

COLLEGE *of*  
APPLIED BIOLOGY  
BRITISH COLUMBIA

# College Matters

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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.

[www.cab-bc.org](http://www.cab-bc.org)

# 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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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
<hr/>	
Executive Director	Pierre Iachetti
Registrar	Linda Stordeur
Financial Officer	Kelly McLaughlin
Office Administrator	Simon Woo

## President's Report

My term as President of the College of Applied Biology enters its fifth month; this is the first opportunity I have had to take a breath and reflect. The urgent tasks of replacing our Executive Director and 'flying the flag' at the Annual General Meetings of the other professional bodies (BC Institute of Agrologists [BCIA], Association of Professional Biology [APB], and Applied Science Technologists and Technicians of BC [ASTTBC]) have taken priority. However, it has also been a priority to make contact and enhance CAB's relationships with the elected and management staff of these organizations, as well as the Alberta Society of Professional Biologists (ASPB).

Immediately after the AGM, the College Council met in April for our second strategic planning session. Mostly in response to the announcement of the retirement of our Executive Director, this planning session focused on our goals for the next few months and ensuring a solid process to identify and hire a new ED to carry the organization into its second decade. We were able to set out short and some medium term objectives for the next year while completing the hiring process.

By the time this reaches you we will have welcomed Pierre Iachetti as our new Executive Director of the College. Pierre brings to the College a new set of competencies and experiences that will complement and grow our organization after a successful first ten years. College Council and staff will meet again in the fall to continue the strategic planning process and to set longer-term objectives for the College.

While at the APB Conference/AGM, I connected with long-term College and APB member Chris Clement, a former President of the APB who is now a P. Biol. based in Edmonton, who was representing the Council of the ASPB. We discussed that as a partner organization in the Trade, Investment and Labour Mobility Agreement (TILMA) the ASPB shares objectives and members with the CAB. In this regard, I was able to spend some time on a conference call with Susan Patey LeDrew P. Biol., ASPB President, and Domenico Iannidinaro, RPBio., APB President, to explore and build common understanding concerning both the public interest commonalities we share with ASPB (i.e., credential recognition and competency activities), and the differences we have with both the ASPB and the APB in terms of their roles in member interest activities.

Each of the three of us identified that the move to more professional reliance by the Government of Canada in its

recent legislative amendments creates both opportunities and challenges. There is an opportunity to help clarify what "professional reliance" is, both federally and provincially, and the potential need for similar professional status for biologists across Canada. Obviously, a dialogue with our partners and other (not legislated) biologist organizations is required. There is an opportunity to bring to the attention of the federal government the role and benefits that the *College of Applied Biology Act* has brought to the workplace provincially. While the CAB has already initiated some work on this, we agreed that the other organizations might take the opportunity to discuss with their respective councils if they feel a role in creating a Canada-wide body is something they should be working on. The ground-breaking precedent we accomplished with our Mutual Recognition Agreement (MRA) with the Society of Biology (UK) clearly puts us in a leadership role in any such endeavor. Our Council will likely consider a full strategic objective and priority for this initiative in our fall planning session.

My competency is as a wildlife biologist and I am aware of most of the biologist organizations in that field. I am not that familiar with other areas of biology and I would request that College members advise us of organizations to which biologists belong in other specialties. Just send me a short email ( [collegepresident@cab-bc.org](mailto:collegepresident@cab-bc.org) ), with a link to that organization's website.

I would like to thank Linda Stordeur, our Registrar, and other staff (Kelly McLaughlin and Simon Woo) for their straightforward approach to running the College during this time of change. They have kept us operational, functional, and efficient.

I am happy to be part of a Council that works together as a team that looks to our long-term role in society, as well as pursuing the priorities of the day. Thanks once again to our staff and a special welcome to Pierre Iachetti, our new Executive Director.

Respectfully submitted,  
Brian Churchill, R.P. Bio.  
CAB President 2012-14

## President's Profile



### Profile - Brian Churchill

An opportunity to get to know your CAB President.

