

COLLEGE *of*
APPLIED BIOLOGY
BRITISH COLUMBIA

College Matters

Special Annual Reports Issue

Volume 3, Issue 2
April 2011



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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  Paul McElligott

Executive Vice President  Brian Churchill

Vice President/Credentials Committee Chair  Joyce Boon


Past President  Doug Steventon


Elected Councillors
   Brian Clark
 Vanessa Craig
 Jim Cuthbert
   Guy Gilron
 Chris Maundrell
 Warren Warttig

Lay Councillors   David J. L. Hughes
 Maureen McDermid


Executive Director  Linda Michaluk

Registrar  Linda Stordeur

Financial Officer  Kelly McLaughlin

Office Administrator  Simon Woo

Alternative Dispute Resolution  Basia Bukowski
 (MA Student)

Project Analyst  Jordan Samis
 (MA Student)

President's Report

Paul McElligott, RPBio



It has been my honour to serve on the Council of the College of Applied Biology for the last eight years, and to have served as President since 2008. While each of those years brought their own challenges and rewards, this past year has brought the greatest change, both in terms of our organization and the organizations with which we work. As biology professionals, we have long recognized that change is a constant, and that part of recognizing change is the need to engage in adaptive management. Generally that approach has application in environmental systems; this year, it applied to our administrative systems as well.

July of last year saw the realization of full separation of the College from the APB. Those of you who held membership in the APB back in 2002/3 will recall that a membership vote was held concerning transfer of the accumulated APB financial resources (by way of a GIC) to the College. This was done to ensure that the College had sufficient resources to meet the requirements of the College of Applied Biology Act. The College, in return, provided an annual grant to the APB to ensure that the APB had sufficient resources to meet its mandate. This financial arrangement was always intended to be short-term in nature, due to the Act's requirement that the two organizations be completely separate once a transition period had expired. When it became clear that the APB had reached the stage when it was ready to return to a self-sufficient status, the College reviewed the status of the original GIC transfer, and determined that the money remaining in that fund should be returned to the APB. Once those funds were provided in July of this year, the College ceased providing financial and staff support to the APB. On behalf of the Council and staff, I would like to take this opportunity to wish the APB well in charting its new direction and future initiatives.

The other change that many of us in the resource sector have been addressing over the past year is that of ministry re-organization. Just because the College is apolitical does not mean that what happens in Victoria is not of interest operationally to the College. Given that the province maintains a "professional reliance" approach to legislation, it is important that all provincial agencies are aware of and understand the role that the College and its members play in resource management in the province of BC. The College has taken steps this past year to promote our legislation with those provincial ministers and ministries involved in resource management and will continue to do so over the next year.

I welcomed the chance to meet with many of you during the "Road Show" presentations last month. These events took place in seven locations across the province and all resulted in good information exchange and discussion. We are planning to make this information available in a webinar later this year so stay tuned for more information.

This next year also promises to be a busy one for the College. Our project on Foreign Credentials Recognition is proceeding well, and Council has decided to undertake a Strategic Planning Session in May. Reports to the membership will be made on each of these important initiatives.

Finally, I direct your attention to the Council Chair reports contained in this Annual Report edition of College Matters. We are fortunate to have many individuals who volunteer their time, energy and expertise to assist the College in moving forward as it is through their leadership and your participation that we can continue to meet our legislative mandate.

Respectfully submitted,

Paul McElligott, RPBio
President

MINUTES OF THE COLLEGE OF APPLIED BIOLOGY
ANNUAL GENERAL MEETING HELD ON
THURSDAY, MAY 6th, 2010
AT COAST CAPRI HOTEL, KELOWNA, BC

The meeting was called to order at 7:40 am by President Paul McElligott, and a quorum was confirmed.

Paul welcomed Jon Lok, Ian Emery, Sharon Glover from ABCFP, Andrea Gunner from BCIA, and Gerry Hackell and Henri de Pennart from ASPB.

Paul welcomed the College volunteer committee members from the Credentials and the Discipline Committees who were able to attend, and acknowledged APB managing director Megan Hanacek.

Paul called for a minute of silence to remember 3 College members who had passed away since the last AGM.

- Colleen Jones, RPBio 1287;
- Fraser Russell, RPBio (Ret) 142;
- Honorary Member Ian McTaggart-Cowan

AGENDA

MOTION: Moved by Chris Maundrell; Seconded by Dave Polster to adopt the agenda.

