relations. We are the new professionals on the block. One cannot help but see the overlaps (potential competition if you will) more than the obvious differences between the professions. While each profession acknowledges that it is in the public's and each of our professional interests' to work collectively rather than compete, actually doing that is a challenge that must be met by all parties. The next President and Council must find a collegial way to communicate and work with other professions while strongly representing the future of professional biology.

In closing I would again like to thank the many volunteer committee members and the College staff who made the accomplishments of my term possible and my two years as President rewarding. My thanks to the Councils of 2013 and 2014 for being diligent, providing their best advice, and their support of our common goal. Special thanks to the Lay Councillors who take such an interest in a profession to which they have no direct ties.

Brian Churchill, RPBio
President, College of Applied Biology 2012-2014

Don't forget the 2014 Annual General Meeting and Conference will be in Richmond on Friday, March 7th, register on line at <http://www.cab-bc.org/>

Executive Director's Report

Pierre Iachetti, PAg, MCIP, RPP



The College celebrated our ten-year anniversary of the *College of Applied Biology Act* coming into force and started 2013 with a new strategic plan to guide us over the short and long-term. Leading off with our vision for the College in 2020, and with a strategic focus on building the recognition and credibility of the College of Applied Biology, the plan outlines 5 objectives for 2013-2015: (i) enhance communication with members (ii) increase members' interest and engagement (iii) expand the College's outreach and influence (iv) boost the College's branding and name recognition among related stakeholder groups and (v) strengthen the credibility of the College's activities. The College Council, committees and staff undertook numerous actions in 2013 to implement the strategic plan. Much of this work is detailed in the annual reports.

Progress on enhancing communication with members went very well as we undertook a number of initiatives in 2013 to meet this objective. The most significant effort involved a complete overhaul and rebranding of the College website and logo. Look for this in the coming months. We also developed a policy on use of the College logo as a first step in promoting the use of the College logo and designations by members in a way that enhances the College's overall visibility and reputation. The Communications Committee, with Council input, developed a broader scope of content for *College Matters*. Additionally, we completed a members' survey which saw a nearly 50% participation rate! We have also heard from members of the need for online tools to provide educational opportunities to help meet learning needs and CPD requirements. Our first project to meet this need was the development of a video of our roadshow information session in Nanaimo – which is now posted to the College website. For 2014, we are planning to develop other videos and potentially webinars on a variety of topics to address learning needs and CPD requirements.

We made substantial progress on initiatives to increase members' interest and engagement in 2013. The roadshow information sessions, which were held in different locations around the province from June to November, were a big success and we are very interested in hosting these events again in the coming years. Along with the roadshow events, we managed to hold one Council meeting along with an open house in Kamloops. The College also made progress on setting up an editorial board for *College Matters* and recently sent out the Terms of Reference and a call for volunteers.

We also made great progress on expanding the College's outreach and influence in 2013. College President Brian Churchill, RPBio, Vice-President Chris Maundrell, RPF, RPBio and myself met with the Hon. Steve Thomson, Minister of Forests, Lands & Natural Resource Operations and Hon. Mary Polak, Minister of Environment to discuss the role of the College and the contributions of our members to their ministries. Both meetings were very positive and we look forward to subsequent meetings in 2014. I also met with Assistant Deputy Ministers in the Ministry of Environment, participated in working groups for the Qualified Persons Initiative, and professional leadership in a changing climate. Brian Churchill, Chris Maundrell and myself also attended conferences and AGMs for many of our partner associations: the ABCFP, APEGBC, BCIA and ASTTBC. I met with my counterparts in these associations on several occasions throughout the year. There is still a lot to accomplish to meet this objective. In 2014, we will start scoping for the development of a national applied biology conference and the potential development of a national umbrella organization, as well as begin working towards the recognized self-regulation of the applied biology profession in each province. Very ambitious and exciting goals for 2014!

Efforts to boost the College's branding and name recognition among related stakeholder groups were ongoing in 2013. We continue to do outreach to students in an effort to attract new College members. Linda Stordeur, RPBio, in her capacity as Registrar made numerous visits and presentations to universities and colleges in 2013. A grant from the Ministry of Jobs, Tourism & Skills Training enabled us to accredit several university programs as entryways into College membership. For 2014,

in order to further meet this objective we will be meeting with industry organizations and companies that hire applied biology professionals to expand interest and awareness of the College.

To strengthen the credibility of the College's activities, we undertook and completed a number of initiatives in 2013. Through presentations at the roadshow events and for those members lucky enough to be audited in 2013, the College made efforts to increase member awareness of the new Stewardship Principles and raise members' compliance with respect to the ethics requirements. Several committees also contributed to establishing and implementing a practice review process to provide another accountability mechanism for the College. This work will be completed and implemented in 2014. We will also be looking to develop further the College's reputation for protecting and upholding the scientific principles through preparation and publication of "state of the science" reviews and commentary on issues within the College's mandate.

It is apparent that the College has accomplished a significant amount of work towards the 5 strategic objectives and there is much more to do. In particular, we would like to increase members' involvement in governance of the College.

The ambitious objectives outlined in the strategic plan could not have been undertaken without the support and expertise of the staff in our Victoria office. I am pleased to report that College operations continue to be based on a solid financial foundation and a strong support team. The College office continues to be a very busy place. We saw the departure of long-time staff member Simon Woo, who spent many years as our Office Administrator. I want to thank Simon for his many years of dedicated service to the College. Jillian Stewart, Trainee (RBTech) was hired as our Administrative Assistant. Jillian works with Linda Stordeur, our Registrar, in processing applications and supporting the work of the College. We also hired Rebecca Mersereau as the Assistant Registrar in November of 2013. The new staff additions have increased our capacity to undertake projects and respond to Council initiatives. These expanded resources and improved capacity have made my job that much easier and the functioning of College operations much smoother.

To all of the staff, council and numerous committee volunteers: thank you for your support.

Pierre Iachetti, PAg, MCIP, RPP
Executive Director



Draft minutes of the College of Applied Biology Annual General Meeting

Held on Friday, March 8th, 2013 at Harbour Towers Hotel, Victoria, BC

The meeting was called to order at 10:36am by President Brian Churchill, and a quorum was confirmed.

Brian welcomed Mike Larock of ABCFP, Frank Denton of APEGBC, Bob Moody of BCIA, Jen Sipkins of ASPB, Domenico Iannidinardo, Megan Hanacek and Pamela Zevit of APB, Mark Zacharias, Assistant Deputy Minister, Environmental Sustainability & Strategic Policy, Ministry of Environment, John Leech of ASTTBC and Dave Clarke of the FPB.

Adoption of Agenda

Motion: Moved by Brian Clark, seconded by Pierre Johnstone to adopt the agenda. Carried

Adoption of 2012 AGM Minutes

Motion: Moved by Ross Murray, seconded by Fred Severre to adopt the minutes as presented. Carried

Brian reviewed the format of the Annual General Meeting and indicated that it would be the same as last year. Brian welcomed the new Executive Director of the College, Pierre Iachetti.

Brian called for a minute of silence in memory of deceased members and former staff member, Patricia McLellan.

Brian highlighted sections of the reports as presented in the Annual Report issue of *College Matters*.

Motion: Moved by Guy Gilron, seconded by Ken Lambert to accept the annual reports as presented. Carried

It was noted that the financial statements list revenue from the annual general meeting and it should state annual conference.

Motion: Moved by Ross Murray, seconded by Garry Alexander to accept the audited financial statements as amended. Carried

Resolutions: 1 resolution was submitted.