Brian Churchill, RPBio, is a husband, father, outdoorsman, activist

and owner of Woodlot 1925 near Fort St. John. Raised in the East Kootenay, Brian and family moved to Fort St. John in 1977 for a seven month contract and remained until a pre-retirement move to Creston BC in the summer of 2011.

When Brian attended the University of Victoria in the 1960's, the suggested qualifications for a biologist in the public service of BC (Fish and Wildlife Branch, Dept of Recreation and Conservation) included a University degree in biology, ability to work in the field, be away from home for long periods, familiarity with outdoors, camping, firearms and ability to pack horses – times change in some respects, not in others!

Since graduating from UVic in Ecology in 1973, Brian utilized all those skills, first as a Grad Student (UBC Forestry Wildlife) then as a biologist with the Ministry of Environment (1974-1997) and then as a consultant. Little did he realize that computer and communication skills were the things he would use the most!

A civil service career in Fort St. John provided the opportunity to see some of BC's spectacular wildlife, ecology and scenery in the part of BC on the other side of the Rockies. It also provided an evolving expertise in mining, oil and gas development and interactions with wildlife and wildlife habitat. Vivid are the memories of many hours of helicopter flying in the mostly untouched wilderness of Kakwa, Wapiti, Kinuseo, Sukunka, Graham and Halfway areas. A career as a consultant (Chillborne Environmental) started in 1997 and is just winding down now.

Always one to support community endeavors, some volunteer activities Brian enjoyed included:

- Board of Directors, Association of Professional Biologists 2001-2007
- Councillor, Vice President College of Applied Biologists of BC 2003-2012
- Councillor, City of Fort St. John, 1996--2004
- Board of Directors Yellowstone to Yukon Conservation Initiative 2000-2005
- Board of Directors (Chair 1989-90) of School District 60, Peace River North 1987-1992

When asked to comment on starting his term as president, he replied:

Interest and participation in the governance of our profession started with two years as a regional director on the APB Board and then onto the Interim Board of the College. I ran for and was elected to the first elected council of the College, believing that a voice from the far north would be helpful to the administration and direction of Council. Seems like a couple of years have become 10 and the College is financially sound, something I take great pride in as I served as Treasurer for many of those years. *The College of Applied Biology Act (2002)* is an unprecedented opportunity for the profession. As we move into our second decade, further development and completion of a strategic plan for Council is needed to ensure appropriate, respectful management of standards and conduct while showing respect to members. The College has yet to reach all potential members. We need to reach all eligible biologists; recruit registered biology technologists and ensure their participation. These issues will define the work I undertake in service as your President.

# SUMMARY OF MINUTES OF COUNCIL MEETING

Held on Friday June 22nd, 2012

Holiday Inn Vancouver Airport Hotel, 10720 Cambie Road, Richmond, BC.

Present: Brian Churchill, Garry Alexander, Vanessa Craig, Guy Gilron, David Hughes, Chris Maundrell, Maureen McDermid, Ross Murray, Janet Rygnestad, Warren Warttig,

Staff: Linda Michaluk, Linda Stordeur,

Apologies for Absence: Brian Clark, Chris Johnson, Mel Kotyk, Paul McElligott

Summary of Council activities:

- Brian Churchill called the meeting to order at 3:35 pm
- Council reviewed and accepted the financial statement
- Communications Committee received approval from Council to proceed with a non-member survey
- Council established the Linda Michaluk Scholarship of \$2,500

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The complete College Council meeting minutes are archived on the College website at  
<https://www.cab-bc.org/college-council-minutes>

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## Councillor's Corner



### Vanessa Craig

I am a Director and senior biologist of a small consulting company, EcoLogic Research, based on Gabriola Island, where I live with my family. I have more than 20 years of experience as a conservation biologist, working on

small mammals, bats, and amphibians, in many different ecosystems of B.C. My current area of work is focused on species at risk.

I have been a Regional Councillor with the CAB since 2010. I first ran for the position of Regional Councillor when CAB was developing its identity as a separate regulatory body. I decided to put my name forward for election because I thought that the fact that we were now recognized as a profession on par with other professional bodies in B.C. was exciting, and I welcomed the opportunity to participate in the development of our profession during its period of transition. The Council has been extremely active in the last 2 years and I have enjoyed the opportunity to contribute. I currently am a member of the Finance and Communications committees, and have served as Chair of the Ethics Committee since its formation in 2010.