Carried

MINUTES OF THE 2009 ANNUAL GENERAL MEETING

MOTION: Moved by Mel Kotyk; Seconded by Jim Cuthbert to adopt the Meeting Minutes of May 7th, 2009.

Carried

Paul spoke to the membership about the new format for the Annual General Meeting and the highlights of the year taken from the reports as presented in the Annual Report Issue of College Matters.

MOTION: Moved by Chris Maundrell; Seconded by Maureen Ketcheson to receive the Annual Reports.

Carried

MOTION: Moved by Brian Churchill; Seconded by Chris Maundrell to accept the Audited statements.

Carried

MOTION: Moved by Brian Churchill; Seconded by Rick Crozier to appoint CF Loveless, CA as Auditor for 2010.

Carried

Paul presented former presidents Mel Kotyk and Doug Steventon, and former Lay Councillor Gene Leduc with Certificates recognizing their service to the College.

MOTION: Moved by Dave Polster to adjourn.

The meeting adjourned at 8:10 am

Executive Director Report Linda Michaluk, RPBio



This past year has been a satisfying, if busy one for College staff. One of the main achievements realized in 2010 was the separation of the College and the APB. Although the two organizations have both worked diligently since 2002 to meet the

intent of the College legislation and adhere to the mandates set out in that legislation, the optics around the two organizations sharing staff and office space were becoming problematic. Indeed, not only were members of the public confused as to the state of the two organizations, our respective memberships, associated professions and even some government agencies were often perplexed as well. Now that full separation has occurred the staff and governing bodies of the two organizations are able to devote the time and resources required to meet their particular mandates and roles. Because of the efforts applied by both organizations, the actual separation was relatively seamless, and operations suffered little upset. A good working relationship is in place between the staff and governing bodies of both organizations.

For the College this has meant being able to finish some tasks that have been outstanding for some time, and to start work on some long anticipated activities. For example: discipline related policy and guidance documents were finalized and a housekeeping review of the Rules was completed; new activities were identified and initiated by the Financial Task Force Committee; and, a new Committee – Ethics – has been formed to examine the Code of Ethics. The Audit Committee is now in full operation, and work is starting on the development of the Practice Review process.

In terms of office operations, our staff compliment has remained stable with no changes in permanent staff – the office and organization continue to be well served by Kelly McLaughlin in finance, Simon Woo in office administration, and Linda Stordeur as Registrar. The addition of 2 co-op students in Public Administration has allowed the College to tackle two timely projects: Basia Bukowski is developing additional dispute resolution mechanisms for the College; and Jordan Samis is investigating foreign credentials recognition for the College. The work undertaken on these projects is demonstrating that the College truly is in a leadership position in these areas. The College has also been active on the home front working with provincial government agencies to ensure that the College is involved with other regulatory bodies when professional reliance and accountability issues are addressed.

The College is also continuing to work with groups in other provinces and abroad. Staff have continued to work with the Alberta Society of Professional Biologists and have been in discussion with practicing biologists in Saskatchewan and Manitoba who are looking at the possibility of establishing professional biology bodies in those provinces. As well, a working relationship with the Society of Biology and the European Countries Biologists Association is in place thanks to the work taking place in the foreign credentials project. These linkages are more important than ever as professional reliance models seem to be finding favour in various jurisdictions across Canada and in Europe, and as Canadian practitioners are afforded opportunities to live and work worldwide.

In closing, I am pleased to note that public recognition of and membership in the College continues to be strong and, in fact, increasing. I believe that these areas will continue to grow as practitioners, employers and public see the value of retaining the services of members of the College of Applied Biology.

Respectfully submitted,

Linda Michaluk, RPBio
Executive Director

Lay Councillor's Report David Hughes



Lay members of the Council, Maureen McDermid and David Hughes, are now completing their third year.

We participate fully in the business of the Council as well as the Audit, Communications, Ethics and Finance committees and appreciate the consideration given to our opinions and suggestions. This gives us a good perspective on the workings and effectiveness of the governance of the profession.

The last year realized the full separation of the College and the APB. This move benefits both organizations and increases public confidence that the profession is managed with the public good as a primary consideration. This in turn is good for all the approximately 2000 professionals practicing in BC.

