

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

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	Linda Michaluk
Registrar	Linda Stordeur
Financial Officer	Kelly McLaughlin
Office Administrator	Simon Woo
Project Analyst	Jordan Samis (MA Student)

President's Report

This edition of College Matters will reach you at the end of the second quarter of 2012 when the world economy and the government of Canada are in a time of serious change. Changes at the College of Applied Biology are much less tumultuous but significant.

This is my first message as the newly elected president. We have been joined at the College Council by newly elected councilor Janet Rynestad. Other changes to Council include Paul McElligott now serving as Past President, former Regional Councilor Chris Maundrell now serving as Executive Vice President and Secretary Treasurer and former Councilor, President and Past President Doug Steventon leaving after serving the College since its inception. After many years service to the profession, Executive Director, Linda Michaluk is retiring. Linda worked for the Association of Professional Biologists as both a volunteer and initial Executive Director from 1994 until becoming the first Executive Director of the CAB when it was created by statute in 2002. Linda has served the College well and has left a legacy of strong administration and vision. She will be joining her husband Neil in a new life as a retiree. I would like to wish her well and thank her for her special contributions.

The College Annual General Meeting was held in conjunction with a one day conference in Victoria highlighting legislative challenges and changes with many informative sessions offered by provincial government staff. A new format, where participants could either attend in person or via an internet connection was well received. Close to 200 attendees were joined online by almost fifty virtual participants. We expect to continue providing updates on legislative issues, started at the conference, to the membership. At the time of this writing, I speculate that changes in federal legislation might likely be next spring's topic.

The College has adopted a new code of ethics, replacing the code developed by the Association of Professional Biologists in the 1980's and adopted by the College at its inception. A dedicated committee chaired by councilor Vanessa Craig took on the formidable task of review and I would like to express our thanks to them for a platinum effort. The new code has taken a different format and I would suggest that all members take some time to familiarize themselves with it. The latest ethics course provided by the Association of Professional Biology, as well as two other course listed later in this publication, have been updated to incorporate the changes and we will be providing members with additional information

over the next year or so. Our Act includes the concept of Stewardship and the committee has now accepted the challenge of providing interpretation and guidance for meeting the principles of stewardship so stay tuned.

As a new President, the learning curve is steep. My focus has been continued team building with Council, sharpening the mandate of committees and in the coming months outreach initiatives to the membership. The Council held a two day strategic planning session in mid-April primarily focused on recruiting a new Executive Director and the administrative challenges involved with this change. We will have a second session in early October to review our long term objectives and priorities with the new Executive Director. Moving forward, I would like to ensure that we enhance the professional status of technologists who are members of the College. In addition, I believe they have a significant role to play in the governance of the College and as such, have representation on Council and committees. Since taking office, I have personally focused on a stronger role for the Executive Committee (President, Vice Presidents and Past President) and to ensure the empowerment of all committees. I am working to improve our collaborative relationship with other professional bodies. In that respect, I have attended the Association of Professional Biology (APB) conference and AGM as a guest; the British Columbia Institute of Agrologists conference and AGM as guest and by the time you read this the Association of Technicians and Technologists of BC (ASTTBC) AGM and conference. It is my intent to ensure the lines of communication are open to these groups as well as other professionals (such as the Association of BC Forest Professionals) so that we can ensure we meet the common mandate of upholding the public interest by self-regulating accountable professionals.

Finally, professional biologists and technologists should be aware of the professional reliance and qualified professional initiatives of the provincial government. These initiatives will affect our professional responsibilities, roles and working relationships. I am sure we will be providing some updates in the fall College Matters. Until then have a productive and enjoyable summer.

Respectfully submitted,
Brian Churchill, R.P. Bio.