This is an exciting time for the College. The Council recently engaged in strategic planning sessions and identified opportunities for the College to engage with its members and with the public, among other focus areas. The Communications Committee (4 members including Chair Maureen McDermid, Garry Alexander, and Chris Maundrell) has been following up these opportunities by developing member and non-member surveys – look for these in the near future!

Much of my recent efforts have been with the Ethics Committee. The Ethics Committee, comprised of 5 members, including Laura Darling, David Hughes (lay member), Wayne Wall, and Geoff Wickstrom, was responsible for reviewing and revising the Code of Ethics for the College, with input from the College Council, an Ethics Review Committee, as well as comments from the members. The revised Code of Ethics was adopted by the College as of February 2012, and was highlighted in a previous College Matters [Volume 3, Issue 4]. The revised Code of Ethics refers to the requirement that members uphold the principles of stewardship of aquatic and terrestrial ecosystems and biological resources, as required under the *College of Applied Biology Act*. Members have always been held to this requirement, even though it was not mentioned in the previous Code of Ethics. To provide guidance to members, the Ethics Committee is currently developing a draft of the principles of

## Councilor Corner cont'd

stewardship for the College. This has been an interesting process filled with stimulating discussions. There are many definitions of stewardship in the literature. The challenge to the committee is to define stewardship from the regulatory perspective; that is, what aspects of stewardship are applicable to the practice of professional biology?

My experience as a Councillor has been rewarding, and I look forward to continuing to work with the Council and the new Executive Director to raise the profile of the College with its members and with the public, and to offer opportunities for members to become more involved with the College.



### Warren Warttig

Hi. My name is Warren Warttig (RPBio # 1244). I currently sit as one of the Regional Directors with the College of Applied Biology, and have done so since 2008 and have been an RPBio since 2000. I sit as chair of the Audit Committee and became involved in the Committee a year after its inception.

My wife and I currently reside in Campbell River and moved there in 1998 from Tofino. In the early 1990's I managed a forestry consulting business out of Merritt, but when International Forest Products Ltd. offered me the opportunity to be involved in the Clayoquot Sound planning process (under the Clayoquot Sound Scientific Panel Recommendations) I couldn't pass it up. This career path led to involvement in the Central and North Coast Land and Resource Management Planning (LRMP) process and being a member of the Coast Information Team where we worked on producing the Hydriparian Planning Guide, and the Ecosystem Based Management Guidebook for the Central and North Coast (commonly known as the Great Bear Rainforest). My volunteer activities are diverse, but most of my effort is focused on CAB, a wildlife rescue centre near Campbell River ([www.wingtips.org](http://www.wingtips.org)) and a society focused on ecosystem restoration ([www.clayoquot.org](http://www.clayoquot.org)) based out of Ucluelet. The Audit Committee consists of eight members and includes Brian Clark, Ian Robertson, Wayne Wall, Mark d'Entremont, Mike Whelen, Rob Thomson, and Lay Councillor Maureen McDerimid. For the annually drawn audits, there are also three volunteer auditors which include Guy Gilron, Dave Lindsay and Pamela Zevit. The audit form is designed as a cursory review of a member's professional practice as well as providing an educational component. Not a lot of information is required; but enough is required so that an auditor is confident that a member understands their responsibilities. It is not

unusual for an auditor to provide educational feedback or request additional information. Following an audit, many members report that the experience was positive, and out of 53 audits to date only one member has failed to respond appropriately.

Common shortcomings in member information that is provided for an audit is that many members do not appear to be keeping their CPD records current, and rush to provide their CPD form for the audit (which often results in errors). If CPD records are kept current, the audit form can take less than two hours to complete and the result is that the process becomes far less consuming. A good portion of audited members are not keeping up with rule changes and in the last round of audits a couple members were surprised to find out that there was a new Code of Ethics. Important changes such as this are always noted in the CAB publication "College Matters" and are sent out as a notice on the College list serve, so reading each publication is good due-diligence for keeping apprised of changes. The most common section of the audit form that members seem to have trouble with is Section 5 – Records Management (<https://www.cab-bc.org/audit-program>). This link also includes helpful information on the audit process (Schedule 6) and CPD forms (Schedule 4); as well the APB has a *Members Guide to College Audit Process*.