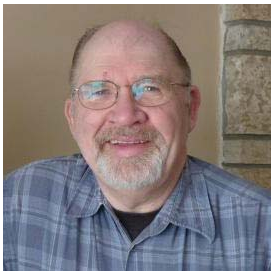
Our observation is that the elected Council members take their duties seriously, perform them competently, and the Council is an effective body.

One interesting comment by a new member is that prior to joining, the member was unaware of what the Council did and now appreciates its value - both personally and professionally. We believe that it is important that there be a continual flow of candidates for Council positions which reflect the wide diversity of practitioners in this field of such importance to the modern world and encourage all College members to consider contributing their time and talents to the College

Respectfully submitted,

David Hughes
Lay Councillor

Treasurer/Secretary Report Brian Churchill, RPBio



This report addresses the eighth fully functioning year of the College, 2010.

Secretary

There were 5 Council meetings held last year scheduled

approximately bi-monthly in Richmond. Minutes of all meetings are available at the College office, current meeting minutes are available online at: <http://cab-bc.org/college-council-minutes> and summaries of all meetings published in *College Matters*. Registrar Linda Stordeur has been

kept extremely busy as our membership keeps growing, her diligence and the contribution of the volunteer members of the Credentials Committee are greatly appreciated. Simon Woo and Kelly McLaughlin, deserve our thanks for keeping us functioning flawlessly for the past year in preparing meeting agendas, materials and our financial transactions and reports.

A special "thank you" to the Executive Director, Linda Michaluk who almost makes the excellent overall management of the College operations in a professional manner look easy. Her foresight and diligence allows the Treasurer, and all the Council, to focus on strategic issues.

Treasurer/Secretary Report continued

Audit

The recently completed audit of College finances indicate the College has been documenting receipts and expenditures in accordance with accepted accounting practice. The 2010 audit has been prepared by C.F. Loveless, CA who has a good understanding of the College and our circumstances. I recommend that C. F. Loveless, CA be appointed Auditor for the 2011 fiscal year.

Finances

The main financial news for 2010 was a balanced budget and meeting the commitment made to the members of increasing the legal fund. This past year saw a contribution made to this fund, and the 2011 budget anticipates further contributions. With a sound financial picture, the financial task force, Brian Churchill, Chris Maundrell, Vanessa Craig, David Hughes and Linda Michaluk (ex officio), have been working to identify and meet the needs for staffing, administration and organizational strategic planning to ensure we are in a position to meet the demands of our maturing profession.

We continue to share office space with the BC Institute of Agrologists. The arrangement includes sharing of both premises and staff and is mutually beneficial. With a new executive director in the BCIA, the arrangement has been continued by mutual agreement.

As indicated in my report of last year, our staff and Council continue to work with other associations, provincial legislative and policy initiatives, provincial job classification committees and the large number of other operational activities required to function as a stand-alone, self-regulating body.

In 2004 we set an objective for the legal fund to grow to \$350,000 to meet the potential risk of significant legal costs resulting from managing the process of a major discipline case or other legal entanglement. As indicated earlier in this report, we are well on the way to meeting that commitment. One note of caution: the original objective of \$350,000 was set several years ago. Over the next couple of years, the Council will examine the ongoing discipline related and other legal costs to evaluate if this objective remains appropriate or if it should be revised as we go forward with a larger membership.

The College Council will continue its efforts to ensure we remain efficient in operations and financially healthy as we meet our regulatory obligations. We know there will be future financial challenges as our profession achieves more recognition and the College is requested to provide more support to government and the public. While I feel that our dues are adequate to meet these challenges for some years, the Financial Task Force reviews our operations with an eye to prioritizing demands and preparing a financial plan to ensure ongoing progress within our financial means. Please feel free to provide suggestions via email (cab@cab-bc.org) to the office for forwarding to us.

Respectfully submitted,

Brian Churchill, RPBio
Treasurer/Secretary

Registrar Report

Linda Stordeur, RPBio



Membership growth continues to remain strong as illustrated in the table below. While egress is inevitable, the number of new and returning members continues to exceed those who have withdrawn. Specific membership information is presented at the end of this report.

One of the changes in membership that we have observed this year is the number of B.I.T.s who applied for upgrade to Professional Biologist status. Approximately 25% of the applications for Professional Biologist status were from current biologist in training members.