SUMMARY OF MINUTES OF COUNCIL MEETING

Held on Friday February 3, 2012

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

Present: Paul McElligott, Garry Alexander, Brian Churchill, Brian Clark, Vanessa Craig, David Hughes, Chris Maundrell, Maureen McDermid, Ross Murray, Doug Steventon, Warren Warttig

Staff: Linda Michaluk, Linda Stordeur

Apologies for Absence: Guy Gilron, Chris Johnson, Mel Kotyk

Summary of Council activities:

- Paul McElligott called the meeting to order at 1:16 pm
 - Council adopted the revised Code of Ethics, which can be accessed on the College webpage at: <https://www.cab-bc.org/files/Schedule%20%20Code%20of%20Ethics.pdf>
 - Council reviewed and accepted the financial statement
 - Staff reported that there is a lot of interest in on line attendance for the upcoming College Conference
-

SUMMARY OF MINUTES OF COUNCIL MEETING

Held on Friday March 10, 2012

College Office 205 - 733 Johnson Street, Victoria, BC.

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

Staff: Linda Michaluk, Linda Stordeur

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

Summary of Council activities:

- Brian Churchill called the meeting to order at 3:54 pm
 - Council welcomed Janet Rygnestad as the newly elected member of Council
 - Chris Maundrell was appointed Secretary/Treasurer
 - Committee appointments were finalized and can be viewed on the College web page at: <https://www.cab-bc.org/college-council-2012-2013>
 - Meeting dates were established for the 2012/2013 College year: April 13, June 22, October 12, November 30, February 1, March 8 (Conference/AGM), March 9
-

SUMMARY OF MINUTES OF COUNCIL MEETING

Held on Friday April 13, 2012

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

Present: Brian Churchill, Garry Alexander, Brian Clark, Vanessa Craig, Guy Gilron, David Hughes, Chris Maundrell, Maureen McDermid, Paul McElligott (9:11), Ross Murray, Janet Rygnestad, Warren Warttig

Staff: Linda Michaluk, Linda Stordeur

Apologies for Absence: Chris Johnson, Mel Kotyk

Summary of Council activities:

- Brian Churchill called the meeting to order at 9:00 am
- Council reviewed and accepted the financial statement
- Chris Maundrell was elected as Executive Vice President
- Ethics Committee has begun discussions on defining the principles of stewardship from a regulatory perspective

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

New and returning College Council members

New Councillor at Large



Janet Rygnestad, RPBio is an Environmental Group Leader at Levelton Consultants Ltd. and is based on Vancouver Island. She has a background in microbiology and since 1989 has been involved in environmental assessments, contaminated sites, hazardous materials and forestry related projects in a variety of areas throughout BC. Janet has a passion for self-propelled outdoor adventures particularly with her biologist partner and is a member of the Mount Cain Ski Patrol. She is also a Board Member with the non-profit Boulders Climbing Society and Nanaimo Rowing Club.

Returning Council members

Brian Churchill, RPBio - President

Chris Maundrell, RPBio - Executive Vice President

Guy Gilron, RPBio - Vice President

Paul McElligott, RPBio - Past President

Garry Alexander, RPBio - Councillor at Large

Brian Clark, RPBio - Councillor at Large

Vanessa Craig, RPBio - Regional Councillor

David Hughes - Lay Council Member

Maureen McDermid - Lay Council Member

Ross Murray, RPBio - Councillor at Large

Warren Warttig, RPBio - Regional Councillor/Chair Audit Committee

Chris Johnson, RPBio - Ex Officio Council member/Chair Credentials Committee

Mel Kotyk, RPBio - Ex Officio Council member/Chair Discipline Committee



FOR RESOURCE PROFESSIONALS

The College of Applied Biology 2012 AGM was held March 9th, 2012, at the Harbour Towers Hotel in Victoria, in concert with the Policy and Update Session for Resource Professionals conference. This conference presented an opportunity for resource professionals in the biology, forestry, agronomy and geoscience sectors to hear from provincial government/agency representatives on strategic initiatives and trends in legislation and policy. Roles for and related expectations on resource professionals were also addressed.

