

COLLEGE *of*
APPLIED BIOLOGY
BRITISH COLUMBIA

College Matters

Volume 4, Issue 4
December 2012

Special 10th Anniversary of the College Issue

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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Special Edition - The First Decade

Welcome to this special issue of *College Matters* commemorating the first decade of the operation of the College of Applied Biology. In this issue we have tried to capture for you some of the history of the inception of the College and its move to actualization over its first decade through the eyes of Linda Michaluk, our first Executive Director. To personalize this history from a Council perspective, we asked the four Presidents who served in this decade to reflect on their time leading Council and the issues they worked on. For current insight, we asked each serving Councillor to share their perspectives on serving on Council and we hope this inspires some readers to consider serving the profession in this manner in the future. The Chairs of our standing and ad hoc committees provide insight into the workings of the Council, just in case you wondered what we do at all those meetings! Our new Executive Director, Pierre Iachetti shares some thoughts about the future of the College as we move into the second decade and our Registrar, Linda Stordeur has provided the picture of our growth through increasing membership as those working in the field become part of the move towards self-regulation and professionalism. Enjoy the trip down memory lane and the insights into the work of the governance of your profession.

President

Brian Churchill

Executive Vice President

Chris Maundrell

Vice President

Guy Gilron

Past President

Paul McElligott

Elected Councillors

Garry Alexander
 Brian Clark
 Vanessa Craig
 Ross Murray
 Janet Rygnestad
 Warren Warttig

Lay Councillors

David J. L. Hughes
 Maureen McDermid

Ex Officio

Chris Johnson
 Mel Kotyk

Executive Director

Pierre Iachetti

Registrar

Linda Stordeur

Office Administrator

Simon Woo

Past Executive Director's report - a short history

BC LEGISLATURE – HANSARD – MONDAY,
NOVEMBER 18, 2002

Afternoon Sitting – Volume 10, Number 7

Hon. M. de Jong presented a message from Her Honour the Lieutenant-Governor: a bill intituled College of Applied Biology Act.

Hon. M. de Jong: *I move that Bill 76 be introduced and read a first time now.*

Motion approved.

Hon. M. de Jong: *I'm honoured today to introduce Bill 76, the College of Applied Biology Act. This legislation, the first of its kind in Canada, gives professional biologists the same recognition and responsibilities as other self-regulating professions like forestry, agrology, engineering and geoscience. The act establishes a college of applied biology to oversee the profession of applied biology. The college is charged with upholding and protecting the public interest by preserving and protecting the scientific methods and principles that are the foundation of the applied biology sciences; upholding the principles of stewardship of aquatic and terrestrial ecosystems and biological resources; and ensuring the integrity, objectivity and expertise of its members.*

Recently I introduced the Forest and Range Practices Act, which establishes a workable results-based code and reduces the forestry regulatory burden without compromising environmental values. The key to meeting this commitment is to ensure that the government, natural resource industries and the people of British Columbia can rely upon highly trained, dedicated, accountable professions to make sound resource-management decisions.

The new College of Applied Biology Act builds on that foundation by establishing a self-regulating profession to oversee the field of applied biology. Biologists act in the public interest in protecting the province's biodiversity, and with this legislation they are getting the recognition that they have earned.

I move that the bill be placed on the orders of the day for second reading at the next sitting of the House after today.

Bill 76 introduced, read a first time and ordered to be placed on orders of the day for second reading at the next sitting of the House after today.



The *College of Applied Biology Act* received assent on November 21, 2002, and was brought into effect in June, 2003. Because the formal drafting of the Act was initiated by the provincial government in May 2002, casual observers were shocked at how quickly the Act was conceived and set in place. However, those who

had been directly involved were very aware that this was not the case.

The groundwork for the Act was laid in 1979 when a group of like-minded biology professionals came together and formed a Society that in 1980 was registered as the Association of Professional Biologists of British Columbia (APBBC).

The 80s were an interesting time in BC. Hydroelectric planning was focused on dam construction; whole towns sprang up to service coal mine and logging operations, fish farms were increasing and ski hills were expanding. As a result, tensions started to grow among those with differing visions of how best to realize the potential benefits of BC's natural resources.

Meanwhile, the biology profession in BC was moving along slowly, sometimes forward and sometimes backward. Membership numbers fluctuated, often following the economic boom and bust cycles, but also depending on the focus of the Association's Board. In those days the organization had a post office box instead of an office, and Board Directors sometimes had to be reminded to actually check the post box at least once a month. Such is the nature of a volunteer organization.

Periodically, the Directors would embark on a membership drive to ensure the continuity of the organization. One of the recurring themes that would surface during these drives was that unless they had professional status, biologists would never be taken seriously, and that without this status, biologists in government would never achieve wage parity with other resource professionals such as foresters, engineers or agrologists. While this approach was successful in generating memberships, the volunteer Board of Directors had little time to accomplish other tasks. Clearly, in order for the organization to be taken seriously, it needed to take itself more seriously. It was time to move out of the post office box and into a dedicated office space. And, if there was going to be an

Past Executive Director's report - a short history cont'd

office, there needed to be someone in it. Enter in 1992 Pat McLellan – the APBBC's first ever staff member.

Retaining a contract worker and office space was a major risk for the APB, but it proved to be the right decision. A more professional tone was brought to the office operations, mail was regularly attended to, enquiries handled in a timely way, and the business of the organization conducted appropriately. By early 1996, it was time to proceed with preparing the first ever draft of the Biologist's Act. With draft act in hand, the Directors met with every provincial government minister who would meet with us. Sometimes these meetings resulted in euphoric highs, sometimes in depressing lows – but the group persisted until the Act was finally introduced by a member of the opposition as a private member's bill in the late 90's. As is usual for these kinds of initiatives, the bill died on the table, but it did succeed in focusing government attention on the efforts of the APB and the need to establish biology as a profession under self-regulating legislation. In terms of the organization, it was recognized that for legislation to proceed, additional dedicated resources would be required, and the position of Executive Director was created in 1997, followed a couple of years later the establishment of the role of Registrar as a paid position.

Time and provincial elections passed, economic cycles and approaches fluctuated and the government eventually decided to proceed with Professional Reliance. As noted above, Minister de Jong introduced the College of Applied Biology Act in 2002 and a new era began for members of the biology profession in BC.

Achieving legislation is one thing – meeting the legislative requirements is quite another. Although we had done significant work in preparation for the legislation, much more work was required to develop the Rules, Policies and Procedures to inform both the members and the public as to how the legislative expectations would be achieved. Rules and standards were updated. The Discipline process was refined. An Audit process was developed and implemented. Admissions criteria and procedures were reviewed to ensure they met the requirements of the profession and of the law. Communication tools were created to allow the College to reach out to its members and the public, and relationships were built with organizations in BC, elsewhere in Canada, and abroad. And, of course, attention was paid to ensuring the organization remained economically viable.

While the above was going on, the College also worked closely with the APB to re-define and refine the respective roles of the two organizations within the constraints of the legislation.

The College has come a long way in the last 10 years. College membership has become a recognized component of employment in certain government and industry jobs, and our membership has expanded to include Technologists. We were one of the first professional bodies in BC to strike an international practice agreement which enables our members to be recognized in the UK and EU.