I would like to acknowledge Simon Woo (office assistant), Joyce Boon (Chair, Credentials Committee), Chris Johnson (Vice-Chair, Credentials Committee), and the Credentials Committee members for their commitment to the very busy and detailed task of processing and evaluating the applications.

Respectfully submitted,

Linda Stordeur, RPBio
Registrar

Membership Numbers

Membership Totals ¹		2006	2007	2008	2009	2010
Registered Members	R.P.Bio.	1282	1305	1355	1418	1434
	R.P.Bio. (Ret.)	63	75	81	85	85
	R.B.Tech.				15	29
Enrolled Members	B.I.T.	208	261	301	293	273
	Trainee (R.B.Tech.)				3	3
	St.	22	30	31	28	30
Honorary Member		1	1	1	1	0
Leave of Absence		38	38	38	50	52
Total Membership²		1614	1709	1807	1893	1906

¹ The numbers shown are as of December 31st of each year

² The totals include those On Leave as they still appear in the Register

Registrar Report continued

Membership Demographics by Employment Sector

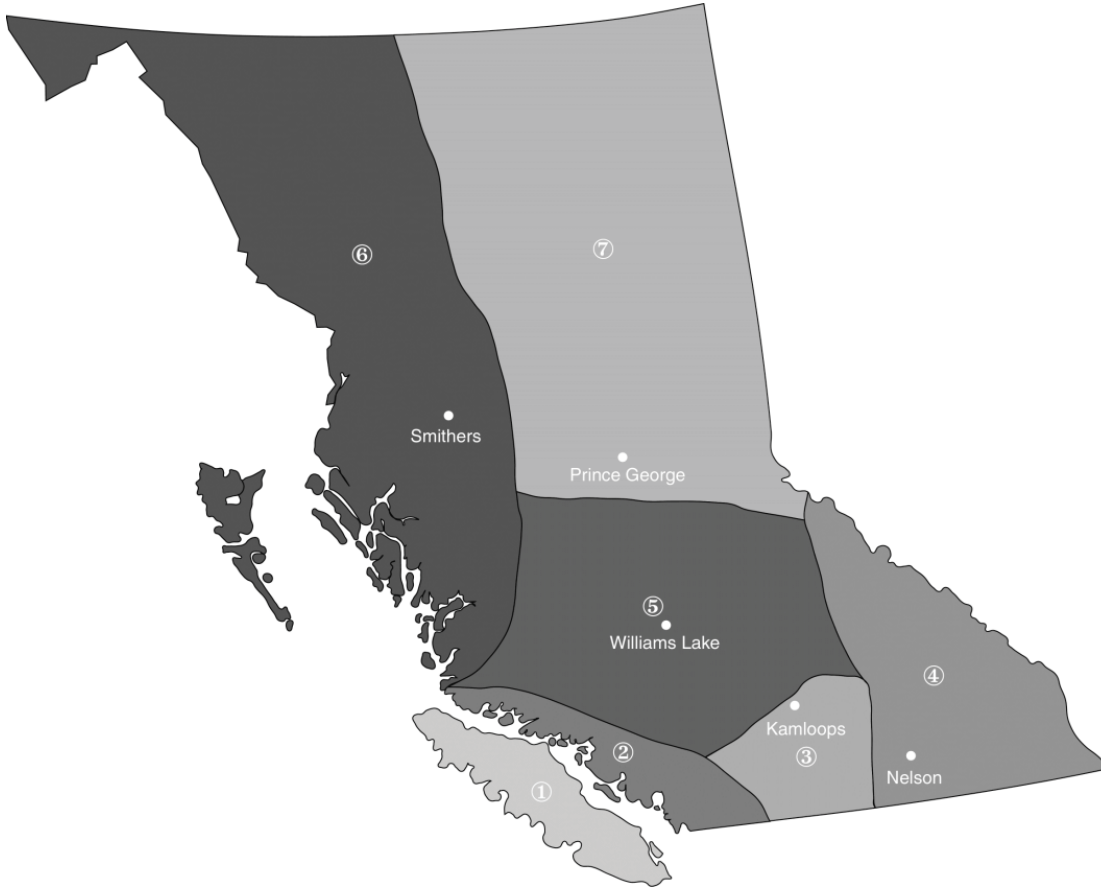
Employment Sector		Percent of Membership
Education		3.3
First Nations		0.8
Government	Federal	4.2
	Municipal	2.5
	Provincial	16.1
Not for Profit		2.1
Private Sector		46
Self-Employed		18
Unknown/Retired		7