An occasional member is under the false impression that they do not have to do an audit if they do not want to (there are some circumstances where an audit can be delayed); this is a seriously incorrect assumption. The audit process falls under the *College of Applied Biology Act* which is enabled through Provincial legislation (hence we have a legal obligation). We have the ability to issue a subpoena, but thankfully it has never come to that.

In 2012, the number of annual audits was almost tripled going to 27 audits from the usually 10 audits per year. This was in response to a CAB strategic planning session in the fall of 2010 where it was felt that the frequency of audits needed to be higher to meet our public interest mandate for ensuring member competency. The next steps

## Councilor Corner cont'd

for the committee are to develop a more formal working relationship with the discipline committee, and to jointly develop a practice review. The practice review will likely be similar to the audit, but will entail a more intensive level of review. All of this contributes to a higher confidence level from government and public, and while this will not likely result in a blanket right-to-practice (due to the complex nature of the biological field), it should lead to more and more tasks that are required to be signed off by an RPBio or RBTech.

Most auditors have reported that completing audits has been a worthwhile experience, and it seems no two biologists have the same job. To meet our goal of increasing the number of audits each year, we are looking for additional auditors. As an auditor, you are not involved with most of the committee activities, so the time contribution is limited. If you are interested in becoming an auditor and meet the criteria below, please contact the College Registrar (Linda Stordeur) at: [registrar@cab-bc.org](mailto:registrar@cab-bc.org).

### Required Criteria

1. Be a member of the College of Applied Biology.
2. Possess a minimum of 10 years of diverse experience in the practice of applied biology.
3. Have been a registered member of the College for 7 years.
4. Have 5 years experience in project management in applied biology.
5. Must be available for 3 hours/month on average.
6. Be current in the practice of the profession (not more than 5 years removed from active practice), and be recognized as objective, fair minded and unbiased.
7. Submit to an audit undertaken by members of the Audit Committee.
8. Be willing to serve a one year term.

## Executive Director's Profile



**The College of Applied Biology is pleased to welcome to the staff of the College our new Executive Director, Pierre Iachetti who will join us officially on September 5th, 2012.**

**By way of introduction,**

**College Matters asked Pierre to provide us with some background information and some comments on the initial plans he brings to this important leadership position for our profession.**

I am incredibly excited and honoured to be joining the College of Applied Biology and continuing my career in the resource sector in British Columbia. I've had the privilege to work alongside many of the CAB's members throughout my career and I look forward to connecting with them once again and serving them as their Executive Director.

My academic background is fairly diverse which I think will serve me well in my new position, and covers many facets of resource management - it includes a B.A. in Geography from McMaster University in Hamilton, Ontario, a technical diploma in Ecological Restoration from the University of Victoria, and an MSc in Environment & Management from Royal Roads University also in Victoria. I have also taken several environmental law courses and spent a term conducting research on private forestry legislation at the University of Victoria's Environmental Law Centre. I hold two professional designations - I'm a registered Professional Agrologist (PAg) with the BC Institute of Agrologists and a Registered Professional Planner (RPP) with the Planning Institute of BC and member of the Canadian Institute of Planners (MCIP). I plan to reach out to these and other professional bodies to find opportunities for "cross-pollination" for CAB members - in particular, opportunities for professional development including ethics courses.

I'm joining the College after two years working with ForestEthics Solutions on resource management and land use planning initiatives in the Great Bear Rainforest and



## Executive Director's profile cont'd

Canadian Boreal Forest Agreement and 9 years with the Nature Conservancy of Canada where I worked on land use planning and acquisition projects often with industry, government and foundation partners. During the past 11 years I have had the privilege of working with many professional biologists across BC involved in really diverse work - from grizzly bear DNA studies in Tatlayoko Valley, species habitat modeling along the coast, animal collaring in the north to bull trout counts in the Kootenays. I have also worked with resource professionals in Oregon, Washington, Alberta, Alaska and the Yukon - experiences that will serve me well in understanding the context that the CAB works in and in looking for opportunities to help the membership.