Although this is the first time the College presented a conference, the conference was attended by approximately 200 individuals – 50 of whom attend via the web-conference option. According to those who participated in the post conference survey, the majority rated the conference as very good to excellent while over 80% advised that they would attend this type of event in the future.

Based on the positive response received, Council has decided to proceed with a second conference and AGM at approximately the same time next year.

The fact that this conference was available via an on-line format meant that the presentations were captured electronically, and are available for download. If you registered for the conference you will be (or by the time this article appears in College Matters) will have received an email that contains a code by which you can access the conference proceedings free of charge. If you were unable to attend the conference and would like the opportunity to view the proceedings (and, as a result, claim the CPD points associated), you can go to <https://www.cab-bc.org/node/1991>, and for the associated conference fee, download the conference files.

The College would like to thank all who participated in the conference including:

- **Deputy Minister Doug Konkin**, BC Ministry of Forests, Lands and Natural Resource Operations – Welcome and Conference Introduction
- **Andrew Morgan** and **Richard Grieve**, BC Ministry of Forests, Lands and Natural Resource Operations – Integrated Decision Making/One Land Manager
- **Garth Webber Atkins** and **Randy Alexander**, BC Ministry of Forests, Lands and Natural Resource Operations – Sector Framework For Use of Qualified Professionals
- **Barbara Thomson**, BC Ministry of Energy and Mines Presentation – Natural Resource Road Act
- **Howard Madill**, Oil and Gas Commission – The Regulator’s Perspective, the BC Oil and Gas Commission's role in regulating oil and gas activities
- **Mike Macfarlane**, BC Ministry of Environment Presentation – Contaminated Sites Provisions of the Environmental Management Act: Overview and Future Directions
- **Andrew Gage** (WCEL) – Biologists and Climate Change
- **Michelle Carr** and **Tim Hicks**, BC Environmental Assessment Office – Compliance and Effectiveness Management Program for Environmental Assessment Projects
- **Greg Czernick**, BC Ministry of Transportation and Infrastructure – A Proponent’s Perspective
- **John Pennington**, BC Forest Practices Board – Environmental legislation in BC: Current laws, recent history and prospects for the future
- **Jeff Hoyt**, BC Ministry of Environment – Environmental Mitigation Policy and Procedures
- **Tammy Blair**, BC Ministry of Environment – Cumulative Effects Assessment and Management Framework
- **Assistant Deputy Minister Mark Zacharias**, BC Ministry of Environment – Wrap Up

Professionalism and Personal Conduct: Charting a Course for a new Profession

By Murray Rankin, Q.C.

As members of the College of Applied Biology, I think all of you are well aware that you must take particular care not to debase the currency of this newly minted profession. But just what does that mean in practice? What can your self-governing profession legitimately discipline you for?

What is the line between what you can do as an individual without attracting discipline and your duty to the profession? What about your rights to free expression, which are guaranteed under the *Canadian Charter of Rights and Freedoms*: do they not still apply? That is what I would like to address in this short article.

As everyone should be proud to recall, the College of Applied Biology was established under a BC statute that is unique in North America. The College is now on an equal footing with other self-governing professions in this province -- doctors, lawyers, dentists and the like. All of these professions have one thing in common: they have been given a licence by the Legislative Assembly, by law, to govern their members. And courts will be reluctant to second-guess the good faith efforts by self-governing colleges to regulate their members. Any court that is called upon to review the discretion conferred by the statute upon your College would do so in a deferential way, interfering only if it concluded that the decisions made by the College or discipline tribunal were considered unreasonable. Therefore, even if a Court were to disagree with a particular disciplinary decision, it would have to take note of the fact that the Legislature did not confer this power upon the Courts – rather, it conferred this power upon the College and the committees to which the College has delegated these powers.