As evolution is a continual process, there is no doubt that we still have a long way to go. While it may not have seemed so at the time, it was easy to say that we needed an Act, and it was relatively easy to set the mechanics in place to meet the Act requirements. The next stage is trickier. Key questions for our members in the coming years include: "In what direction should the College and the profession be going, and how will this direction be defined?" "How should the standards to which we as professionals practice be set out?" And, "What is the role of the individual member in answering these and other questions?"

I have been privileged to have been part of the formative years of the APB and, later, the College. While I have seen many changes over the years in terms of administrative approach (both government and our own), membership numbers and the organization's budget, the one constant has been the strong base that the College membership represents. The College of Applied Biology may be the result of legislative edict, but it is the members that provide the foundation. Government could not have proceeded with the Act if the biology professionals had not been there to take up the roles provided. At the end of the day, although the appearance of the organization has changed over the last 30 years, the strength of the organization is in those who make up the organization – the members. The College will always only be as strong as the membership base.

Linda Michaluk, R.P.Bio
Executive Director (1997-2012)

Presidents' Reflections



The College of Applied Biology – the early years

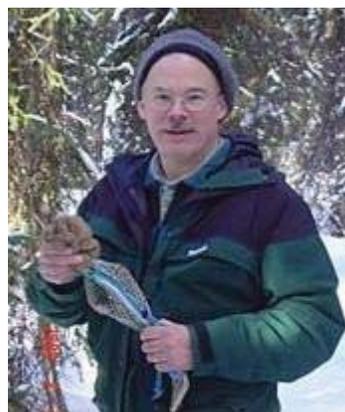
Mel Kotyk,
R.P.Bio 465,
June 2003 –May 2006

It was my great privilege to be the first President of the College of Applied Biology. However, in order to appreciate the early years in the formation of the College it is important to understand the context and events that led up to the passage of the *College of Applied Biology Act*. For many years (over a decade) it was the prime goal of the Association of Professional Biologists to persuade the government of British Columbia to pass a “Biologists Act”. For many years numerous Presidents of the APBBC, me included, would routinely visit various Cabinet Ministers to lobby for the passage of the “Biologists Act”. Despite our efforts, our arguments were not compelling enough for the Act to be introduced and passed by the New Democrat government of the day.

With a new government in office in 2001, our lobbying effort was reinvigorated, and a new set of meetings were held with Cabinet Ministers from the Ministry of Environment and Ministry of Forests. The Minister of Forests realized that professional biologists were required to meet the objectives within FRPA, and within 7 months the *College of Applied Biology Act* was passed.

This quick turn of events required an equally quick response for implementation. An interim Council was named by the Legislature with me as the interim President. The first task of the interim Council was to adopt interim rules, procedures, Code of Ethics, membership requirements, financial procedures, and so on for the running of the College supported by a hard working staff. Once completed, we were then tasked to establish an election process and install an elected Council. I was honoured to be acclaimed the first President of the College, and had a very good Council to work with. Many members of that Council continue to serve the College in various capacities, including as the current and Past Presidents. Equally important to everyone involved was the forging of a new relationship with the APBBC that was both respectful yet distinct. The workload was intense, the ground uncharted, however through the hard work Council

and the dedication of Executive Director Linda Michaluk and Registrar Linda Stordeur, the College quickly became recognized by government and other professional associations as a legitimate professionally accountable organization. It was my honour to have played a small role in that birth and evolution of the College and I continue to be excited to watch it mature.



Growing into Self Regulation

Doug Steventon,
R.P. Bio 120,
May 2006 to May 2008

In some ways it seems hard to believe the College is now approaching 10 years of age – it has gone by fast. The College in that short time has firmly established biologists among the legislated resource professions.

I didn't really plan to get so directly involved until a persuasive colleague (the Nominations Chair at the time) convinced me to run for a vacant Vice-President position in the first election. I am glad he did. It was more work than he let on, but it was exciting to be involved in the start-up of our own legislatively recognized professional accreditation body – biologists coming of age in a sense. In 2006, I took on the President's position knowing that we already had things well in hand under Mel Kotyk's prior leadership as President, and by the tremendous effort of our staff led by then Executive Director Linda Michaluk (it is hard to overstate the important role Linda played in seeing the College come to fruition).

During my two-year stint as President we were still in the phase of getting our basic operations working – Rule making, fine-tuning discipline procedures, etc., and in making our way among the other professional groups. This latter effort included working out our relationship with the Association of Professional Biologists (APB), and relationships with the other licensing bodies such as the Association of British Columbia Forest Professionals (ABC FP). We managed to get past some initial friction, forging a memorandum of understanding with the ABCFP that created a joint committee to resolve practice overlap

Presidents' Reflections cont'd

issues. We also had to work out how the relationship with our Alberta colleagues would move ahead under the Trade Investment Labour Mobility Agreement (TILMA) between the provinces. Perhaps the single most important event came to fruition my last week as President when government approved our wish to move ahead with registering Applied Biology Technologists.

Of course, I didn't do all these things alone – it was the effort of staff, committees and Council as a whole, supported by the membership. I wish future Councils, and the College at large, good wishes as we move into our second decade.



Developing an Identity

Paul McElligott,
R.P. Bio 818,
May 2008 to March
2012

I was fortunate to serve as the third President of the College of Applied Biology, from 2008 to 2012. I have served the biology profession in elected positions

since 1998, initially as an APB board member and later Vice-President, and more recently as a College Councillor, Vice-president, and then President. During my time on Council, I have had the honour of working with a very functional Council and staff, and particularly enjoyed working with our previous Executive Director, Linda Michaluk, and our current registrar, Linda Stordeur.

During my tenure as President, the College continued to grow as an organization that is known and respected across Canada and abroad. We developed and implemented our audit program, began publishing our own magazine, concluded a mutual recognition agreement with the UK's Society of Biology, and received recognition in the prestigious publication, *Nature*. We also worked with the Association of BC Forest Professionals to develop guidance regarding species at risk and professional advice.

During my years as a Councillor and most recently as College President, I became acutely aware of the challenges that face our newly accredited profession, in

particular the need to continually raise our profile with the public, regulators, and the other resource professions. Many out there still have no idea that biology is a self-regulating profession, or even what being a professional means. We must also continue to raise awareness that biologists are important members of the team of accountable individuals charged with the management of our natural resources in an increasingly complex and rapidly changing world.



The College Today

Current President,
Brian Churchill,
R.P. Bio 128,
March 2012 to present

I remember the day that the Association of Professional Biologists' (APB) council was advised that there was intent for legislation to go before the house

to make the College a reality. When the legislation was revealed as right to title to support professional reliance of the new Forests and Range Practices Act, our euphoria was tempered by the lingering wish to have the legislation include right to practice and by the large amount of work there was to do to make the College a reality. However, along with other members of the APB, I became a founding member of the first Council, then spent four years as a Vice President and now serve as the fourth President.

Ten years later, we have convinced the private market and the provincial government that there is high value in the integrity and professionalism that comes with the title as evidenced in the ever increasing number of biologist members, many of whom have the full support and direction of their employers. As we close out the first decade we have a credible audit system, a functioning discipline system and a recently revised and updated code of ethics. We have a healthy, accountable organization to ensure market and government confidence in us as a self-regulating profession.