As the mover and seconder were not present Brian read out the resolution as submitted.

Motion: Moved by Ross Murray, seconded by Guy Gilron to refer the resolution to Council. Carried

Brian announced the names of the 2013/14 Council.

Motion: Moved by Greg Ashcroft to adjourn.

The meeting adjourned at 11:13am.

February 2014



Lay Councillor's Report

This is my third time writing this annual report and my sixth year sitting as a Minister's appointee to the College. I am comfortable in saying that I continue to see good progress in the development of your self-governing profession. As you probably know, lay members are appointed by the government to serve alongside the professionals you elect. Originally I suppose they were there to ensure that the public interest was served rather than just the interests of College members. Personally I have never found this to be necessary as your own elected councillors have always had the public interest very much in mind.

So rather than sit around as watchdogs we are put to work on various subcommittees, task forces and ad hoc assignments where much of the work of Council actually gets done. These include finance, communications, code of ethics development and training approaches, governance, government

relations and anything else Council dreams up. This has kept Maureen McDermid and I busy over the last few years so we welcome the third lay member, Hoberly Hove from Kamloops, who was appointed late last year.

There are a couple of encouraging signs of the growing maturity of the College. First is the development of a strategic plan, the other being the increasing willingness of people to run for election to the College Council. This last one is vital for the health of your profession by ensuring new blood and new ideas are present on your governing body.

All in all, I think your profession can look forward to a good 2014!

David Hughes
Lay Councillor

Secretary/Treasurer's Report

The Finance Committee continues to proactively monitor the finances of the College, and in 2013 implemented several policies and procedures to ensure prudent and accountable decision-making with regards to budgeting and expenditures. These include increased transparency, security and sign-off for College accounts; more accurate budget projections; a change in external auditors; a switch to accrual accounting and improved ability to produce detailed finance reports on the fly.

The College achieved a healthy surplus in 2013 owing to higher than anticipated membership dues, as well as lower than anticipated staffing costs and Council/committee meeting expenses. The surplus allowed us to reach the goal of topping up the College's legal fund to \$350,000. The Council was also pleased to be able to allocate \$10,000 to the establishment of the Linda Michaluk Scholarship Fund. We anticipate the first of many of these annual awards to be presented in 2014. The Finance Committee has now set its sights on building the College's contingency fund, which may be drawn upon in the future to forestall the need to increase membership dues.

The 2014 College budget was recently approved and reflects further increases in spending related to the implementation of the strategic plan. The 2014 budget is a balanced budget and includes increases to the College's communication budget to further our relationship building with both members and the public through the launch of a new website, rebranding of the College, and joint meetings and initiatives with other professional organizations and government representatives. The College's membership growth continues to be robust, so we are projecting a healthy outlook for College revenues in the coming years.

Chris Maundrell, RPF, RPBio
Secretary/Treasurer
Chair, Finance Committee
Executive Vice President

Registrar's Report

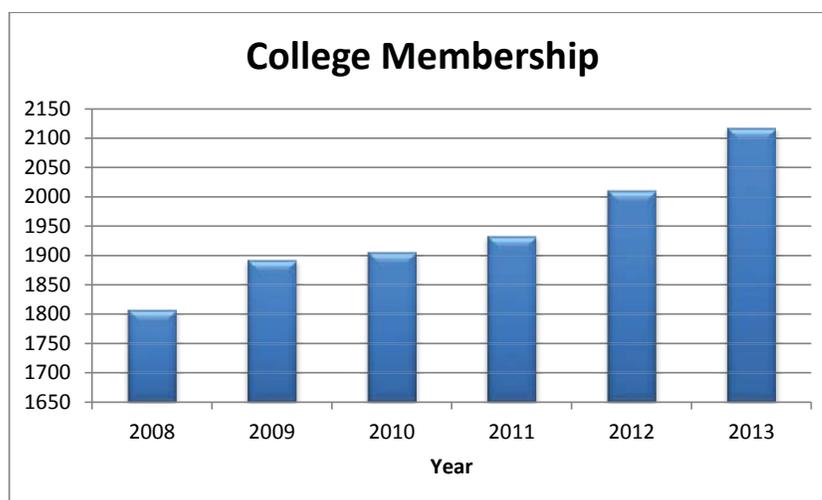
Membership continued to increase with modest growth in 2013 (5.3%). Of particular interest, the Registered Biology Technologist (RBTech) and Student (St) categories grew by over 30%. Membership distribution and growth are presented in the chart below.

A significant development this year with respect to credentialing saw the College, through a grant from the Ministry of Jobs, Tourism and Skills Training, develop an online academic assessment tool for applicants who are considering applying for membership leading to registration as Registered Professional Biologists (RPBio). This tool, along with the accreditation agreements reached with a number of universities in BC, has provided a student or applicant from within BC, from another province, or from outside of Canada, with critical information if they wish to practice as a professional biologist in BC.

Credential Committee members are all volunteers. I would like to acknowledge the time, dedication and commitment that Chris Johnson (Chair, Credentials Committee) and all Credentials Committee members give to the application assessment process. In addition, I would like to acknowledge Simon Woo for his dedication over the past 7 years in providing advice to applicants to ensure that applications were complete, and to Jillian Stewart who has made the transition into this position seamless. Welcome to Rebecca Mersereau, our newest addition to staff.

Linda Stordeur, RPBio
Registrar

February 2014



College Membership as of December 31, 2013

	2012	2013	Net Change
REGISTERED MEMBERS			
Professional Biologists	1515	1593	5.1%
Biology Technologists	41	57	39%
Retired	84	82	-2.4%
MEMBERS-IN- TRAINING			
Biologist in Training	287	282	-1.7%
Trainee Biology Technologists	14	13	-7.1%
OTHER			
Student	31	42	35.5%
On Leave	40	49	-18.4%
TOTAL MEMBERSHIP	2012	2118	5.3%

Credentials Committee Report

The past year saw yet another increase in applications for membership in the College. The Credentials Committee and College staff reviewed 227 applications (RPBio = 94, BIT = 87, RBTech = 20, BIT = 87, Trainee (RBTech) = 4, St = 22) compared to 187 in 2012. Each review can be time consuming and must be accommodated within the constraints of other professional and personal commitments. I thank Joyce Boon (Vice Chair), Rob D'Eon, Guy Gilron, Lee Harding, Pierre Johnstone, Sandra Meidinger, Gerry Naito, Brent Philips, Roy Rea, Liz Stanlake, and Jocelyn White for their efforts in quickly and thoroughly reviewing each application.

There were changes in membership of the Credentials Committee. After many years of service, Lee Harding resigned. In addition, Rob D'Eon has taken a sabbatical from the Committee to pursue work in South America. I thank them for their valued contributions in moving the business of the committee forward. Their attendance at the annual meeting and the quick review of applications will be missed! Replacing Lee and Rob are Janet Rynestad, Eric Lofroth and Jocelyn White. We welcome all to the Credentials Committee and look forward to their assistance in reviewing applications and their insights on the functioning and role of the committee.

In an effort to find efficiencies in the review process, including a reduction in costs and a decrease in the time for review, the College staff has developed and implemented an accreditation process for a number of degrees offered by BC universities. Once accredited, graduates from those programs will have met the education requirement for admission into the College. Where a degree does not meet the full set of subject or total course requirements, the university will be informed of the deficiency, again providing

greater certainty to future applicants. Currently, we have reviewed degrees from Thompson Rivers University, University of British Columbia, University of British Columbia-Okanagan, and the University of Northern British Columbia. In 2014, we will review the remaining BC universities that wish to participate in the accreditation program.