Some of my previous work that I am most proud of includes the numerous multi-disciplinary, multi-agency land use planning projects conducted across the Pacific Northwest in both Canada and the US. I either led or was a team member alongside biologists, ecologists, botanists, agrologists and planners conducting scientific research and undertaking land use planning for Oregon, Washington, BC, Alberta, Alaska and the Yukon. These projects had goals of using the best available scientific information to help inform decisions around stewardship of the lands and waters and tried to find that "sweet spot" of win-win solutions for natural resource use and conservation. These experiences led to the production of several science and planning reports and I was privileged to have served on several independent scientific panels, including the Coast Information Team, Biodiversity BC, the Pacific Coast Joint Venture, the Canadian Intermountain Joint Venture and conservation biology working groups composed of government, industry and non-profit organizations.

What I want to highlight to the College's membership is that collaboration, partnerships and relationship building have been the cornerstones of my career and I intend to continue this work to better serve the College and its members. It was the central theme in my work with the Nature Conservancy of Canada and it is what interested me about the work at ForestEthics. No matter where I was working, I've actively sought out partnerships with all levels of government, federal and provincial agencies, environmental groups, industry and consulting companies and individuals. For the past two years I led ForestEthics' engagement on the Canadian Boreal Forest Agreement - the largest conservation agreement in history involving 21 of Canada's largest forest companies, the Forest Products Association of Canada and 9 of Canada's leading environmental organizations. The Agreement is groundbreaking in a variety of ways but what interested me most

about this initiative is that it is an unlikely partnership of traditional adversaries who have decided it would be in the best interests of all concerned to work together to grapple with the difficult resource questions around balancing the need for a healthy forest industry while protecting boreal forests. The end result will be world-leading forestry practices and a world-leading Canadian forest industry.

Outside of work, I enjoy traveling with my family, camping, enjoying all that BC and Vancouver Island have to offer. I have been a rugby referee for 5 years and have refereed all the way from age-grade and schools to the top levels of rugby in the province. I'm very much an outdoors person and this connection with the natural world is what led me to work in positions where stewardship of the natural world is a large part of the work.

As always when undertaking a new work experience, the learning curve is great and this will be the case with the College. However, in anticipating this new job, there are areas that I can already see potential for the utilization of the skills and experience I bring. I see ways that I can utilize my existing network and develop new contacts to advance the mandate of the College within the membership and in working with other regulatory bodies. I have been very successful through partnership building in raising funds through grants for science and planning work. I anticipate that this could be an area where I could identify funding opportunities to enhance the work of the College and contribute to the financial base provided by the membership. I also have a great deal of experience with developing a variety of internet and computer-based tools for outreach, education and information sharing and I look forward to utilizing these skills and experiences to help develop and execute the strategic plan and develop products to better serve the College, Council and the public. And, I look forward to the opportunities that this role will offer to meet College members, contribute to building a strong brand for professional biologists and technologists, promoting and sustaining self governance of the profession.

## Title - A Right and Privilege

The *College of Applied Biology Act* ( the *Act* ) authorizes the College of Applied Biology (the College) to regulate the use of title awarded for the practice of applied biology. The Provincial Government has given this authority to the College to protect the public interest.

Only members of the College are entitled to use titles authorized in Section 11 of the *Act* or any other designations authorized in the Rules set by Council. This means that the terms “professional biologist”, “registered professional biologist”, “registered biology technologist”, “biologist in training” “registered biology technologist in training” and any abbreviation such as RPBio, RBTech, BIT or Trainee(RBTech) are restricted for use only by the members of the College.

Section 12 states:

- (1) A person must not hold himself or herself out as a member of the College or use a name, title, abbreviation, designation or description in a manner that might reasonably lead to the conclusion that the person is a member of the College, unless the person is a member in good standing of the College.
- (2) Without limiting subsection (1), a person must not use a title or abbreviation referred to in section 11, either alone or in combination with any other name, title, abbreviation, designation or description, unless the person is a member in good standing of the College, exercising a right or privilege expressly conferred under this Act.