For ten years we have been supported by outstanding staff, an Executive Director and a Registrar who have helped ten different Councils find their way in creating an accountable

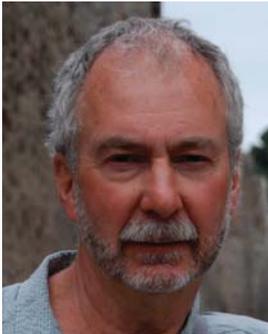
Presidents' Reflections cont'd

profession. Linda Stordeur continues her untiring work as Registrar as we move into our second decade. While Linda Michaluk has retired as our Executive Director, we appreciate the depth of knowledge and her diligence in guiding the College through its first decade. I would like to remind members we are setting up a scholarship in her name this coming year and will be advising members on how they can support this venture.

Now I have the opportunity to lead the College into a second decade. We have several tasks at hand. First and foremost is to continue the leadership through the development of an organization that is as relevant to technologists as it is to biologists. Secondly, we need

to continue to build our relationships with biologist organizations in other provinces and countries to enhance the relevance of our title nationally and internationally. As well, the Council will continue to work with other professions, employers and legislators to enhance our regard as a profession and our value to the public. I would like to express my profound thanks to the Councillors, especially the Presidents who have seen us through our first decade. I look forward to continued growth as we bring more biologists and technologists into our membership and increase regard for the profession of biology in the province and beyond.

Councillors' Statements



Garry Alexander RPBio # 78

I am completing my first term as Councillor-at-Large and I have found this assignment to be challenging. One of the great revelations in transitioning into this role was how little I appreciated the role of the Council and the complex and sometimes difficult issues

that it has to address. I have been a member of the College and the Association of Professional Biologists for almost three decades in total and continue to support the role of biologists as professionals equal in all respects to more established professions. I firmly believe the RPBio designation is gaining recognition amongst professionals and credibility with the public, although more slowly than we would all like to see. The continuing growth of membership in the College attests to the fact there is perceived value in the designation. The challenge for the Council is that members continue to see membership as worthwhile.



**Brian Clark,
RPBio # 227**

I'm into my third term as a Councillor and 4th year on the Audit Committee. My first two terms were as a government employee and now I'm 'on the outside'. Since the beginning my interest has been in promoting good biology and the right to voice your professional opinion without reprimand. We accomplish this through the audit and disciplinary processes and the protection of your rights and responsibilities as registered professional biologists and technicians. Join early, join often!

Councillors' Statements cont'd



Vanessa Craig,
RPBio #1459

I am in my third year of serving as a Regional Councillor for the College. I chose to run for the position because I was excited that biologists were recognized as professionals, and I was interested in contributing to the development of the College as it experienced a period of transition. When I joined the Association of Professional Biologists of BC in 2002, the Association wasn't well known, and the value of belonging to a fledgling profession was harder to define. Quite a lot has changed in 10 years. Employers and Contractors know that RPBios have met specific educational and work experience standards, that they adhere to a high standard of professional ethics, and that they are accountable to the College. More and more, government and employers rely on professional judgment and specifically look to engage qualified professionals. I think it's an exciting time to be a professional biologist in BC.



Guy Gilron, RPBio # 590

I have been an RPBio since 1992, and am proud to have served the College Council for the past 3 1/2 years, first as a Councillor-at-Large, and more recently, as Vice President. My choice to run for Council was originally inspired during my service on the Credentials Committee for over 10 years in the early days of the Association of Professional Biologists and the College, and by the passing of the *College of Applied Biology Act*. Based on my experience with the Credentials Committee, during which I helped reinforce high standards for entry into the College, I became more interested in the broader objectives of the College – in particular – related to competency and professional development. I see great value in the RPBio (and other College) designation(s), as I feel that they have elevated the visibility and credibility of applied professional biologists in BC. I continue to serve on the Credentials Committee, and as an Auditor, in support of the Audit Committee. I also take every opportunity to encourage and mentor other young biologists to join and become registered in the College. I very much enjoy working with the excellent team that is the current College Council.



David Hughes,
Lay Councillor

Lay Councillors are appointed by the government to ensure that the public interest is fully considered by self governing professional bodies. The mechanism is an appointments board which tries to match the experience, skills and interests of individuals with the needs of the organization. In my own case, I have found the environment of a relatively new and developing professional body to provide many opportunities to offer an objective view and to also help out as I serve on the Finance Committee, and am working on the revised ethics and stewardship papers. I've been on Council for four years with my current term expiring in 2014.



Chris Maundrell,
RPBio # 1351

When approached to run for the College of Applied Biology, I first had to step back and ask myself what can I bring to Council that would add to the profession. After some time thinking about the skill set I could bring to Council, which had been developed at other boards and councils both provincially and locally, I felt I had the skills and ability to contribute to the growth of the organization. After five years on Council I see continued opportunities to improve how we govern and build the organization. The importance of having the designation of RPBio cannot be underestimated. It installs confidence in members and the public that the individuals with this designation are competent and accountable. College membership is a commodity with an unprecedented value that can be measured by the fact that the College of Applied Biology of BC has been used as a template in other jurisdictions both nationally and internationally. Every practicing biologist in the province should/needs to take advantage of the value that comes with being a member of the College.

Councillors' Statements cont'd



Maureen McDermid,
Lay Councillor

I was first appointed to the College in April of 2008 as a Lay Councillor. During that time I have seen the College grow and mature into a fully functioning regulatory body that serves the profession well and safe guards the public interest in assuring

the competency and accountability of the practice of the profession in British Columbia. It has been my pleasure to work with a committed group of elected Councillors and serve on the Audit, Governance and Strategic Planning committees and as Chair of the Communications Committee. In the coming decade, I anticipate the stature of RPBios and Technologists to grow and their influence on the ethical practice of biology in this province to spread to other jurisdictions. I am honoured to have been, and to continue to be part of this organization.



Ross Murray RPBio # 26

As an attendee at the founding meeting of the Association of Professional Biologists at the Vancouver Aquarium in the late 1970s, I was a member of the group that originally sought to establish professional biology as a self-governing profession in BC. The enactment of the *College of Applied Biology*

Act in 2002 fulfilled that goal some 25 years later. The designation RPBio confers both privilege and responsibility on members of the College. Most importantly, it allows us to contribute to the fulfillment of the College's legal mandate, serving the public interest; the common motivation that we shared in pursuing a career in the biological sciences.

I viewed the chance to stand for College Council in 2011 as an opportunity to give back to my profession for the very fulfilling career that I have enjoyed as a biologist. Changes in leadership and management at the College during this term have rendered this a very important time for College Council and I applaud my fellow Councillors and the staff for the skillful ways in which they have managed this change. I look forward to the opportunity to continue to serve my profession.



Janet Rygnestad,
RPBio # 1838

I joined Council this past year as a way to get to know what the College does. I've been very impressed with the amount of work that CAB does on our behalf but feel that we need to do a better job letting the public and our members know about

it. I am excited to have joined Council at this time of change and am looking forward to working with our new Executive Director and President.