I thank the College staff for their assistance. Linda Stordeur, Registrar, continues to work tirelessly to support the Credentials Committee. On a weekly basis the committee relies on Linda for guidance, including the interpretation of the *Rules*, the resolution of difficult applications, and the administration of committee tasks. This year, we owe special thanks for her efforts in finding external funding and spearheading the accreditation program. This will greatly reduce the time necessary to review an applicant's education credentials. Although we will miss Simon Woo's ceaseless attention to detail when preparing applications, we look forward to working with the 'new' Assistant Registrar, Rebecca Mersereau as well as Administrative Assistant, Jillian Stewart.

The Credentials Committee continues to work effectively and in a collegial manner. During our annual meeting we engaged in vigorous discussion about the requirement and standards for the evaluation of the professional report. Based on that discussion, we are investigating approaches for increasing the avenues by which an applicant might develop and write the report. I thank the committee for their substantial voluntary contributions. Their time and effort are essential to a strong, relevant, and publicly accountable College and profession.

Chris Johnson, RPBio
Chair, Credentials Committee

Audit and Practice Review Committee Report

The self-governing status of the College of Applied Biology results in an obligation for the College to govern members in accordance with the law (the *College of Applied Biology Act*) and the standards set by the profession itself (the *College of Applied Biology Rules*, including the Schedule 2 Code of Ethics). By volunteering to become a member of the

College, the member is accepting the conditions set out by the College. When professional regulatory organizations fail to hold members to account in a transparent manner, the public can lose confidence in the profession and the associated professionals. Equally important, when a member fails to live up to the obligations set out by the College this can also

result in loss of confidence in the profession. To that end, the College is not only authorized by statute, but required to set in place a variety of proactive and reactive accountability processes that ensure the public interest in the practice of applied biology is met. The audit program falls into the proactive category (i.e. not complaint driven) as participation is determined by way of random selection of practicing members. In contrast, the discipline program is reactive (i.e. complaint driven).

The primary focus of the audit program is intended to be educational, to ensure members are meeting the obligations set out by the College. The program also acts as a barometer of how well the overall membership is meeting obligations established by the College.

All registered members of the Audit and Practice Review Committee (APRC) have been subject to audits. Four additional auditors (i.e. outside of the committee) were also subject to an audit. This is done to ensure all auditors have firsthand knowledge of the challenges faced both by the auditors and by the subject members (as well as a form of quality control).

The first randomly drawn audits were in 2010 with nine members being audited. In 2013, 26 randomly drawn members were audited along with one re-audit from 2012 and one new auditor. By the end of 2013, 81 audits have been completed, including the seven APRC members and four audits of volunteer auditors.

For 2014, 30 audits are planned, including the re-audit of two members. The re-audits resulted from the near failure of initial audits. In these circumstances the committee has the choice of a re-audit (i.e. one last chance), referral to the Discipline Committee (s.16.8.2 of the *Rules*), or in extreme circumstances request that Council direct the Registrar to strike the member's name from the College register (s.16.6 of the *Rules*). This heavy-handed approach highlights the need to have an intermediate step between the audit and discipline programs in the form of a practice review (enabled by s.16.8.1 of the *Rules*). In this regard the APRC, Discipline Committee, and Ethics Committee have been working towards the development of a practice review.

Other APRC 2013 Activities:

- The APRC undertook a review of the audit form due to relatively consistent misinterpretation of some of the questions. The changes will come into

effect January 1, 2014 (<https://www.cab-bc.org/files/Audit%20form%20member.xls>). Further work on the CPD form is planned in 2014.

- Terms of Reference for the APRC were drafted.
- An in-depth focus on the audit process was published in the September 2013 edition of *College Matters*.
- Michael Engelsjord was accepted as a volunteer auditor bringing the number of auditors (outside of the committee) to four. If you are interested in supporting the College, this is an interesting activity that requires relatively little time commitment. As an auditor, you are involved in audits only and report to the Audit Committee (i.e. you would not be a member of the Audit Committee). If you are interested in and eligible to become an auditor (or know someone who is) please contact the Registrar (Linda Stordeur) or the Assistant Registrar (Rebecca Mersereau).
- After being with the APRC since its inception in 2007, Ian Robertson has resigned from the committee. On behalf of the committee, I would like to thank Ian for all of his tireless input and insight.

Information on the audit process is posted to the web site at: <http://www.cab-bc.org/files/Schedule%206.pdf>. The site includes links to the audit forms to enable members to undergo an informal self-assessment and become familiar with the process and practice related requirements. This will not only assist those members who are selected by random draw to undergo an audit, but will assist all members in meeting their professional practice requirements.

I would like to thank the committee members: Wayne Wall, Mark d'Entremont, Ian Robertson, Mike Whelen, Rob Thomson, Brian Clark, and Maureen McDermid - for their hard work and continued support, as well as Guy Gilron, Pamela Zevit, and Dave Lindsay for their work as auditors. Also, welcome to Michael Engelsjord, our newest volunteer auditor.

Warren Warttig, RPBio
Chair, Audit and Practice Review Committee

Communications Committee Report

It has been a busy and productive year for the members of the Communications Committee: Garry Alexander, Chris Maundrell, Vanessa Craig, Brian Clark and Chair, Maureen McDermid. In accordance with the Strategic Plan, the committee has proceeded with a revision of the content of the College's print publication, *College Matters*. The goal of the revision is to structure each edition around a theme that is of interest and importance to the profession, raising issues that assist members' practice and their understanding of the role of the College in their practice. To date, content has been solicited from members of Council and College committees for the last two issues of *College Matters*, which featured the requirements of the audit rules and the operation of the discipline processes. The focus has been on building understanding of these issues related to ethical practice and the revision of the Code of Ethics released two years ago. *College Matters* is distributed to the membership free of charge four times a year.

In addition, Council has approved Terms of Reference for the establishment of an Editorial Board for *College Matters* and other College publications to be comprised of interested College members. The call has gone out to the membership for expressions of interest in serving on this subcommittee of the Communications Committee. A broader representation of members involved in identifying issues of interest to the various categories of membership and contributing perspectives will result in an increasingly timely and responsive publication.

The Communications Committee conducted two surveys this past year. The first targeted practicing applied biologists who were not members of the College in order to better understand why they are not members. The results of that survey, which were released through *College Matters* and on the website in October of 2013, have assisted Council in planning for outreach to the greater community of applied biologists. The second survey in August 2013 targeted members of the College and sought information on members' awareness of the mandate and operation of the College. The final report on this survey can be found elsewhere in this issue.

With the goal of increasing avenues through which members can communicate and interact with each other, the College instituted a College LinkedIn group. If you have yet to join the group, please do

so: see who else is a member and find members with common jobs, interests and issues! In 2014 the committee and Council are looking forward to the release of a newly designed, more interactive and easily accessed website to serve our members. This has been a work in progress for the last half year and is the first step in rebranding and achieving a new look for College communications. Efficient and timely access to information, documents, application forms and electronic payments has become more critical than ever, especially to a membership widely spread across BC and a growing number of members beyond our provincial borders. As part of the rebranding, the new logo will be unveiled and made available to members to include on their business cards and stationary should they wish. The Council is committed to providing effective membership service to the profession. Watch for announcements concerning the activation of the new website in the coming months!