The Act creating the College contemplated several committees. One of them is the Discipline Committee and the Council has the authority to delegate a wide range of its powers for discipline to this committee. One of the powers that the Council cannot delegate is the power to make rules. And Council has in fact made rules governing discipline. Rule 15 sets out an elaborate code for investigation and discipline. This Rule is intended to comply with the rules of

procedural fairness that the common law provides to all members. In addition, Schedule 2 of the Rules sets out nine principles that constitute the College's "Code of Ethics". Several of these principles relate to professionalism.

But just what is professionalism? Among other things, most agree that the main criteria for a "professional" are the following:

- a) Expertise and specialized knowledge in a field which one is practicing;
- b) High quality work;
- c) A high standard of professional ethics, behaviour and work activities while carrying out one's profession. Often the professional is required to put the interest of the client ahead of his or her own interests;
- d) Appropriate treatment of relationships with colleagues: an example must be set to perpetuate the attitude of one's business without doing it harm;
- e) A professional is an expert who is master in a specific field.

The College's Code of Ethics makes many references to professionalism. For example, it requires members to "provide a professional standard of service ... by conducting business practices fairly, avoiding conflicts of interest and respecting client/employer confidentiality". (Principle 4).

It requires members to "uphold professional obligations to the College while they are in the workplace" (Principle 6) and to "maintain a standard of personal and professional conduct that does not reflect adversely on the College or its members". (Principle 7).

Principle 9 states that members must "recognize the duty to address poor conduct and/or practice of another member in order to protect the public interest, the profession, and the reputation of the College. In addition, the Code of Ethics contains several principles in which professionalism is at the core. For example, a member must "provide a professional standard of service to clients and

employers by conducting business practices fairly, avoiding conflict of interest and respect client/ employer confidentiality”. (Principle 4).

Similarly, a member must “uphold professional obligations to the College while in the workplace” (Principle 6) and “maintain the standard of personal and professional conduct that does not reflect adversely on the College or its members. (Principle 7).

How do these lofty Principles, however, come to apply to members? First, the Act specifically enables the Council to make rules establishing “standards of professional and ethical conduct, including a Code of Ethics”. In other words, the College has explicit legal authority, conferred by the Legislature, to make these rules. Rules are also contemplated for standards of competence.

Discipline proceedings may be authorized by the Council “if there is reason to believe that the member may have been guilty of one or more of the following:

- 1) Professional misconduct;
- 2) Conduct unbecoming a practicing member; and
- 3) Incompetent performance of duties undertaken while engaged in applied biology.”

Members are also required by the statute to cooperate with any disciplinary investigation, to answer questions, produce relevant information and provide explanations where called upon. Penalties are contemplated for failure to do so. Ultimately, discipline hearings can be held by panels appointed under the Act and penalties may be imposed and membership in the College suspended if a member is found to have transgressed these Rules.

But what do these phrases mean? Firstly, the phrase “professional misconduct” is defined simply as misconduct by a member “relating to the performance of duties undertaken while engaged in applied biology”. This is in turn defined to include a breach of the Rules, including, of course, the Code of Ethics. It must be stressed that in your profession, professional misconduct only applies in relation to the performance of applied biology. Technically, other forms of misconduct that may occur when you are not performing such duties are not subject to discipline.

As noted at the outset, the Legislature does not take a position on what such duties entail or what misconduct may be. It is content to confer this responsibility on the College. That is the hallmark of a self-governing profession such as yours. However, the Legislature will not hesitate to remove these powers should it conclude that the College is not protecting the public. A recent example came with the amendments to the BC *Teachers Act*. The Legislature concluded, after a notorious report by consultant Don Avison, that the College of Teachers was simply not doing its job in adequately disciplining its members.

What about the phrase “conduct unbecoming a practicing member”? This is much more subjective. Three categories of activity are defined to constitute “conduct unbecoming”:

- a) Firstly, if the member brings the College or its members into disrepute; or
- b) If he or she “undermines the scientific methods and principles that are the foundation of the applied biological sciences” or
- c) lastly, if he or she “undermines the principles of stewardship of aquatic and terrestrial ecosystems and biological resources”.