Warren Warttig,
RPBio # 1244

My awareness of the Association of Professional Biologists (APB) dates back to the early 1990's; at the time I viewed the APB as a closed shop effort by government employees to gain status and financial recognition. As the

APB grew, it was apparent that there was a shift from "you have to hire me because I'm an RPBio" to the development of an organization that focused in instilling public trust (this interested me), and with a little coaxing from a good PEng, friend I applied for RPBio status in 1999. With the *College of Applied Biology Act* in place, the public trust focus became even stronger. What appealed to me was the perspective of the public wanting to hire an RPBio (not because they had to). In 2007, I decided I wanted to contribute to this effort and was voted in as a Regional Director in 2008. My work with CAB and various committees has been educational and surprising rewarding. I would recommend getting involved to any member.

Committee Chair Reports

Audit and Practice Review Committee: **Warren Warttig, RPBio 1244**

The Audit Committee's function is to provide quality assurance to the public, members of the College and employers of applied biologists and technologists. They carry out this function by conducting audits on randomly selected members each year using a process that has been developed and refined over the past four years. Members of the College act as auditors after undergoing an audit themselves and are mentored into the audit process by experienced auditors. The committee supports this process by continually monitoring feedback from audited members, gathering to review past audits to establish consistency between auditors and revising the process as needed. The audit program is still young as it was only 2009 when we finished the audit form and embarked upon the joint APB-CAB road show to introduce the audit process. The first round of audits only occurred in 2010. So far, after 46 audits, there has been little indication of any major and consistent issues arising from the audit process and there has been only one failed audit to date.

Recently, as part of the Strategic Planning Process, the committee has been tasked with expanding the number of audits to meet a threshold that assures the public interest has been met. In 2012, the Audit Committee embarked on an expanding the number of audits. While circumstances prevented reaching the target of 50 audits, auditors did increase the number by 30%.

Going forward, the committee is tasked with working towards a Practice Review process using aspects of the current audit format but with more intensive information requirements and investigation. As this is developed, we are cognizant of keeping costs low through limiting face-to-face meetings and continuing to maintain volunteers for audits and practice reviews. It may interest CAB members that in other professional organizations, outside contractors are paid fees greater than \$1000 to complete a practice review of a member. This is going to be an interesting process as the lines of authority between the audit committee and the discipline committee overlap which will require input from both of our committees; and may even require rule changes.

Finance Committee: Chris Maundrell RPBio 1351

The Financial Committee continues to work to ensure the College of Applied Biology remains responsible to the members with their monies. Four years ago, the committee recommended to the membership an increase in fees to ensure the College had sufficient funds to operate and to increase the Legal Fund. To date the Legal Fund has risen to three hundred seventeen thousand dollars from one hundred fifty thousand. This fund represents an important strategic decision by the committee and Council, ensuring the College has the financial strength to withstand a legal challenge if one was to occur. We continue to operate within our approved budgets and expect a small surplus in the current year. This is despite some unexpected challenges, particularly our search for a new Executive Director and recently changes in staffing. We have also begun investing in an operational fund. This fund is instrumental in keeping our membership dues controlled, as it will be drawn down when needed rather than returning to the membership for increased funding. At this time, membership funding is the greatest source of funding. Our job is to ensure the membership gets full value for these funds remembering that our role is to regulate the profession for the benefit of all British Columbians. The College continues to grow in its functions and responsibilities as mandated by the College of Biology Act which in turn requires a consistent source of funds and a well structured financial plan. To date we have been able to work within our plans and expect to be able to continue to so for the next few years. I personally want to thank the membership for entrusting current and past members of the Financial Committee to make prudent financial decisions for the College over the past years.

Ethics Committee: Vanessa Craig, RPBio 1459

Ethics is a central tenet of the College, and adherence to a professional and ethical standard of conduct is required of members under the *College of Applied Biology Act*. In 2010, Council felt it was time to review and update the existing Code of Ethics to align more closely with the *College of Applied Biology Act*. The Ethics Committee was formed as an *ad hoc* committee to review and recommend updates to the existing Code. The committee updated the Code in collaboration with Council, other committees, and CAB members; Council adopted the revised Code in February 2012. With an expansion of the scope of the committee to include drafting the principles of stewardship and responding to Council

Committee Chair Reports cont'd

and committee requests for input on ethics training and guidance for members, the committee recently became a standing committee of the College. The Committee has six members: Vanessa Craig (Chair), Laura Darling, David Hughes (layperson), Linda Michaluk, Wayne Wall, and Geoff Wickstrom, and meets regularly via conference call. The committee is currently drafting the principles of stewardship for the College; other priorities include assessing the ethics training requirements and delivery options for the College, and providing guidance to members on the Code of Ethics.

Credentials Committee: Chris Johnson RPBio 1542

The work of the Credentials Committee is focused on administering and applying the Rules that govern admission into the College. Currently, the Committee consists of a Chair (Chris Johnson), Vice-Chair (Joyce Boon), and 10 members (Rob D'Eon, Guy Gilron, Lee Harding, Pierre Johnstone, Derek Marcoux, Sandra Meidinger, Gerry Naito, Brent Philips, Roy Rea, and Liz Stanlake) representing a diverse range of expertise and employment sectors. We are active throughout the year reviewing applications from biologists seeking enrolment in the College as Registered Professional Biologists. In 2011, the Committee reviewed 77 applications for RPBio and the Registrar, Chair, and Vice-Chair reviewed a further 70 applications from individuals seeking recognition as a Biologist in Training. Prospective RPBios must demonstrate that they have met a set of qualifications concerning education, work experience, and the ability to produce a report with the breadth of content expected from a Professional Biologist.

Over my 7-year term as member, Vice-Chair, and now Chair, the Credentials Committee has worked effectively and in a collegial manner. Each member of the Committee is a volunteer focussed on protecting the public good through the development and application of rules that ensure a high level of professionalism and competence from those wishing to be registered in the College. The rules and policy that guide the Committee's work have evolved since 2003 to meet the challenges and opportunities presented to the College. As we move forward and approach our first decade as a self-regulated profession, I am confident that the Committee will continue to exercise the same high-level of rigour when applying the Rules and procedures to the assessment of applications and adapt to the changing needs of the profession of applied biology.

Also, we work to improve the transparency of the qualifications and the efficiency of the review process. Recently, college staff implemented an online process for managing and reviewing application materials. This is a financial savings for the College as applications will no longer be shipped throughout the province for review by three members of the committee. We expect a greater level of convenience for the reviewers and a reduction in the time necessary to review the files with obvious benefits for the applicant.

Governance Committee: Ross Murray RPBio 26

The Governance Committee is an Ad Hoc committee formed in 2011 as part of a broad initiative to fulfill goals established at a College of Applied Biology Council strategic planning meeting held in May 2011. The mandate of the Governance Committee is to establish a governance policy to inform the manner in which the College Executive, Council and staff manage the affairs of the College. The activities of the committee were suspended in the spring of 2012 in order to focus efforts on managing changes in the College resulting from the election of a new President, resignation of the founding Executive Director and initiation of an executive search.

The activities of the committee were re-initiated at the Oct 2012 meeting of the College Council. At that meeting the original committee Chair, Brian Churchill, stepped down and Ross Murray was nominated as Chair. The current goal of the committee is to finalize the governance policy for approval by Council.