Over the course of 2013, the College held another series of roadshow events and our new Executive Director, Pierre Iachetti, President Brian Churchill and Vice President and Ethics Committee Chair Vanessa Craig hit the road to visit communities scattered around the province. They shared information on the new Code of Ethics and the Principles of Stewardship with members. The roadshows not only provide information and the opportunity for members to meet members of the Council, but bring members together for networking and provide valuable feedback to the Council.

The Communications Committee welcomes suggestions and ideas from you, the members, about how we might use our current tools or add new ones that will better accommodate and serve your needs. The members of the committee join me in thanking staff for their continued and very valuable support in the past year.

Maureen McDermid
Chair, Communications Committee



February 2014

Membership Survey - Results

As part of the April 2012 College of Applied Biology strategic planning process, consideration was given to several aspects of the state of membership in the College. At that time, the College had approximately 2000 members in good standing. Of the many things that the College does and is responsible for, uppermost in the Council's mind was how well members understood the impact of belonging to a self-governing profession. A decision to conduct a survey of members to assess this understanding also coincided with the closing of the first decade of operation of the College - a good time to take stock with members!

The College conducted this survey to obtain a clearer picture of the members' understanding of the function and role of the College. The online survey was conducted August-September 2013. Members were alerted to the survey in the June 2013 edition of *College Matters* and received an invitation via College Notice to respond. Nine hundred and seventy-four members responded; 47% of our membership. Seven hundred and fifty-nine members, 36% of our membership, responded to all questions. This response gives the Council confidence that the information collected from the survey provides a fair perspective on members' perceptions and concerns related to their College.

The Member Survey was designed to probe for the following data:

- Part 1 of the survey collected demographic information such as membership category, region worked in, current position or job, primary job responsibilities and use of communications options,
- Part 2 collected data on the nature and extent of interaction members had with the College as well as information as to how well members felt the College performed in achieving the mandates of the Act such as: preserving and protecting the foundational scientific methods used in applied biology; upholding the Principles of Stewardship; and ensuring integrity, objectivity and expertise of members,
- Part 3 concerned perceptions of members about what it means to hold membership in a regulated profession.

Part 1 – Demographic Composition of Respondents

The majority of respondents (56%) were in the 31 to 40 and 41 to 50 age groups (28.3% and 27.7% respectively).

By gender, 58% of respondents were male and 42% were female which is similar to that of the whole membership (63.5%, 36.5% female).

Membership Category	Proportion of College Membership	Proportion of Survey Respondents from each Category	Proportion of Survey Respondents from Entire Membership
RPBio	75.3 %	83.2%	44.9%
RBTech	2.6 %	2.7%	39.3%
BIT	13.3%	22%	35.6%
Trainee (RBTech)	0.6%	0.7%	46.1%
Student	2 %	0.9%	19%
Retired	2.3%	3.2%	34.1%
On Leave	3.9 %	0.9%	16.3%

RPBios and BITS responded in numbers exceeding their proportional membership. The top major sources of employment were the consulting industry (38.8%), self-employment (19.4%), the provincial government (15.7%) and corporations (8.6%).

Respondents were asked to identify from a list of positions, that which best matched their current employment position. Membership categories for respondents within these employment sectors are provided below.

Position	RPBio	RBTech	BIT	Trainee(RBTech)
Senior Biologist	52%	22.7%	8%	
Manager	27%	40.9%	12%	
Business Owner	5.6%	13.6%	1%	
Field Biologist	12.4%	9.1%	19%	
Researcher	10.5%	31.8%	4%	
Junior Biologist	5.6%	13.6%	36%	16.7%
Analyst	6.7%	27.3%	5%	16.7%
Field Technician	0.5%	36.4%	8%	33.3%

Job Responsibilities: the majority of time spent on tasks by the survey respondents included report writing (66%), project supervision (53.5%), data collection (46.3%), management (44.6%), risk assessment (37.4%), literature reviews (35.3%), employee supervision (33.8%), field supervision (33.2%) and data analysis (27.1%).

Membership categories associated with respondents' job responsibilities are provided below.

Responsibilities	RPBio	RBTech	BIT	Trainee(RBTech)
Report Writing	75.6%	90.9%	61%	33.3%
Project Supervision	63.2%	63.6%	40%	
Data Collection	50%	72.7%	59%	83.3%
Management	53.7%	50%	22%	
Risk Assessment	43.6%	40.9%	37%	
Literature Review	40.4%	54.5%	36%	16.6%
Employee Supervision	39.9%	45.4%	25%	
Field Supervision	36.5%	45.4%	46%	16.7%
Data Analysis	31%	45.4%	25%	16.7%

Communication Platforms: This section also sought information on use of social media and other communication platforms and information as to the best ways for the College to communicate with the membership with, which revealed an overwhelming 88% prefer email. Most respondents (81%) reported checking their email several times a day.

Part 2

(a) Interaction with the College

The initial question in this section asked members how they have engaged with the programs and services of the College, such as through the AGM, conferences, direct contact with the office, or local meetings. A third of the respondents had had contact with the College in each of these categories. Almost 20% said they had none. 18% had said they had responded to a survey. Over half of our members had not had direct contact with a member of the Council or a committee.

(b) Meeting the Mandate

Respondents answered 3 questions specifically related to the mandate of the College to uphold and protect the public interest. Respondents were asked to rank the effectiveness of the College on a scale of 1 (very ineffective) to 5 (very effective).

- On the matter of preserving and protecting the scientific method and principles, 25% of respondents believed the College was doing a good job and had measures in place to do so.
- On the matter of upholding the Principles of Stewardship, 73% of respondents felt the College was effective in this work.
- On the matter of ensuring the integrity, objectivity and expertise of the members, 69% believed that the College was effective in this area; 14.6% of respondents to this question commented on the effectiveness of the audit, requirements for CPDs and the Code of Ethics.

Two subsequent questions probed perceptions of the general effectiveness of the College and solicited suggestions for improvement. Over 60% of all respondents answered these 2 questions and provided the College with valuable information.

- When asked what the College does well, 33.4 % of respondents said the College communicated well through the Road Shows, website, list serve and *College Matters*. A further 20% believe that the College carries out its role and mandate properly.
- When asked what the College might do better, 50% of the respondents to this question wanted the College to do more outreach; specifically more public and media visibility, and have more involvement with government.

Part 3 – Membership Rights and Responsibilities

This final section asked members to respond to 6 questions that probed their understanding of what it means to hold membership in a regulated profession.

- The first 2 questions assessed members' familiarity/knowledge of the Code of Ethics and their responsibility to uphold the associated standards or potentially face discipline. 63% of respondents had read and were aware of the Code and 76% were aware of the potential of disciplinary measures resulting from a failure to uphold the Code.
- The third question asked about awareness of the newly released Principles of Stewardship; 37% indicated they were aware of this new resource and had read the document.
- The fourth question asked members to comment on their perception of the value of their membership in the College. Of the 566 responses, 58% declared it very useful and identified credibility and recognition as primary factors and also listed respect, accountability, authority and public confidence as valuable factors. 74% of the respondents said membership in the College was valuable. Members said membership encourages respect, increases public confidence, and helps gain employment.
- The fifth question asked about issues of balance between the obligation to uphold the Principles of Stewardship and the Code of Ethics, and the duty to client or employer. Of the 531 responses, 37% responded "no conflict" and 17% indicated honesty and good communication were key to maintaining the balance. These members indicated that this was because their employer supported the concept of membership with the College. 15.4% found it difficult to balance the duty and might consider walking away from a position were a conflict present. Further, 42% of those who provided comments said that the major challenges for them were pressures from their employer, financial loss, and government legislation and regulations that do not support their stewardship and ethics obligations.
- As a final question, respondents were invited to add any comments they wished. 33% said the College is doing well and are proud to be members and appreciate the opportunity to participate in a survey. Respondents also said that more outreach is needed and fees should be reduced.