The phrase “stewardship” is nowhere defined in the College Act. However, there are many definitions available, most of which convey the concept of responsible resource management, entailing a commitment to the needs of ecosystems and their components. Just as beauty is in the eye of the beholder, it is the College, in the professional judgment of those members delegated the authority to discipline, that is called on to determine what “stewardship” may mean in a particular instance.

For some members, the most interesting area of professional discipline will be determining exactly what conduct the Council (and potentially the panel of the discipline committee that has to pass judgment on particular conduct) believes will “bring the College or its members into disrepute”. What about one’s rights as an individual outside of the workplace? It seems beyond doubt that all professionals must conduct themselves outside the workplace in such a manner as not to debase the currency of their profession. Again, the Legislature explicitly conferred on the College the ability to police such conduct that is found “unbecoming a practicing member”. Every fact

situation will be different and it is impossible to provide “cut and dried” standards.

Let’s take a few examples derived from other professions. It is likely that the harm to the public would be by far the most crucial consideration. Therefore, dishonest conduct would no doubt be considered more serious than conduct that might be considered disgraceful. But do we not all have private lives? How far can private conduct be relevant in disciplinary matters? A famous case from Ontario involves a lawyer who hired a number of young girls in horse shows across North America. He seduced these young girls and was even convicted in the United States for transporting a girl for immoral purposes. He was disbarred for conduct unbecoming a lawyer and the Court upheld his disbarment because “his conduct was not only reprehensible, but it seriously reflects upon and shatters his professional integrity to the point where the protection of the public is involved”.

Another example involved an engineer who was working for a mining company and mishandled trust funds. He was expelled from the Association of Professional Engineers and the Court agreed that this dishonesty could well translate into issuing engineering reports that were not trustworthy: honesty was held to be a prerequisite of professionalism. Another engineer was found to have been properly disciplined for enabling demolition and reconstruction work on a personal building project without obtaining the necessary permits from the City and in defiance of a “stop work order”. A final example involved a teacher in Quesnel who was found guilty of unprofessional conduct for publishing a series of articles in the local newspaper that were found to be discriminatory against homosexuals. Even though this occurred on an off-duty basis, it was found that the conduct could legitimately be subject to professional discipline because his conduct did not involve views expressed as a private citizen but rather as a teacher and counsellor and it was found that this activity negatively affected the school system and his

ability to carry on his professional obligations. Even though his *Charter* rights to free expression were considered, his activity was nevertheless found to be “conduct unbecoming a teacher”.

Closer to the activity of registered professional biologists, consider the case of a UK veterinarian who was disciplined for neglecting his own livestock on the basis that this would certainly bring his profession into disrepute.

What about an RPBio. who engages in civil disobedience, perhaps to protest government environmental policy? Contempt of court involves deliberate or wilful disobedience of a court order. Because an injunction is an order of the court, any person who violates an injunction, for example during civil disobedience, can be charged with contempt. The difference between civil and criminal contempt is not always easy to determine: if the conduct amounts to “a public defiance or violation of the order so as to make the contempt criminal as opposed to civil” it amounts to criminal activity and fines and imprisonment may follow. Would a conviction for criminal contempt constitute “conduct unbecoming”?

What about a RP Bio who is convicted for fishing or hunting without a licence out of season? Should she not know better? Would such activity not bring the profession not only into disrepute but perhaps into ridicule – particularly if this conviction were front page news in a local paper somewhere in the province?

These are the kind of issues that may well be addressed over time. As more cases come forward, it will of course be easier to draw more certain conclusions as to the kinds of conduct that the College considers worthy of the attention of BC’s newest self-governing profession. But what is already clear is that the College has the obligation to consider a wide variety of conduct – occurring both in and out of the office -- in determining whether its members are achieving the requisite standard of professionalism.

Murray Rankin, QC is a senior administrative lawyer with offices in Vancouver and Victoria. He has advised a wide array of administrative tribunals at the federal and provincial levels and been counsel for several self-governing professions in disciplinary matters.