Communications Committee: Maureen McDermid, Lay Member

In the fall of 2008, Council established a Communications Committee tasked with examining the joint publications that Council and the Association of Professional Biologists had in place for communication with the membership of both organizations. Council was of the opinion that 2009 should be the year when each entity established its own mechanisms for communicating with members and the public and the committee was asked to make recommendations for a communications strategy for the College as a separate entity from the APB.

Committee Chair reports cont'd

Subsequently, the Council adopted an array of tools for communication for College: the website at www.cab-bc.org, *College Matters*, a quarterly publication and *College Notice* which serves as the electronic announcement tool providing information from the office to the members. Since 2008 these tools have been refined and updated to better serve the membership and to reflect the unique brand of the College. Currently the committee is designing two surveys; one to reach out to those who are not yet members to increase awareness of the College and the value of membership, and one to sample members perspectives so Council can make informed decisions to better serve members needs. Council recognizes the importance of a well planned communications strategy for college members and will continue to seek and be receptive to member feedback.

Executive Committee: Guy Gilron, RPBio # 590

A functioning Executive Committee was recently established as part of our new governance process. While the College has always had Executive Council members (i.e., President, two Vice-Presidents and Past-President), only recently have these four functions operated as a functional committee, with a specific mandate. Most recently, the Executive Committee - comprising Brian Churchill (President), Chris Maundrell (Executive Vice-President), Guy Gilron (Vice-President), and Paul McElligott (Past-President) - have worked together as a functional Executive, with an aim at a consensus-based decision-making approach for dealing with critical issues facing Council. The main advantages of this model include: addressing time-sensitive issues, sharing workload, integrating differing perspectives and widening influence of the Council across the College.

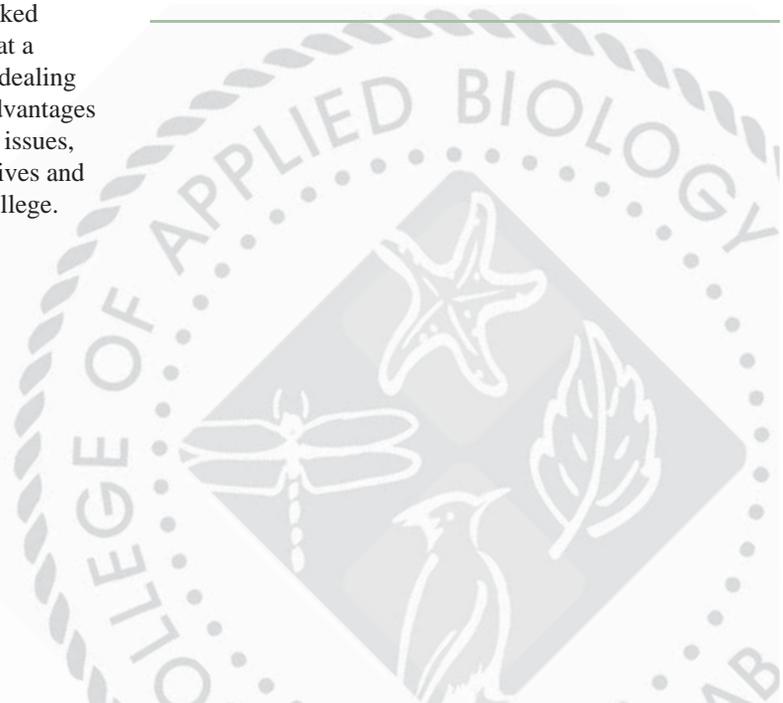
The Executive Committee has worked effectively over the past year on a number of key initiatives. For example (and most prominently), in collaboration with Maureen McDermid, one of our Lay Council members, the Committee acted as an *ad hoc* Search and Recruitment Committee for our new Executive Director (ED). This involved working together to:

- develop a comprehensive ED Job Description,
- prepare an Expression of Interest document,
- work with a Human Resource professional to evaluate submissions,
- conduct interviews, and to
- select an ED from the candidates.

This was a significant task, and one which the Committee took very seriously, given the impact on the College. The Committee feels that this initiative was a great success (Welcome, Pierre!).

The Committee is also involved in:

- planning for Strategic Planning Sessions in which Council has recently been participating,
- working with the ED and the Registrar to develop, review and evaluate Council meeting materials (e.g., Agenda, Minutes, etc.) and,
- holding ad hoc discussions related to emerging issues and concerns of Council and College members.



Executive Director's Report - future outlook



It took a small group of biology professionals in British Columbia over 20 years of committed effort before the *College of Applied Biology Act* was finally passed in 2002. The College and its members owe a debt of gratitude to those early champions who persevered and navigated political realities of the day to get us to this point.

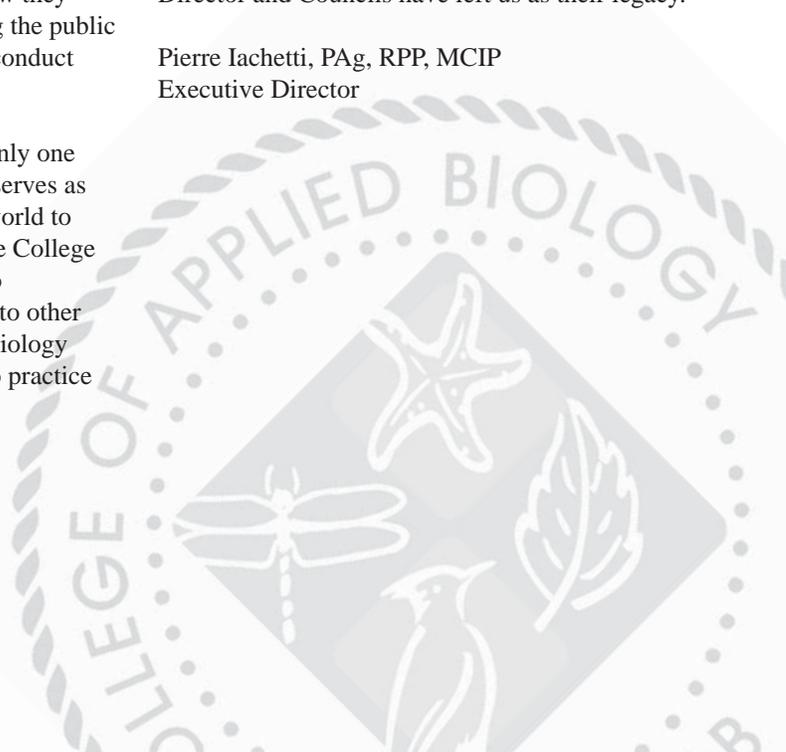
Ten years is a significant milestone in the College's history. If we were celebrating a wedding anniversary the traditional gift would be made of tin or aluminum. The pliability of these metals symbolizes how a successful marriage needs to be flexible and durable and how it can be bent without being broken. Continued success for the College also means considering flexibility and durability in our decisions as we move into our next 10 years. We have to be flexible enough to change with the times and needs of our members – which means being prepared to take advantage of new opportunities, new technologies and new ways of learning and disseminating information. But we need to keep the big picture and long-term success of the College in mind when we examine these opportunities. Over the past 10 years, the College has been built on a solid foundation that will stand the test of time. New opportunities must be weighed against how they help us to meet our core mandates of protecting the public interest and maintaining the high standards of conduct and competency of our members.