The College thanks the membership for its overwhelming response to the survey. Clearly, members feel they have a stake in their College as they provided the Council with feedback that showed areas where renewed or increased energy from the Council and staff could be directed: involvement with government and other professional bodies, securing right to practice legislation, greater media presence, outreach to members and the public, ongoing training and mentoring. It was gratifying that members felt the College held high standards for entry and had fair and rigorous processes for membership accountability through audits and discipline processes, although members commented on the need to make these more visible. Members also commented on the professional value of the College, citing respect and credibility, authority and accountability as factors that ensured public confidence and helped to gain employment.

It is the intent of the Council to continue to seek feedback from the membership on a variety of matters and to sample the satisfaction of the members with their College. Continued response to subsequent surveys is one way members can assist in assuring the College meets its mandate of professional accountability and responds to the needs of members to maintain their professional standing and the respect of the public. The bar for response has been set high!

Linda Stordeur, Registrar
Maureen McDermid, Chair, Communications Committee

Nominations Committee Report

Calls for nominations for open positions of the 2014/2015 College Council were directed to the membership through the webpage and notices sent out through the list serve.

The calls for nominations closed on December 28th, 2013 and the following nominations were received:

President: (1 position – 2 year term)

Vanessa Craig
Gerry Leering

Vice President (1 position – 2 year term)

Chris Maundrell (Acclaimed)

Vice President (1 position – 1 year term)

Warren Warttig (Acclaimed)

Councillor at Large (1 position – 2 year term)

Brian Clark (Acclaimed)
Jim Anderson (Withdrew)

Regional Councillor (2 positions – 2 year term)

Steve Gordon
Kate Maddigan
Derek Marcoux
Janet Rygnestad

Regional Councillor (1 position – 1 year term)

Raychl Lukie (Acclaimed)

The candidates for President and Regional Councillor have confirmed their intention to run and therefore an election will begin January 22nd, 2014.

Brian Churchill, RPBio
Chair, Nominations Committee

Summary of Complaints Submitted to the College

Complaint Statistics	2008	2009	2010	2011	2012	2013
Breach of Act and/or Ethics	3	3	4	3	5	2
<i>Complaints Resolved</i>						
Conditional Admission		1*				
Discipline Hearing		1*				
Review on Record						
<i>Complaints in Process</i>	1		1	2	2	
<i>Complaints Rejected/Dismissed</i>	2	3	3	2*	5*	5*

*includes carry over from the previous year.

Summaries of all complaint submissions are available for review at: <https://www.cab-bc.org/discipline-digest>

Ethics Committee Report

The Ethics Committee, which includes Vanessa Craig, Laura Darling, David Hughes, Linda Michaluk, Wayne Wall, and Geoff Wickstrom, again had a busy year. The committee drafted the Principles of Stewardship and accompanying Q&A guidance documents for the College, which were released in June. These documents provide greater guidance on the requirement for members to “uphold the principles of stewardship” as required under the *College of Applied Biology Act*, and referenced in the preamble to the Code of Ethics. Together with

the revised Code of Ethics, which was released in 2012, these documents provide a framework for the conduct and practice of members of the College. The Principles of Stewardship and Code of Ethics documents are available on the College website.

The committee continued to provide support for members and College committees in accord with the strategic direction of the College. In response to a request from the Audit and Practice Review Committee (APRC), Ethics Committee members

provided input on a new practice guidance document that provides additional information to members on the meaning of terms in the Code of Ethics. Look for this guidance piece from the College soon. In addition, in response to a request from the Communications Committee, the Ethics Committee provided a piece “Ethicsology 101: Guidance on Principle 9 of the College Code of Ethics” which appeared in the November issue of *College Matters*.

The recent College roadshow event at nine locations across the province had as its focus an overview of the new stewardship principles and their relationship to the Code of Ethics. Members of the Ethics Committee attended each event where we presented information about the stewardship document.

Looking forward to next year, the committee will continue to review and update the College ethics training requirements to better serve our members, and to ensure that a shared understanding of our Code of Ethics is common to all College members. In addition, the Ethics Committee will continue to work with the APRC and Discipline committees to provide input into the development of a practice review program, an initiative of the APRC.

I thank the committee members for their continued hard work and support, and on behalf of the entire committee I also thank Linda Stordeur for her assistance.

Vanessa Craig, RPBio
Chair, Ethics Committee

Discipline Committee Report

This term was another very busy one for the Discipline Committee. In 2013 there were only 2 new complaints received, however there were also some fairly tricky files that were carried over from 2012. The variety of issues the Discipline Committee dealt with was wide ranging and can be summarized as follows: two complaints concerned the terms and conditions associated with an employer-employee relationship at the termination of employment; one complaint was in regards to a professional questioning the credentials of another professional; and a third issue was with respect to the manner in which a Riparian Area Assessment was conducted. In each of these situations the key issue concerned effective communication between the Complainant and the Subject Member and resulted in differences in opinion, which was not deemed to be contraventions of the Code of Ethics.

Along with deliberating on the complaints received, the committee had several discussion with the College Council with regards to clarifying the discipline process and ensuring the College is transparent and meeting the public interest mandate in our deliberations. As a result of these discussions, the Discipline Committee, with staff support, will be looking at the existing rules and policies with an eye to updating and further clarifying the processes, roles and expectations. One item where we made progress on in 2013 was to update the College discipline summaries which are posted on our website and publicly available. Due to the need to maintain confidentiality in the discipline proceedings as well as ensuring we are meeting the requirements

set out in the *Freedom of Information and Privacy Protection Act (FOIPPA)* we had to balance the request to be more transparent while providing more detail on the complaints that we receive, and also while striving to provide guidance to members on the issues that come up in the complaints.

The Discipline Committee also worked with the Audit and Practice Review Committee to explore opportunities to develop a practice review process for members. While the evolution of this approach is still under development, it is anticipated to be an effective means to deal with issues of practice standards that would enhance the practice of professional biology. The option of having an Alternate Dispute Resolution process was thoroughly analyzed and is still pending.

All discipline related policies and guidance documents can be found on the College's website at: www.cab-org/act-rules-and-policies with information on the discipline process found at www.cab-bc.org/discipline.

I would like to thank the members of the committee, Rick Page, RPBio; Barbara Thomson, RPBio, LLB; Tim Smith, PGeo; and David Ormerod, RPF. Thanks also go to the highly professional staff, Registrar Linda Stordeur, RPBio, and Executive Director Pierre Iachetti, PAg, MCIP, RPP for their able assistance and advice.