Links to Rule 15 and Schedule 2 (the College's Code of Ethics) referenced in the preceding article can be found at: <https://www.cab-bc.org/files/revise%20consolidated%20rules%20March%202012.pdf> and <https://www.cab-bc.org/files/Schedule%202%20Code%20of%20Ethics.pdf>.

Title Enforcement Action

The following is presented in order to remind members of the need to bring title infringement issues to the attention of the office. The College takes all such reports seriously and investigates all allegations in order to ensure that the College titles are used by members only so as to safeguard the reputation of the College and the membership.

The office was contacted regarding the quality of work performed by an individual who was claiming to be an RPBio, and whose name did not appear on the membership list. As with all such enquiries, the office followed up on the enquiry and found:

1. The individual was not presently a member of the College, and had not been a member of the College when the work at issue was undertaken.
2. The individual was contacted by College staff and advised that as a self-governing professional organization established under the College of Applied Biology Act the College is responsible for enforcing the Act and its Rules. Sections 11 and 12 of the Act provide that an individual may not use the title RPBio unless that individual is a member in good standing of the College of Applied Biology; individuals contravening these provisions are liable on conviction for a fine of up to \$5000 for each occasion on which the contravention occurs
3. The individual advised that they understood the seriousness of this action, and that as they had not used the title, the individual surmised that someone in the office must have applied the “RPBio” designation to the individual’s signature block on the report sign off page when the report was filed with the government regulatory authority.
4. The individual advised the College that they had no problem with the College advising the government regulatory authority that the “RPBio” designation had been applied in error.
5. The College contacted the government regulatory authority to determine whether the authority was interested in this information, given the report in question was several years old; the regulatory authority advised that in order to ensure the project record was correct they would appreciate the information being provided.

The College provided the information to the regulatory authority and declared the file closed.

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	1
<i>Complaints Resolved</i>						
Conditional Admission			1*			
Discipline Hearing			1*			
Review on Record						
<i>Complaints in Process</i>		1		1	2	2
<i>Complaints Rejected/Dismissed</i>		2	3	3	2*	1*

*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 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

Katelyn Zottenberg	2322	Andrea English	2329	Krystal Kerckhoff	2337
Janet Jeffery	2323	Iлона Berbekar	2330	Tanya Debroux.	2338
Andrew Wylie.	2324	Jonathan St. Jean	2331	Sherry Hohn.	2339
Nathan deBruyn.	2325	Drew Kaiser	2332	Shannon Miller	2340
Kiley Gibson	2326	Leonard Seefried	2333	Carl Lammens	2341
Paddy Hirshfield	2327	Francis Choi	2334	Chad Ellis	2342
Jennifer B. Smith	2328	Peter Kickham	2335	Sara Stephenson.	2343

RETURNING (RE-INSTATED) REGISTERED PROFESSIONAL BIOLOGISTS

Sarah Cook.	528	April Mol	507	Moraia Grau Lopez.	1381
Tanya Dunlop.	1807	Michael Sheperd	1480	Natalia Brown	2148
Wayne Matkoski	1116	Fred Williamson	1211	Nicole Wallace.	1949

NEWLY REGISTERED BIOLOGY TECHNOLOGISTS

Royan Viggers	36	Mark Toohey	38	Erich Bell	40
Kathleen Maddigan	37	Jerry MacDermott	39	Trevor Nowak	41

RETURNING (RE-INSTATED) REGISTERED BIOLOGY TECHNOLOGISTS

Bradley Kourtney	12
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NEWLY ENROLLED BIOLOGISTS IN TRAINING