The College of Applied Biology model is the only one of its kind in North America and its durability serves as an example for other jurisdictions around the world to emulate. This is providing opportunities for the College as we seize on opportunities with regards to accreditation and exporting our College model to other jurisdictions and facilitating opportunities for biology professionals in other jurisdictions to be able to practice in British Columbia.

Looking at the current political and regulatory environments our members are working in, we see that many of the issues facing the College and its members have increased. Federal and provincial regulatory requirements in British Columbia have a big influence on the College and its members and will continue to influence the work of biology professionals in results-based legislation, professional reliance and through the Qualified Persons Initiative. It is inevitable that governments change and regulatory regimes change, but paramount is our duty to protect the public interest when it comes to the practice of applied biology and providing guidance to our members in areas of public trust, accountability, competency and liability.

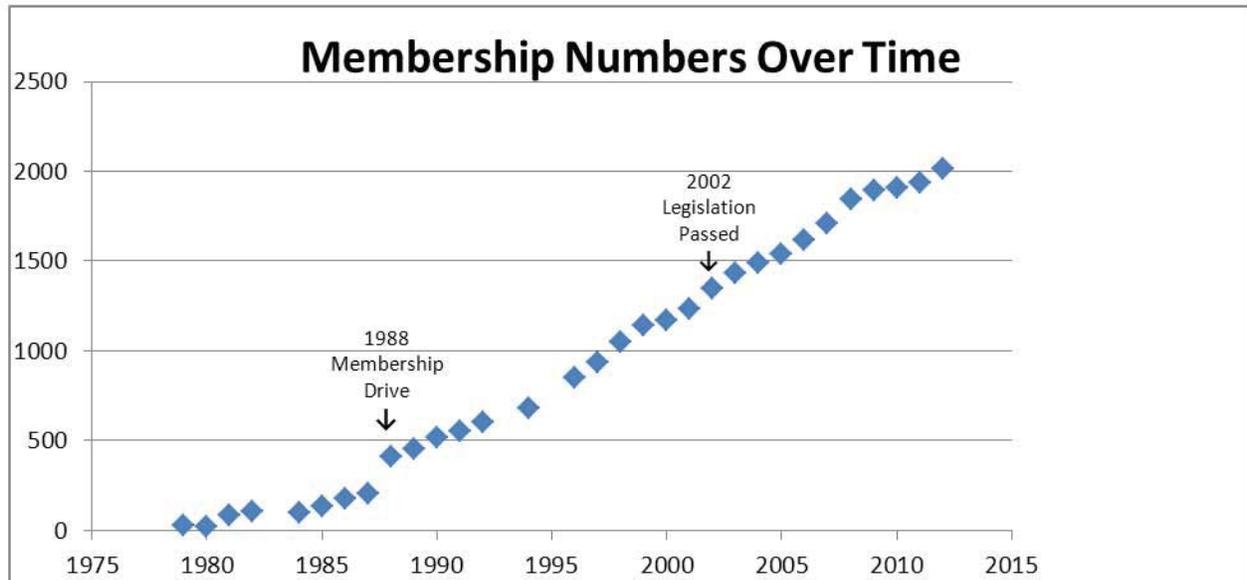
Like a successful marriage, the College has put in the hard work over the past 10 years that sees us financially sound, experiencing a growth in membership, seizing opportunities and continuing to build relationships with new and old partners. Over the next decade, our emphasis will be on facilitating improved communications with and between College members as well as outreach to governments and the public. We will also work on increasing access and flexibility for members around continuing professional development and maintaining member status and records. As well, we will look to streamline systems and processes and continue to build on the solid and durable foundation the previous Executive Director and Councils have left us as their legacy.

Pierre Iachetti, PAg, RPP, MCIP
Executive Director



Registrar's Report

In March, 1979, 26 biologists started an organization that today has over 2,000 members and is known as the College of Applied Biology.



The first Registrar was Dr. R.M.F.S. Sadleir who worked with the Board of Examiners, Dr. G.H.Geen (Chair), Dr. J. Borden, Dr. B. Ferguson, Dr. J.P. Kelsall, Dr. R. Taylor and Mr. A. Wood to process those first applications. The Board of Examiners invited applications from individuals who had a biology degree, evidence of qualifying work experience and a listing and submission of "... journal papers, published reports..." which would demonstrate competence. At the end of the application there was a statement that "membership applications cannot be processed unless all the relevant information is submitted". Some things have not changed. Meeting high standards to uphold and protect the public interest was a corner stone for certification in 1980 and remains so today.

It wasn't until 1999 when membership exceeded 1,100 that the position of Registrar became a paid appointment. The Credentials Committee, still volunteer, has grown to 12 members and includes members drawn from all walks of the profession including academia, government, industry and the private sector. The commitment over the years of the volunteer Registrars and members of the Board of Examiners and now the Credentials Committee cannot be over stated. Their dedication to maintaining high entrance standards has been a major contributor to the high level of national and international recognition afforded to College members.

Over the years the Rules concerning admissions have been reviewed and modified to ensure that our entry standards reflect the academic, practical and ethical components required of professionals practicing in the biological sciences. It is interesting to note that the approach established by the original 26 remains in place although the requirements evidencing the demonstration of qualifications have been tweaked to ensure the College is staying current with changing requirements in both educational institutions and the work environment. In January 2008 the Rules governing the Biologist in Training category was refined, setting a 6 year time limit. Council reported to the membership that the B.I.T. category was not meant to be a permanent designation but rather an opportunity for enrolled members to write reports and/or gain work experience in order to complete those aspects of their professional training and advance from enrolled to registered status. In the past couple of years approximately 1/3 of the applications for professional status have been upgrade applications. In 2009 the sections of the *College of Applied Biology Act (2002)* that enabled the College to grant membership to registered and enrolled Technologists (RBTEchs and Trainee RBTEchs) came into force. This change

Registrar's Report cont'd

enabled the College to recognize more members of the applied biology team and that category is growing slowly within the College membership.

With the evolution of the practice of applied biology and the subsequent introduction of new categories membership demographics and member geographical distribution have changed.

Membership Distribution by Category over Time (%)			
Category	1988	2003	2012
RPBio	90.2	85.6	75.3
RBTech			2
BIT	9.3	10.9	14.3
Trainee(RBTech)			0.7
Student	0.5	0.8	1.5
Retired		1.3	4.2
On Leave		1.4	2

Membership Distribution by Geographical Area (%)			
Region	1988	2003	2012
Lower Mainland	35	32	36
Vancouver Island	37	25	23
Southern Interior	12	21	19
Northern Interior	16	14.5	13
Outside of BC		7	8.5
Outside of Canada		0.5	0.5

Urban expansion, increasing site remediation and rehabilitation activities, oil and gas development, fish farms, and public demands on natural areas and resources have all affected where our members practice and what they do. The next ten years should see more dramatic changes.