Mel Kotyk, RPBio
Chair, Discipline Committee

Council, Volunteers and Staff 2013 - 2014

College Council

President

Brian Churchill

Executive Vice-President

Chris Maundrell

Vice President

Vanessa Craig

Past President

Paul McElligott

Lay Councillors

Hoberly Hove

David Hughes

Maureen McDermid

Regional Councillors

Vanessa Craig

Janet Rygnestad

Warren Warttig

Councillors at Large

Garry Alexander

Brian Clark

Ross Murray

Ex Officio

Chris Johnson

Mel Kotyk

Staff

Executive Director

Pierre Iachetti

Registrar

Linda Stordeur

Assistant Registrar

Rebecca Mersereau

(since Nov 5/13)

Bookkeeper

Katya Gallegos

Administrative Assistant

Jillian Stewart

(since May 2/13)

Simon Woo

(to April 30/13)

Audit Committee

Warren Warttig - Chair

Brian Clark

Mark d'Entremont

Maureen McDermid

Rob Thomson

Wayne Wall

Mike Whelen

Communications Committee

Maureen McDermid - Chair

Garry Alexander

Vanessa Craig

Chris Maundrell

Brian Clark

Credentials Committee

Chris Johnson - Chair

Joyce Boon - Vice Chair

Rob D'Eon

Guy Gilron

Pierre Johnstone

Eric Lofroth

Derek Marcoux

Sandra Meidinger

Gerry Naito

Brent Phillips

Roy Rea

Janet Rygnestad

Liz Stanlake

Jocelyn White

Discipline Committee

Mel Kotyk - Chair

David Ormerod

Timothy Smith

Barbara Thomson

Rick Page

Guy Gilron

Dave Lindsay

Pamela Zevit

Committees

Executive Committee

Brian Churchill - Chair

Vanessa Craig

Chris Maundrell

Paul McElligott

Ethics Committee

Vanessa Craig - Chair

Laura Darling

David Hughes

Linda Michaluk

Wayne Wall

Geoff Wickstrom

Finance Committee

Chris Maundrell - Chair

Vanessa Craig

David Hughes

Governance Committee

Ross Murray - Chair

Chris Maundrell

Maureen McDermid

Warren Warttig

Nominations Committee

Brian Churchill - Chair

Professional Liason Committee

Brian Churchill - Chair

Chris Maundrell

Rob Thomson

Warren Warttig

Strategic Planning Committee

Garry Alexander - Chair

Brian Churchill

Guy Gilron

Chris Maundrell

Ross Murray

Volunteer Auditors



February 2014

Membership Update

The College wishes to welcome and congratulate the following new members:

NEWLY REGISTERED PROFESSIONAL BIOLOGISTS

Cari-Lyn Epp	2530	Malcolm Coupe	2535	Lora Nield	2540
Deanna Higginson	2531	Kerry Marchinko	2536	Stefan Quaglia	2541
Martina Beck	2532	Leah Ballin	2537	Charles Palmer	2542
Ellen Lea	2533	Ahmed Gelchu	2538		
Jeffrey Shatford	2534	Christine MacDonald	2539		

RETURNING (RE-INSTATED) REGISTERED PROFESSIONAL BIOLOGISTS

Daniel Sneep	1098	Norma Powell	1698	Leigh Holt	2172
Louise Porto	1223	Rachael Eedy	1901	Alison Neufeld	2232
Jose Casas	1511	Mary-Ann Olson-Russello	2027	Samantha Cooper	2289

NEWLY REGISTERED BIOLOGY TECHNOLOGISTS

Susanne Sloboda	67
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NEWLY ENROLLED BIOLOGISTS IN TRAINING

Rena Mackas	800	Simon Lay	804	Heather Ling	808
Kylie McLeod	801	Todd James	805	Aaron Foos	809
Karlee Vankoughnett	802	Ian MacLeod	806	Benjamin Barton	810
Claire Schadel	803	Jessica Milko	807		

NEWLY ENROLLED TECHNOLOGIST TRAINEES

Rhia MacKenzie	24	Jennifer Mitchell	25
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NEWLY ON LEAVE MEMBERS

RPBio		Lyndsey Johnson	2237	Mary von der Porten	2370
Lisa Datchkoff	1857	Soleil Switzer	2274	Nicola Bickerton	2460
Britta Bentz	2083	Tasheena England	2282	Kirstin Webster	2480

NEWLY RETIRED MEMBERS

RPBio		Sean Puchalski	1392
Mari Wood	671	Randy Dolighan	1489
Guy Smith	1213	Blake Phillips	1703

February 2014

Resigned (in January 2014)

RPBio		RPBio (Ret)		BIT	
Theodore Pobran	110	Kenneth Child	98	Kathrine Scott	432
Gerald Oliver	133	Brian Chan	226	Diana Benz	447
Peter Bruce	619	Lorne McIntosh	485	Andrea Grant	508
Patty Thomas	1458	David Osmond	683	Zoe Neish	584
Shawn Ord	1972	Gordon Berezay	911	Samantha Hamilton	764
Matthew Austin	2014	Sarah Dal Santo	1124	Jonathan Jeffery	771
		Fred Williamson	1211		
		Nell Postans	1300		

Annual Membership Summary (since the 2013 AGM)

Registered Professional Biologists

Xinxiao Wang	2413	Gerrit Velema	2447	Caroline van Besouw	2481
Neila Chavoso	2414	Kevin Ganshorn	2448	Diana Carroll	2482
Zaid Jumean	2415	Mandy Dumanski	2449	Eric Smith	2483
Kyla Warren	2416	Dustin Bailey	2450	Heather McMahon	2484
Selena Shay	2417	Andrea Gielens	2451	Gina Layte Liston	2485
Kennedy Boateng	2418	Megan Willie	2452	Damian Slivinski	2486
Kevin Mernickle	2419	Boone Barber	2453	Felicia Juelfs	2487
Tomasz Gradowski	2420	Clifford Robinson	2454	Jason Duxbury	2488
Justin Denroche	2421	Christy Jones	2455	Mark Thompson	2489
Erika Paradis	2422	Mark Sloan	2456	Katharine Van Spall	2490
Mandeep Purewal	2423	Katharine Frye	2457	Duncan McColl	2491
Kristy Garnet	2424	Erin Wallich	2458	Gregory Tamblyn	2492
Thilaka Krishnaray	2425	Pamela Gunther	2459	Shani Rousseau	2493
Joanna Siderius	2426	Nicola Bickerton	2460	Jesse Sinclair	2494
Melanie Wilson	2427	Gabriella Szabo	2461	Nicola Cook	2495
Lee Stach	2428	Cameron Sinclair	2462	Todd Golumbia	2496
Stephanie Nabess	2429	Tanya Bettles	2463	Kate Dillon	2497
Grace Mitchell	2430	Heidi Schindler	2464	Bryan Lukeman	2498
Greg Ross	2431	John Summers	2465	Jeremy Damborg	2499
Benjamin Hoggard	2432	Suzanne Thompson	2466	Alyssa Murdoch	2500
Robin Mackey	2433	Helene Dussault	2467	Adam Goodwin	2501
Marie Lagimodiere	2434	Scott Black	2468	Ian Spendlow	2502
Steven Henstra	2435	Scott Wilson	2469	Laurie Hamilton	2503
Catherine Soper	2436	Chandni Kher	2470	Kerry Kenwood	2504
Melissa Pink	2437	Lesley MacDougall	2471	Brock Ramshaw	2505
Patricia Woodruff	2438	Jocelyn Garner	2472	Luanne Patterson	2506
Ryan Whitehouse	2439	Heidi Johnson	2473	Nickolas Bartok	2507
Cameron Kulak	2440	Scott Donker	2474	Douglas Vincent	2508
Virginia Chant	2441	Mark Phillpotts	2475	Shawneen Walker	2509
Shyam Paudel	2442	Shannon Crowley	2476	Carla Davis	2510
Edwin Hubert	2443	Katherine Harris	2477	Raechel Lukie	2511
Daniel Schneider	2444	Sarin Warman	2478	Alyson McHugh	2512
Ryan Faulter	2445	Stephan Tang	2479	Corey Corbett	2513
Angela Danyluk	2446	Kirstin Webster	2480	Laura Keating	2514