Nathan Shaw	632	Allison Schein	678	Christine Gibson	690
Katrina Gousmett	668	Alexander Caldicott	679	Jillian Goulet	691
Ashley Watson	669	Cayla Naumann	680	Stefania Gorgopa	692
Jonathan Rife	670	Kori Archer	681	Garrett Kerr	693
Amy Leeming	671	Lilia Kotzeva	682	Jon Crysler	694
Paul Beddoes	672	Melissa Hairabedian	683	Stephanie Keightley	695
Eric Nijboer	673	Glenn Rudman	684	Michael Lavalee	696
Jamie MacGregor	674	Clayton Beier	686	John Cristiani	697
Derek Nickel	675	Jamie Norton	687	Zoey Slater	698
Matthew Gordon	676	Carly Stomsten	688		
James Meldrum	677	Christine Braun	689		

RETURNING (RE-INSTATED) BIOLOGISTS IN TRAINING

Marcus Boucher	291
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NEWLY ENROLLED TECHNOLOGIST TRAINEE

Melanie Hawes	14	Erin Fulcher	15	Christopher Hegele	16
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NEW STUDENT BIOLOGISTS

Alexandra Bland	123	Jonathan Delisle	125	Samantha James	127
Carson White	124	Megan Osmond-Jones	126		

NEWLY RETIRED MEMBERS

RPBio

Don Cadden	343
Thomas Pendray	265
Anne Parkinson	280
Ian McDougall.....	211

RBTech

Jenine Mylymok	22
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NEWLY ON LEAVE MEMBERS

RPBio

Brady Michael.....	993
Kate Haines	2336

BIT

Stacey Wilkerson.....	335
Tegan Arnett	548
Kathrine Scott	432
Cheryl Williston.....	414
Nicole Thomas.....	436

RESIGNED

Retired

Bengt Kangasniemi.....	322
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RPBio

Don Eastman	147
Eric Hemelin	1588
Al Hodaly.....	2117
Doug Jury.....	289
Shona Lawson	1955
Hilary Lindh.....	2020
Jasbir Mann	1644

BIT

Celina Gabriel	633
Jeremy Hogan	552

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.

Request for Expressions of Interest College of Applied Biology Executive Director Position

Closes 4:00p.m. (Pacific Daylight Time) on Friday, June 15, 2012

Announcement. The College of Applied Biology (“College”) is seeking a qualified, experienced, and dynamic individual to fill the position of Executive Director (ED). The College Council is therefore posting this call for Expressions of Interest (EOI) for this challenging and exciting position.

The Organization. The College, based in Victoria, BC, is mandated under the *College of Applied Biology Act* - a British Columbia statute - to govern the registration and professional conduct of its members to uphold and protect the public interest. The College regulates over 1,900 members working in Applied Biology in the province of British Columbia and other jurisdictions.

The Position. Reporting to the College President and Executive Committee and responsible to the College Council, the ED will be responsible for the effective and efficient management of the organization while carrying out duties in accordance with the Act, the Rules, policies, and budgets established and approved by the College Council. The successful candidate will direct research and policy development for the College, as well as providing leadership and support to staff and Council committees.

Qualifications. The ideal candidate will possess the following qualifications:

- Over 10 years of relevant experience, including senior management roles and responsibilities;
- Demonstrated knowledge of:
 - o natural resource professions, and a thorough understanding of applied biology and its place as a profession;
 - o policy development and implementation;
 - o administrative and procedural law and legislative structures;
 - o Board-level functioning and governance structures; and,
 - o media relations.
- Capability to engage in relationship-building with multiple organizations, government agencies and educational institutions;
- Demonstrated ability to build and maintain administrative/regulatory processes for professionals (e.g., audit, discipline, credentials);
- Experience in leadership and administration of not-for-profit, public interest, legislated self-regulated professional associations;
- Excellent verbal and written communication skills, the ability to represent the organization at senior levels and maintain contact with Council and membership at large;
- Staff and financial management skills and progressive experience working with, or managing, a professional or similar organization; and,
- Membership in a self-regulated professional body.

Interested individuals are invited to submit a Curriculum Vitae and cover letter detailing experience and proposed approach to edsearch@cab-bc.org no later than 4:00p.m. (Pacific Daylight Time) on Friday, June 15, 2012.