All members of the College have met stringent entrance requirements and therefore have earned the right of title awarded by the College. Over the last couple of years there have been an increasing number of instances where it has come to the attention of the College that individuals, who were not members in good standing, were using a title granted by the College. The College takes the privilege granted by legislation of awarding title very seriously and responds quickly when dealing with these serious infractions.

Section 35 of the Act states that

- (2) A person who contravenes section 12 commits an offence and on conviction may be sentenced to a fine of up to \$5 000.
- (4) If a contravention of section 12 occurs on more than one occasion, the person is liable, without notice and without a separate charge being laid, to a separate fine of up to \$5 000 for each occasion on which the contravention occurs.

Members have a professional obligation to safeguard the reputation of the College and are thus encouraged to raise to the attention of the College any instances where use of the title is not authorized. Please contact the Registrar at [registrar@cab-bc.org](mailto:registrar@cab-bc.org) if you have an instance to report.

## Surveys

We need your help!

One way we can hear from our membership is by sending out surveys for you to voice your ideas and opinions. We already do some of this, and we intend to step it up! Council is interested in finding out not only what our members think, but what those who are not our members who practice applied biology think. Specifically, Council approved the design and circulation of a survey of non-members so we can “*determine if they are aware of the College and if they are interested in becoming members*”.

Why would we do this?

The strength of our College rests on those biologists 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 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.

How you can help!

We will be posting a non-member survey on our website this fall and notifying you via *College Notice* when it is 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 when we post the survey 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>.

## 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	2
<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*	3*

\*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 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 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 Agriologists - 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

May Quach . . . . .	2344	Joan Eamer . . . . .	2358	Michael Sanborn . . . . .	2372
Rachel Field . . . . .	2345	Chad Wilkinson . . . . .	2359	Sara Howard . . . . .	2373
Michael Carter . . . . .	2346	Katharine Fremlin . . . . .	2360	Stephen Sims . . . . .	2374
Pamela Dinn . . . . .	2347	Bradley Remillard . . . . .	2361	Jennifer Greenwood . . . . .	2375
John Evans . . . . .	2348	Kashif Sheikh . . . . .	2362	Lily Burke . . . . .	2376
John Fitzpatrick . . . . .	2349	Jason Lewis . . . . .	2363	Jesse Montgomery . . . . .	2377
Kristen Beechey . . . . .	2350	Myriam Belisle . . . . .	2364	Jacqueline Peach . . . . .	2378
Andrew Booth . . . . .	2351	Barbara Anderson . . . . .	2365	Kevin Koch . . . . .	2379
Isabelle Girard . . . . .	2352	Brock Simons . . . . .	2366	Carla Corbett . . . . .	2380
Danielle Drieschner . . . . .	2353	Jody Bremner . . . . .	2367	Martin Stol . . . . .	2381
Chelsea Coady . . . . .	2354	Crystal Lawrence . . . . .	2368		
Grant Nishio . . . . .	2355	Robert Harrison . . . . .	2369		
Valerie Smith . . . . .	2356	Mary von der Porten . . . . .	2370		
Maximillian Gerth . . . . .	2357	Jennifer Tyler . . . . .	2371		

### RETURNING (RE-INSTATED) REGISTERED PROFESSIONAL BIOLOGISTS

Anna McIndoe . . . . . 2243

## NEWLY REGISTERED BIOLOGY TECHNOLOGISTS

Becky Phillips . . . . .	42	Jenna Gaul. . . . .	43
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## NEWLY ENROLLED BIOLOGISTS IN TRAINING

Kristen Voghell . . . . .	685	Remi Masson . . . . .	705	Andrew Kuiper . . . . .	712
Leigh Evans . . . . .	699	Meghan Baker. . . . .	706	Julian Gan . . . . .	713
John Elsley . . . . .	700	Kristy Todd . . . . .	707	Sarah Friesen. . . . .	714
Iracema Vigliar . . . . .	701	Gregory Faasse . . . . .	708	Samuel Barnes . . . . .	715
Kara Przewczek . . . . .	702	Tori Waites . . . . .	709	Tanya Katamay-Smith. . . . .	716
Rebecca Tranmer . . . . .	703	David Vey . . . . .	710	Michael Paleologou . . . . .	717
Robert Mazuch . . . . .	704	Suzanne Hopkinson . . . . .	711	Rebecca Seifert . . . . .	718