Membership Demographics by Provincial Distribution

Location ³	Percent of Membership
Vancouver Island	24
South Coast	35.4
Okanagan	9.4
Kootenay	7.4
Cariboo	2.7
Prince Rupert	4.4
Prince George/Peace River	8.8
Out of Province	7.4
Out of Country	0.5

3. Locations are as set out in the map on the next page

Registrar Report continued



- ① Vancouver Island
- ② South Coast
- ③ Okanagan
- ④ Kootenay
- ⑤ Cariboo
- ⑥ Prince Rupert
- ⑦ Prince George/Peace River

Credentials Committee Report Joyce Boon, RPBio (Ret)



This will be my last report as Chair of the Credentials Committee. Dr. Chris Johnson, the present Vice-Chair and a faculty member at UNBC, will take over as the Chair of the Committee after the AGM.

It has been an honor and a pleasure to work with Linda Stordeur and the other members of the committee. I feel that we have accomplished a lot over the last few years in terms of standardizing the academic evaluations and the evaluation of the reports. I appreciate the investment of time and interest, and the professionalism of all of our committee members. I would also like to thank Simon Woo for his role in organizing applications and following up with applicants to ensure file completeness prior to information being sent to the committee.

I think it especially important to acknowledge the hard work and diligence of Linda Stordeur. So much of the work of the Credentials Committee occurs behind the scene as she organizes the material from applicants, checks for completeness of files – and follows up with applicants when things are missing. She is also the one who has to take the calls from irate applicants when they are turned down. She also consolidates the reviews from committee members and helps to make suggestions for unsuccessful applicants as to how they can meet the requirements of CAB.

We are welcoming a new member to the committee, Sandra Meidinger from Summit Environmental in the Okanagan, and hope

she will enjoy the experience of being on the committee. She will have good mentoring from Brent Phillips, Gerry Naito and I to get her started.

The Credentials Committee reviewed 132 applications last year. The review process is becoming more complicated to undertake as we are receiving an increasing number of applications from people who have not necessarily followed a traditional university degree route in their career and whose report writing experience is often piecemeal. It is important that RPBios who act as mentors for Biologists in Training ensure that these people get the opportunity to write the reports that will meet the requirements for membership.

In addition to traditional file review activities, the Committee met in Vancouver to review committee procedures, to discuss common problems with files, to discuss the evaluation of reports and to give our new member an opportunity to meet with other committee members and discuss the evaluation procedures.

Thank you to all members of the Credentials Committee for your diligence and hard work in the review process.

Members of the 2010/11 Committee include: Joyce Boon (Chair), Chris Johnson (Vice Chair), Rob D'Eon, Guy Gilron, Lee Harding, Pierre Johnstone, Gerry Naito, Brent Phillips, Roy Rea, and Liz Stanlake.

Respectfully submitted,

Joyce Boon, RPBio [ret]
Chair, Credentials Committee

Audit Committee Report

Warren Warttig, RPBio



The establishment of self-governing status results in an obligation for a profession to govern members in accordance with the law and the standards set by the profession itself. When professional regulatory

organizations fail to hold members to account in a transparent manner, public can lose confidence in the profession and the associated professionals. To that end, the College is not only authorized by statute, but required to set in place a variety of proactive and reactive accountability processes that ensure the public interest in the practice of applied biology is met. The Audit Program falls into the proactive category (i.e. not complaint driven) as participation is determined by way of a random selection of practicing members.

The Audit Program, which has been developed over the past three years, was implemented early last spring where the names of ten randomly drawn members were selected and nine audits were conducted (one member was excused due to personal circumstances to the next audit round). By way of summary: for the audits conducted in 2010, all members were deemed to have met the audit requirements. A full report on the 2010 audits was published in *College Matters* – Volume 2, Issue 3: <http://cab-bc.org/files/CollegeMatters2-3.pdf>

In late winter 2010, ten more members were selected at random for audit (audits completed in spring, 2011) and an additional 10 audits are planned for this summer bringing a total of 20 audits in 2011 (or roughly 1% of our membership). One percent of membership audit annually was the initial target of the Audit Committee.