Dana O'Bryan	2515	Melissa Brown	2525	Malcolm Coupe	2535
Lise Galand	2516	Kofi Boa-Antwi	2526	Kerry Marchinko	2536
Jennifer Trowell	2517	Lana Miller	2527	Leah Ballin	2537
Christina Czembor	2518	Lisa Helmer	2528	Ahmed Gelchu	2538
Jim Webb	2519	Scott Taylor	2529	Christine MacDonald	2539
Eric Harrison	2520	Cari-Lyn Epp	2530	Lora Nield	2540
Daniel Knee	2521	Deanna Higginson	2531	Stefan Quaglia	2541
Russell Walton	2522	Martina Beck	2532	Charles Palmer	2542
Harm Gross	2523	Ellen Lea	2533		
Michael Johnston	2524	Jeffrey Shatford	2534		

Returning (Re-Instated) Registered Professional Biologists

Gerry Oliver	133	Norma Powell	1698	Maggie McConnell	2276
Roy Crowther	735	Rachael Eedy	1901	Samantha Cooper	2289
Daniel Sneep	1098	Mary-Ann Olson-Russello	2027	Tegan Arnett	2307
Louise Porto	1223	Leigh Holt	2172	Andrew Wylie	2324
Jose Casas	1511	Alison Neufeld	2232	Catherine Jacobsen	2409

Registered Biology Technologists

Chantelle Kilbourn	50	Melissa Dymond	56	Nicole Frederickson	62
Kersti Vaino	51	David Pratt	57	Emma Tayless	63
Remi Masson	52	Dustin Silvester	58	Mark Racicot	64
Bret Jagger	53	Stephanie Rooke	59	Rachel Saraga	65
Kelly McKinnon	54	Michael Marquardson	60	Trevor Hann	66
Andrew Rippington	55	Lynda Fyfe	61	Susanne Sloboda	67

Enrolled Biologists In Training

Barrie Tuite	741	Thomas Fita	761	Kyra Witt	781
Mathew Coady	742	Luc Turcotte	762	Kaitlyn Read	782
Shu-Han Tsai	743	Amanda Klein	763	Jacqueline Rissling	783
Katharina Huebel	744	Samantha Hamilton	764	Katarzyna Kistowska	784
Jon Mageroy	745	Nicholas von Wittgenstein	765	Tashana Winnicky	785
Sandra Warren	746	Darren Murray	766	Adam Harding	786
Michelle Spani	747	Nicole Johnson	767	Jennifer McIntyre	787
Julie Dimitrijevic	748	Jordan Evans	768	Michael MacPherson	788
Hailey O'Neill	749	Navjot Barney	769	Brett Nelson	789
Craig McLean	750	Jacqueline Huard	770	Adam McClelland	790
Fawn Ross	751	Jonathan Jeffery	771	Kyle Routledge	791
Jeff Nitychoruk	752	Rachel Caira	772		
Johanna Moretta	753	Theoren Ellis	773		
Samantha Gidora	754	Steven Giesbrecht	774		
Denis Matychine	755	Benjamin McKinnon	775		
Kathryn Fisher	756	Quentin Groome	776		
Ingrid Sorensen	757	Azim Shariff	777		
Sharon Ringel	758	Adrien Baudouin	778		
Kyla Bryant	759	Seth Bennett	779		
Nathan Boyne	760	Kiesha Herman	780		

Enrolled Technologist Trainee

Anna Moe	20	Jeffrey Belanger	23	Rhia MacKenzie	24
Rosa Ware	21			Jennifer Mitchell	25
Carla Hartling	22				

Student Biologists

Heather Ling	139	Daniel Sklar	145	Justin Ng	151
Stephanie Liu	140	Kristen Lambke	146	Vinayak Chabria	152
Philipp Garber	141	Miaorong Zhu	147	Scott'e Dodds	153
Robert Haskin	142	Adriano DeTorres	148	Sydney Bryce	154
Ceri Willott	143	Emily Rigney	149	Travis Gooliaff	155
Bae-Lynn Olson	144	Elijah Fraser	150		

Members who have changed status (since the 2013 AGM)

Retired Members

RPBio		Alexander Argue	339	Nell Postans	1300
Kenneth Bennett	35	Mari Wood	671	Sean Puchalski	1392
John Henigman	75	Fred Williamson	1211	Randy Dolighan	1489
John Deniseger	311	Guy Smith	1213	Blake Phillips	1703

On Leave Members

Trainee (RBTech)		RPBio		RBTech	
Melanie Hawes	14	Lisa Datchkoff	1857	Becky Phillips	42
		Britta Bentz	2083		
		Lyndsey Johnson	2237		
		Soleil Switzer	2274		
		Tasheena England	2282		
		Mary von der Porten	2370		
		Kennedy Boateng	2418		
		Nicola Bickerton	2460		
		Kirstin Webster	2480		

Resigned

Retired		William Boieeie	380	Gordon Berezay	911
Kenneth Child	98	Brent Lister	411	Sarah Dal Santo	1124
Herbert Langin	131	Lorne McIntosh	485	Fred Williamson	1211
Brian Chan	226	David Osmond	683	Nell Postans	1300

RPBio		Jodi Grayson	2098	Karl Sindholt	486
Theodore Pobran	110	Philip DeWitt	2182	Andrea Grant	508
Gerald Oliver	133	Christian Brazeau	2186	Sonya Powell	524
Hugh Smith	392	Francis Choi	2334	Sophia Anderson	549
John Jemmett	597			Zoe Neish	584
Peter Bruce	619	BIT		Kimberly Moran	665
Alexandra Morton	1414	Kim Bull	26	Samantha Hamilton	764
Patty Thomas	1458	Marc Boucher	291	Jonathan Jeffery	771
Nicholas Roe	1647	Michael Achuff	391		
Charlene Forrest	1911	Kathrine Scott	432	Student	
Shawn Ord	1972	Diana Benz	447	Fiona Thompson	87
Matthew Austin	2014	Elisabeth Moody	472		

Removed from the Register (in July 2013)

Retired		RBTech		Melissa Hairabedian	683
Malcolm Clark	538	Lindsay Luke	18	Clayton Beier	686
		Codey Latimer	26	Jon Crysler	694
RPBio				John Elsley	700
Janet Landucci	614	BIT		Jasmine Ghotra	722
Karen Calla	734	Stefano DeVuono	39		
Michael Brady	993	Karin Ely	244	Student	
Ruth Joy	1107	Ryan Schmidt	265	Lisa DeKleer	61
Gilbert Proulx	1125	Stephanie Haight	351	Brendan Guy	89
Gregory Howald	1398	Lisa Lasmanis	416	Viviana Flores	111
David Nagorsen	1425	David Clegg	439	Jotvir Mann	115
Howie Wright	1503	Amber Saundry	468	Laura Grant	118
Peter Chapman	1531	Madelyn Davidson	497	Jonathan Delisle	125
Tanya Luszcz	1816	Matthew Deane	533	Sarah Bouwmeester	131
Tyese Patton	1827	Andrew Jones	535		
Carla Lenihan-Lefebvre	1861	Jennifer Wurz	567	RBTech Trainee	
James Pepper	1867	Gabriel Aguirre	579	Ryan Benvenuti	7
Alicia Tropak	2147	Charlotte Whitney	588	Paula Ramage	19
Natalia Brown	2148	Vicky Young	603		
Scott Wagner	2184	Moretta Frederick	623		
Richard Klafki	2193	Daniel Mackle	663		
Kevin Haines	2305	Katrina Gousmett	668		

Removed from the Register (in December 2013)

RPBio	
Joanne Campbell	2227

Deceased

Gary Rosberg	111
Tom Chamberlin	347
Ron Thiel	429
Curt Kerns	1303
Jeffrey Bertoia	2167

Condolences

The College extends its condolences to the families of these members who passed away in 2013.