Biologists tend to be in it for the long haul. The first Register of members was begun January 1981. Of those initial 44 members, 17 are still members; Fred Sverre, Bud Graham, Ian Taylor, John Borden, Tom Watson, Al Lewis, Jim Pojar, Robert Russell, Derek Ellis, Ronald Tanasichuk, Ross Murray, Gerry Taylor, Wayne Biggs, Kenneth Bennett, Val Schaefer, Dave Bustard, and Donald Sinclair. The profession benefits both from the experience of those who choose to continue their membership and from the energy and new approaches of those entering.

Linda Stordeur
Registrar

Calls for Nominations to College Council (2013-2015)

Nominations for the 2013 College Council elections (4 positions) are now open, and will close at 2pm, December 28, 2012. Know someone who would make a good Councillor. Maybe yourself?

Positions available are:

Vice President (two year term – 1 to be elected)
Regional Councillor (two year term – 1 to be elected)
Councillor-at-Large (two year term – 2 to be elected)

All practicing members in good standing are eligible, although the Regional Councillor position must be filled by a member from outside Greater Victoria, Greater Vancouver, and the Lower Fraser Valley.

Nomination forms can be found at <https://www.cab-bc.org/files/2013Nominations%20form.pdf>, and require the signature of the nominee and two nominators (i.e., voting members in good standing). Nomination forms may be mailed, faxed, or scanned and emailed to the College office. Nominations forms must be received by 2pm December 28, 2011.

What does Council Do?

The Council is the governing body of the College, as authorized in the College of Applied Biology Act (Section 5). Council consists of nine elected members: six Councillors (three of which have to be from outside Victoria and the Lower Mainland), the President and two Vice-Presidents, the immediate Past-President, and up to three Lay Councillors appointed by the Minister of Environment. The term of office is for two years, with half the elected positions (except Past-President) normally coming up for election each year.

The Council's primary duties are as follows:

- 1) general oversight of College affairs (approval of policies, procedures, staff responsibilities, budgets, etc.);
- 2) making 'rules' under the Act (including credentials, discipline, audits and practice review requirements), and
- 3) acting as the appeal body ('Review of the Record') for credentials and discipline panel decisions.

What is the Time Commitment?

Council normally meets for one day, six times a year. Additional meetings may be held, as needed, usually via conference call, to deal with time-pressing matters. Typically an additional day of preparation is needed for each regular Council meeting. Council members also serve on one or more Council Committees. Committee time commitments can vary substantially, but are usually a week or so of time spread throughout the year. While not many in number, these Council and Committee meetings are crucial to the smooth and accountable running of the College and Councillors are expected to make every effort to attend and participate.

What are the Qualifications?

All practicing College members in good standing are qualified to serve on Council, and no previous experience (except for the President) is required. A desire to serve the public and the profession is all that is really needed.

What is the Compensation?

Councillors are volunteers, and receive no payment for their time, although out-of-pocket expenses (e.g., travel, accommodation) are covered. Service on Council does count towards Continuing Professional Development requirements (10 points per year, almost one-third of annual required CPD points).

Need More Information?

The Act, Rules, and College policies can be found on the College web site: <https://www.cab-bc.org/act-rules-and-policies>.

For nomination matters, contact the College office at cab@cab-bc.org or (250) 383-3306. If you wish to discuss what Council is all about or what you may be getting into, contact myself or any current member of Council. If you need help with nominating someone else, also feel free to contact me through the College office.

Paul McElligott, Ph.D., R.P.Bio.
Nominations Committee Chair



**COLLEGE of
APPLIED BIOLOGY
BRITISH COLUMBIA**

205-733 Johnson Street, Victoria, BC, V8W 3C7
250-383-3306 250-383-2400(fax) cab@cab-bc.org
www.collegeofappliedbiology.bc.ca

Nomination for election to Council

I (please print) _____

SIGNATURE: _____ MEMBER NUMBER: _____

I (please print) _____

SIGNATURE: _____ MEMBER NUMBER: _____

Hereby nominate (please print) _____

MEMBER NUMBER: _____

to stand for election to the Council of the College of Applied Biology for the 2013-2015 term to the position of (check one only):

Vice President (two year term – 1 to be elected)

Regional Councillor (two year term – 1 to be elected)

Councillor at Large (two year term – 2 to be elected)

I accept the nomination to stand for election to the above noted office

NAME (please print) _____

MEMBER NUMBER: _____

SIGNATURE: _____ Date: _____

Nominations must be received in the College office by 2:00 PM on December 28, 2012.

Note that upon acceptance, the nominee's name, registration status, region, and area of practice (as listed on College membership database) may be made public.

Surveys

The strength of our College rests on those biologists and technologists that are members and who have agreed to be part of a self-regulating profession because, among the many advantages is the quality assurance it confers to their professional practice. We know there are those in the profession that could belong and don't. This may be because they are unaware of the benefits of a professional designation, or they don't know they are eligible for the designation or they don't know the College exists! We'd like to understand where and why applied biologists and technologists are not members and reach out to them with information. The College would like to learn better ways of getting information out to non-members so those who are not our members are fully informed.

We posted a non-member survey on our website this fall <https://www.cab-bc.org/survey/index.php?sid=84923&lang=en> and notified you via *College Notice* when it was posted. We need your help in directing those among your colleagues and friends in the professional biology community to the survey and encouraging them to respond. We'll keep it brief! This data will help us create the picture of practicing non-members in BC and guide our deliberations and policies in Council. **So, give us a hand and encourage folks you know to respond. And, we will be surveying you in the near future too, watch for it!**

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

As of January 2008 all Biologist in Training members are limited to a 6 year time limit for active B.I.T. status. This means those members who were BITs before January 2008 have until January 2014 to upgrade to RPBio status. Every newly enrolled BIT from that period on have 6 years from the date status was awarded to upgrade. Three additional criteria must be met: professional report, 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 viewed/downloaded from the College website at <https://www.cab-bc.org/files/Report%20Guideline.pdf>.

Notice of College 2013 AGM

Please be advised that the College 2013 AGM will be held in Victoria on March 8, 2013.

The AGM will occur in concert with a one day College convened conference that will provide updates on natural resource-related regulatory environment, both recent and pending, from Ministry and agency staff.

Further details will be announced at a later date on the College web site (www.cab-bc.org).

Summary of Complaints submitted to the College of Applied Biology

Complaint Statistics	2007	2008	2009	2010	2011	2012
Breach of Act and/or Ethics	0	3	3	4	3	3
<i>Complaints Resolved</i>						
Conditional Admission						
Discipline Hearing			1*			
Review on Record			1*			
<i>Complaints in Process</i>		1		1	2	1
<i>Complaints Rejected/Dismissed</i>		2	3	3	2*	4*

*included carry over from previous year.

For more information on Discipline, please visit: <http://cab-bc.org/discipline>

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 within 3 years after being granted registration with the College.

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 Association of BC Forest Professionals - Please note that only the face to face seminar will meet the College's requirements. The *online course does not* meet the College's requirements. <http://www.abcfp.ca/>
3. 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.