## RETURNING (RE-INSTATED) BIOLOGISTS IN TRAINING

Gabriel Aguirre . . . . .	579
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## NEWLY ENROLLED TECHNOLOGIST TRAINEE

Ian Wright . . . . .	17	Jillian Stewart . . . . .	18
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## NEW STUDENT BIOLOGISTS

Emily Janzen . . . . .	128
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## NEWLY RETIRED MEMBERS

### RPBio

Reid White . . . . .	393
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## RESIGNED

### Retired

John Collison-Baker . . . . .	1109
David Wilson . . . . .	1582

### RPBio

Karen Clark . . . . .	860
Jason J. Smith. . . . .	1989
Anick Fournier. . . . .	2247
Steven Clark. . . . .	1686

### BIT

Julian Doczi . . . . .	572
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### Student

Melany Rosberg. . . . .	50
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## REMOVED

### Retired

Markus Eymann . . . . .	841
Jim Powell . . . . .	489

### RPBio

Kevin Conlin . . . . .	433
Graham Corley-Smith . . . . .	1953
James Cuthbert . . . . .	150
Janvier Doire . . . . .	1997
Lucinda Eykamp . . . . .	2142
Marie Gallagher . . . . .	1005
Thomas Heinrich . . . . .	2291
Suzanne Henderson . . . . .	2279
Allen Johnson . . . . .	1294
Timothy Kroeker . . . . .	2057
Ernest Lupin . . . . .	1196
Stephen Macfarlane . . . . .	471
Douglas Mason . . . . .	2023
Marc Porter . . . . .	1991
Melanie Ptashynski . . . . .	1546
Season Snyder . . . . .	2037
Christopher Stoesz . . . . .	2146
Kathleen Townsend . . . . .	1974
Steven Voller . . . . .	1798
Jennifer Walker-Larsen . . . . .	1846
James Young . . . . .	701

### RPBio - On Leave

Samantha Flynn . . . . .	1251
Aminul Islam . . . . .	1938
Melanie Ptashynski . . . . .	1546

### RBTech

Michaela Burke . . . . .	27
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### BIT

Derek Andriatz . . . . .	4
Jason Beukens . . . . .	246
Frank Bohlken . . . . .	301
Tiffany Cobb . . . . .	534
Mark Fletcher . . . . .	555
Matthew Freeman . . . . .	583
Kevin Gayfer . . . . .	51
Lisa Hardy . . . . .	464
Rangyn Lim . . . . .	571
Glenn Lundy . . . . .	485
Julia Maniecki . . . . .	640
Rebecca Misener . . . . .	288
Jeffery Pollock . . . . .	129
Michael Silvergieter . . . . .	595
Lindsay Towns . . . . .	602

### BIT - On Leave

Javed Hamid . . . . .	492
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### Student

Laura Adlakha . . . . .	116
John Arnett . . . . .	104
Marie Bourassa . . . . .	95
Steven Richards . . . . .	109
Matthew Zustovic . . . . .	82

## 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.

## In Memoriam

Dr. James Hatter RPBio (Ret) # 1231

September 13, 1921 - May 19, 2012



Born in Victoria, British Columbia on Sept. 13, 1921, James Hatter grew up at Lake Cowichan where he graduated from high school in 1939. He attended Victoria College and went on to graduate from the University of British Columbia in 1945. In 1947 he became British Columbia's first game biologist. He attended Washington State University and graduated with a Ph.D. in 1952 after studying the ecology of moose in central British Columbia.

In 1952, Jim became the province's Chief Game Biologist; and then its Fish and Game Branch Director in 1963. He also served as part-time Assistant Professor of Zoology at UBC from 1952 to 1955. He retired in 1979 after 32 years of public service. Throughout his career, and later in retirement, Jim was one of the strongest advocates and teachers of wildlife management in BC.