Biologist in Training – Are you considering upgrading to RPBio status?

As of January 2008, all Biologist in Training (BIT) members are limited to a 6 year time limit for active BIT status. Every newly enrolled BIT from that period on has 6 years from the date status was awarded to upgrade to RPBio status. Three additional criteria must be met: a professional report, relevant and adequate work experience and letters of reference. To aid the member in meeting the report requirement, the Credentials Committee has prepared a guideline document for the submission of a professional report. This guideline document can be downloaded from the College website at <https://www.cab-bc.org/files/Report%20Guideline.pdf>.

Reminder: Ethics Requirements for Newly Registered Members

Schedule 3, section 1.4 (Professional Ethics) states as a condition of membership (beginning in 2008) all newly registered members (RPBios and RBTechs) must successfully complete an ethics seminar up to 1 year before the date of application and within 3 years of being granted registration.

For the information of newly registered members, the College defines a program on professional ethics to include a discussion on what it means to be a professional and on the elements of professional practice such as competence, independence, integrity, due diligence and accountability. Once completed, the member must contact the College to report the name of the course and the date the course was completed.

The College has reviewed and can recommend the following professional ethics courses/seminars as meeting this requirement:

1. Given by the Association of Professional Biology of BC at their Annual Conference and throughout the year: APB Professional Ethics Course. <http://www.professionalbiology.com/>
2. Given by the British Columbia Institute of Agrologists: BCIA Ethics Workshop. <http://www.bcia.com/>

There may be other courses which meet the College requirements. Please contact the College if you have another course you would like the College to consider as meeting the requirements.

Deadlines for the membership renewal process

Membership Renewal Process	Dates/Deadlines
A membership renewal notice was mailed to each member.	October 31, 2013
Annual dues and signed declarations were due.	December 31, 2013
End of the grace period. Last date that payments could have been post-dated.	January 13, 2014
A late fee of 10% was added to the dues of members who have not paid their annual dues and/or submitted their declarations.	January 14, 2014
Letters will be mailed to members who have not paid and/or included their declarations.	February 2014
Final deadline for membership renewal with late fee.	February 28, 2014
Members who have not renewed their membership will cease to be members in good standing. In addition to the late fee, a 25% reinstatement fee is added to the dues.	March 1, 2014
Registered letters will be sent to members who have not renewed membership or resigned.	early June 2014
Any member who still has not renewed will be removed from the Register.	June 30, 2014

2014 AGM & Conference Notice

College of Applied Biology 2014 Conference



**POLICY
LEGISLATION
UPDATE
SESSION**

FOR RESOURCE PROFESSIONALS

The College of Applied Biology 2014 Conference will be held on March 7th in conjunction with the Annual General Meeting. This third consecutive Policy and Legislation Update Session (PLUS3) will focus on recent federal regulatory changes and the implications for other levels of government as well as the practice of applied biology. The College is pleased to welcome special guest Dr. Mark Downs from the Society of Biology in the United Kingdom, and Adam Kreek, Olympic Gold Medalist and Motivational Speaker, who will deliver the lunchtime address.

The event will be held in the Minoru Room of the Sheraton Vancouver Airport Hotel in Richmond. Registering to join by live web conferencing is an option for those who cannot attend in person. You can receive a discounted registration rate by registering on the College's website by February 14th: <https://www.cab-bc.org/2014-college-conference-and-agm>

Join us for a meet and greet with the College Council and Staff at 7:30 pm on March 6th

If you are in the greater Vancouver area or arriving early for the Conference, join the College Council and Staff for an informal Meet and Greet at 7:30pm on March 6th at Harold's Bistro & Bar, located inside the Sheraton Vancouver Airport Hotel. This is a great opportunity for new or prospective members to learn more about the College, or to meet and converse with established members about their practice. Those who RSVP by ticking the appropriate box on the online Conference registration form or by emailing assistantregistrar@cab-bc.org will receive a complimentary beverage ticket at the event.

Conference Venue and Accommodations

The Conference venue is the Sheraton Vancouver Airport Hotel, located at 7551 Westminster Highway in Richmond, BC.

Conference participants are eligible for a special traditional guestroom rate of \$129/night at the Sheraton Vancouver Airport Hotel if bookings are made before February 18th, 2014. There are a limited number of rooms available at this rate so please register as soon as possible, and mention the College of Applied Biology to ensure your eligibility. For reservations, call 1-800-663-0299.

Notice of the College of Applied Biology 2014 Annual General Meeting

The College's Annual General Meeting will be held over breakfast at 8AM on March 7th before the Conference begins. All Conference guests and College members are welcome to attend and must RSVP for this free event either using the online Conference registration form, or by contacting the College.

February 2014



AGM Agenda

7:30PM <i>Mar.6th</i>	Meet and Greet with the College Council and Staff An informal gathering at Harold's Bistro & Bar in the Sheraton Vancouver Airport Hotel (Register in advance to receive your complimentary drink ticket)
7:00AM <i>Mar.7th</i>	Registration Begins
7:45	Breakfast Begins
8:00	College AGM (registration continues for Conference participants)
9:00	Conference Opening and Welcome <i>Brian Churchill, President of the College of Applied Biology</i>
9:10	Introduction to the Society of Biology (UK) <i>Mark Downs, Chief Executive of the Society of Biology</i>
9:50	College Presidents' Panel: The Past, Present, and Future of the College of Applied Biology
10:15	First Nations and the Land Code: Implications for Natural Resources Management <i>Ken Cossey, Director of Lands at Songhees Nation</i>
10:45	Coffee and Networking Break
11:00	Local Government Implications of Federal Environmental Legislation Changes TBC
11:30	Panel Discussion: topic TBA
12:30PM	Lunch
12:45	Lunchtime Address <i>Adam Kreek, Olympic Gold Medalist and Motivational Speaker</i>
1:30	Provincial Regulatory Update on the Riparian Areas Regulation <i>Andy Witt, Manager of Habitat Management at BC FLNRO</i>
2:00	Federal Regulatory Update: The Fisheries Act <i>Susan Farlinger, Regional Director General, Fisheries and Oceans Canada (Pacific Region)</i>
2:30	Provincial Implications of Changes to the Federal Fisheries Act <i>Lisa Paquin, Director of Intergovernmental & Internal Affairs, BC Ministry of Environment</i>
3:00	Coffee and Networking Break
3:15	Federal Regulatory Update: The Canadian Environmental Assessment Agency <i>Lisa Walls, Regional Director, Canadian Environmental Assessment Agency</i>
3:45	Environmental Oversight of Canadian Pipelines: Role of the Federal Regulator <i>Robert Steedman, Chief Environment Officer, National Energy Board</i>
4:15	Wrap up and closing <i>Pierre Iachetti, Executive Director, The College of Applied Biology</i>

February 2014

February 2014