Membership Update

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

NEWLY REGISTERED PROFESSIONAL BIOLOGISTS

Cory Olson 2382	Crystal Reid 2388	Robyn Laubman 2394
George Mercer 2383	Bill Mavros 2389	Christopher Sears 2395
Julie Tyrrell 2384	Adrian Leslie 2390	Brian Arquilla 2396
James Phibbs 2385	Kourtney Bradley 2391	Megan Watters 2397
Heidi Regehr 2386	Marco Pistrin 2392	Daniel Williams 2398
Michael Nelligan 2387	Jason Marzinik 2393	Mattias Loeseken 2399

RETURNING (RE-INSTATED) REGISTERED PROFESSIONAL BIOLOGISTS

Jon Bisset 1292	Janvier Doire 1997
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NEWLY REGISTERED BIOLOGY TECHNOLOGISTS

Wendy Chalmers 44	Josephine Gilson 46
Chantelle Kilbourn 45	Kevin Lafond 47

NEWLY ENROLLED BIOLOGISTS IN TRAINING

Lynne Bosquet	719	Lanaye Baxter	726
Allan Irvine	720	Scott Nicholl	727
Lesley Shelley	721	Ian Levit	728
Jasmine Ghotra	722	Timothy Gray	729
Kristin Maitland	723	Danielle Dessureault	730
Danielle Francis	724	Ryan Thomlinson	731
Annalise Barber	725		

NEWLY ENROLLED TECHNOLOGIST TRAINEE

Paula Ramage	19
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NEW STUDENT BIOLOGISTS

Hazel Cha	129	Brad White	132
Catherine Thompson	130	Jared Maida	133
Sarah Bouwmeester	131		

ON LEAVE MEMBERS

RPBio

Leigh Holt	2172
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REMOVED

RPBio

Darren Brown	2131
Jason Cote	2106
Tony Walker	2109

Deceased

Randy Wright	24
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Condolences

The College extends its
condolences to the family of
Randy Wright, RBTech.

Reminder of CPD Requirements for On Leave members

Please note that Rule 7.13.5 came into effect in 2011. Rule 7.13.5 provides that after one year of temporary withdrawal, On Leave members must complete 50% of the CPD requirements for each of the subsequent years on temporary withdrawal.

The 5 year limit remains in effect as the time that a member can be on Temporary Withdrawal. The beginning of the 5 year time limit is not influenced by Rule 7.13.5 and began when the member went onto Temporary Withdrawal.

Annual Dues information

Your membership renewal notice was mailed in early November. Payment can be made online at: <https://www.cab-bc.org/cab-dues> or by cheque/credit card.

The dues section of the College website allows College members the ability to renew their annual membership in a secure environment. The College has the highest level of security available so that members can feel secure when paying dues online.

Deadlines for the membership renewal process

Membership Renewal Process	Dates/Deadlines
A membership renewal notice was mailed to each member	November 1, 2012
Annual Dues AND signed declarations are due.	December 31, 2012
End of the grace period. Last date that cheques and credit cards can be post-dated to.*	January 13, 2013
A late fee of 10% is added to the dues of members who have not paid their annual dues and/or submitted their declarations.	January 14, 2013
Letters will be mailed to members who have not paid and/or included their declarations.	February 2013
Final deadline for membership renewal with late fee.	February 28, 2013
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, 2013
Registered letters will be sent to members who have not renewed membership or resigned.	early June 2013
Any member who still has not renewed will be removed from the Register.	June 30, 2013

***Receipts for post-dated payments will not be sent out until after they are processed (after January 13th) regardless of when the payments were originally sent in.**

Additional Dues Information

- Please remember to sign the Declaration on the invoice if you are mailing/faxing it in.
- If you are paying online, there will be a checkbox for the CPD Declaration, so it is not necessary to mail in a duplicate declaration.

Note that membership renewal cannot be processed until the Declaration has been completed/received.

Change of status

Please note that requests for change of status must be made before the start of each fiscal year to qualify for the reduced rates. All requests for temporary withdrawal are subject to approval by the Registrar. (The forms can be found online at: <https://www.cab-bc.org/change-status>)

Receipts

For online payments, a receipt is automatically sent to the email address entered on the online payment form. If the receipt doesn't show up in your Inbox, please check your spam folder.

All receipts will be issued via email (unless otherwise requested or for those members who do not have an email address). The receipt will be emailed to the email address provide with the dues payment and not necessarily the same email address as on the College database (since some employers are paying the dues and request the receipts for all their employees go to a specific email address). If you wish to change your listed email address on the College database, please send in a separate request independent of the dues.

If you have any questions, please contact the office at cab@cab-bc.org or (250) 383-3306.

College of Applied Biology 2013 AGM and Conference



POLICY LEGISLATION UPDATE SESSION

FOR RESOURCE PROFESSIONALS

The College of Applied Biology 2013 AGM will be held on March 8th, 2013, at the Harbour Towers Hotel in Victoria, in concert with the Provincial Legislation and Policy Update Session for Resource Professionals (PLUS) conference. This conference will present an opportunity for professionals in the biology, forestry, agrolgy and engineering/geoscience sectors to hear from provincial and federal government/agency representatives on strategic initiatives and trends in resource oriented legislation and policy. Roles for and related expectations on resource professionals will also be addressed.

This is the second annual PLUS conference held by the College and a key event for resource professionals looking for information on changes and trends in resource related provincial legislation and policy. There will be a web-conference option for those attendees not able to travel to Victoria for this event.

Because this conference is focusing on resource professionals, the College has instituted a two-tier pricing structure: for members in good standing of a professional regulatory body, we offer an early-bird rate of \$100/person for those who register before January 15, 2013 and a regular rate of \$125/person for those who register after January 15th; for those who do not hold such membership, we offer an early-bird rate of \$125/person if registered before January 15th and a regular rate of \$150/person if registered after January 15th. The conference fee includes web access to the materials presented and lunch. The fee to attend the conference is the same whether the attendance is in person or via web-link.

Please note that the College AGM will be held at 10 AM on the day of the conference. This will provide attendees with the option of attending the AGM or having an extended networking break. In the event the AGM runs longer than the time allotted, the AGM will recess and reconvene at the end of the Conference so as not to interfere with the scheduled speakers. There is no fee to attend only the AGM portion of the day. College members can claim CPD points for attending the AGM and the conference sessions in accordance with College Rule Schedule 4.

Call for Resolutions

College of Applied Biology

In accordance with Rule 3.18, resolutions are being solicited for discussion and action at the 2013 Annual General Meeting of the College of Applied Biology to be held in Victoria, BC.

Submissions should be outlined in the following form:

- A. **In that** (outline issue of problem)
- B. **Be it resolved that** (state the resolution)
- C. **Discussion** (present points concerning the need, logic or benefit of the resolution)

Resolutions must be received by no later than 4:00 PM, February 8th, 2013:

Linda Stordeur, RPBio, Registrar
College of Applied Biology
#205 - 733 Johnson Street,
Victoria, BC, V8W 3C7
Email: registrar@cab-bc.org
Fax: (250) 383-2400

Electronic/Paper Ballots for the College Council elections

All election ballots will be sent electronically (except for those members who requested paper ballots). If you wish to receive a paper ballot instead (and have not already done so), please contact the office by 2pm, January 18, 2013 at: (250) 383-3306 or email: officeadmin@cab-bc.org .

Note that paper ballots cannot be mailed once the electronic ballots have been sent. Please also note that all electronic election ballots will be sent in one mass mailing and cannot be re-sent individually afterwards, so please ensure that any email update requests are sent in before the above deadline.