Jim met his wife Olive in 1944 while in his 4th year at UBC, and married Olive in Vegreville, Alberta in May 1948. Their honeymoon was in moose country at a resort on Nine Mile Lake, west of Quesnel.

Jim authored many articles and papers on game administration and management. His interests have focused on educating the public about the factors that control the presence and abundance of game animals and other wildlife. In 1997, he published his first book titled *Politically Incorrect – The life and times of British Columbia's first game biologist*. *Politically Incorrect* records Jim's life experiences including his childhood, university days, career as a wildlife biologist and director, and retirement activities. His second book, *Wolves and People – the Management Imperative and Mythology of Animal Rights*, published in 2005, explains why wolf control generates controversy especially among urban anti-hunting and animal rights proponents. It is an appeal to reject mythical beliefs that blindly oppose all predator control, hunting, fishing and trapping.

Jim was a serious hunter, trapper and angler, as well as a naturalist, all of his life. He continued to learn and care about wildlife, the ethics of hunting, and the politics of wildlife management until his passing. In his later years, he also became an avid gardener and enjoyed going to the opera.

In his retirement years, and even many years before then, Jim expressed much concern for the future of hunting and game management in B.C. His prime motivation for writing "Politically Incorrect" was to try to communicate an understanding and a feeling for hunting. His mission was to motivate people, especially young people to delve further into what he referred to as "this profound, little understood human inheritance." Jim would often quote Ortega Y Gasset, author of "Meditations on Hunting", that "the hunter hunts not to kill, but kills in order to have authentically hunted."

Jim had many friends, many of whom described him as a gentle and unassuming man - a man comfortable with himself, who enjoyed the outdoor life, and the world around him. Jim was also a generous person, and his friends held him in very high regard.

While Jim was not a church-goer, during his later years he became interested in spirituality and read extensively about the evolution of man and religion.

Jim was predeceased by his wife, Olive (née Headrick), to whom he was married for 61 years. Olive passed away on Feb. 15, 2009. Jim passed away on May 19, 2012, which would have been their 64th wedding anniversary.

## Linda Michaluk Scholarship



Photograph of Linda Michaluk receiving a plaque from the College of Applied Biology

Front row (left to right): Warren Warttig, Maureen McDermid, Linda Stordeur, Linda Michaluk, and Brian Churchill.

Back row (left to right): Chris Johnson, Vanessa Craig, Ross Murray, Chris Maundrell, Guy Gilron, and Garry Alexander.

Missing from photo: Paul McElligott, Brian Clark, Janet Rygnestad, David Hughes and Mel Kotyk.

Before the College of Applied Biology was established by the passing of *The College of Applied Biology Act*, a small group of concerned biologists created the Association of Professional Biology of British Columbia. It was this organization, the APB, which became the catalyst that moved forward the creation of the College giving self-governing status to the profession. Building the foundation of an organization is only the first step and without someone with the skills to take the organization to the next step that foundation will crumble. Finding and supporting the right person to move the fledging College to the nationally and internationally recognized organization it is today, is a testament to that early vision and those who worked so hard to see it through.

While the creation of the College is the work of many people, the key to its success rests with one unique individual, whose tenacity and determination is recognized as central to where the College of Applied Biology is after its first decade. One thing is for certain; the College would not look as it does today nor would it be recognized nationally and internationally as a template for regulation of the practice of professional biology. That unique individual is Linda Michaluk, RPBio, for without her hard work, the College would not be where it is today. Throughout her tenure as Executive Director, first with the Association of Professional Biologists of BC, and in the past decade with the College of Applied Biology of BC, she has worked tirelessly to bring respect to the work professional biologists carry out. It is because of this dedication over two decades of service to the profession that the College of Applied Biology Council passed a motion to establish an educational scholarship in her name on June 22<sup>nd</sup>, 2012 on the occasion of her retirement. This annual scholarship, to be given at the graduate level to members furthering their education in the areas of policy development and implementation in the field of biological sciences, will be funded through the establishment of a foundation in her name. The scholarships will further Linda's legacy and assist with the continued development, recognition and regulation in the public interest, of professional biology in the broader discipline of natural resource management.