As stated above, an Audit is a proactive process developed on a quality assurance model that is structured not only to address the public's

interest but to also provide an educative element for members. The program is configured to both inform members where there may be a process-related practice problem, and to provide opportunities to assist the member to understand the issues so as to ensure that they do not arise again. Members of the Audit Committee have all undergone practice audits, and are acting as the Auditors for the first round of formal audits. This will ensure that the committee has firsthand knowledge of the challenges faced both by the auditors and by the subject members so that they can review and recommend program revisions to Council as required.

Information on the audit process is posted to the web site at: <http://www.cab-bc.org/files/Schedule%206.pdf>

The site includes links to the audit forms to enable members to undergo an informal self-assessment and become familiar with the process and practice related requirements. This will not only assist those members who are selected by random draw to undergo an audit, but will assist all members in meeting their professional practice elements.

On an interesting side note: the process that has been set in place in the Audit Rule has attracted the attention of organizations across Canada and in Europe. It will be interesting to track how processes that we have developed are modified and used by others.

I would like to thank the committee members for their continued support: Wayne Wall, Mark d'Entrement, Ian Robertson, Mike Whelen, Rob Thomson, Brian Clark, and Maureen McDermid. I would also like to welcome Guy Gilron as a new member of the Audit Committee.

Respectfully submitted,

Warren Warttig, RPBio
Chair, Audit Committee

Communications Committee Report Maureen McDermid



For the past year the work of the Communications Committee has largely centered on refining the tools already in place for communicating with members, government and the public. *College Matters*, our print magazine, is in its second year of publication and has been well received. Council made the decision early in the year to organize each volume around a theme intended to inform and advise members of issues related to the functions of the College as well as to feature regular items of interest such as the Discipline Digest and a listing of new members and those who have left the College. This publication is also used to inform members of statutory issues such as call for elections, reminders about dues owed, notice of meetings and reports on the work of Council. This year's themes have informed members about the Audit Process, members who serve on College Committees and the work they do and the Rules and Policies that govern the discipline process.

Over this past year, Council has continued to debate the advisability of paper or electronic format. At the January meeting of Council, the decision to encourage members to switch to the electronic version while continuing to provide this publication free of charge as a paper copy mailed to members was made for the coming year. Council believes the publication to be an important tool to assist membership in being informed and as such, it is imperative that all have access to it. We will continue to investigate the advisability of moving towards an exclusively electronic publication in the future.

College Notice and the website continue to be well used by members and the website is continually updated to provide members timely access to general information, the ability to pay dues on-line, to access forms to make application, for nominations, and for the audit process. The Member's Log-in section is searchable for contact information for those members who have agreed to make such information available.

Aside from communication through publications, the College took its first 'College only' road show on the road in February and March of this year. Feedback from the last joint APB/CAB road show was very positive so in response, our President, Paul McElligott and members of Council from the regions where the road show were held met with members, presented timely information about the College, asked and answered questions from the membership to generate information that will guide Council in the coming year. We are looking forward to hearing further from you about your College.

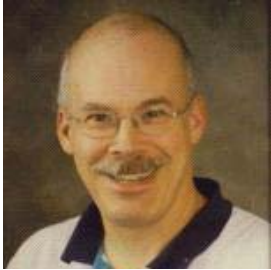
Communications Committee members Paul McElligott, Jim Cuthbert and Maureen McDermid continue to receive outstanding support from staff in responding to Council's wishes concerning communication with members. We thank them for their time and expertise.

Communication is a two-way street and we are only as good as you make us so please, be in touch, let us know your issues and make suggestions about how we can better serve you, the applied biology professionals of British Columbia.

Respectfully submitted,

Maureen McDermid
Chair, Communications Committee

Nominations Committee Report Doug Steventon, RPBio



All positions received at least one nomination. At the close of nominations for the 2011 Council election, the status was:

There being only one nomination for the position of Vice-President, the nominee was declared elected by acclamation. The Councillor positions went to ballot.

Linda Michaluk (Executive Director) served as Returning Officer for the election.

Respectfully submitted,

Doug Steventon, RPBio
Chair, Nominations Committee

<u>Position</u>	<u>Term</u>	<u>Nomination</u>
1 Vice President	2 year	Guy Gilron
2 Councillors at Large	2 year	Gary Alexander Megan D'Arcy Nathan Gregory Ross Murray
1 Regional Councillor	2 year	Vanessa Craig Seán Sharpe

Ethics Committee Report Vanessa Craig, RPBio



In 2009, Josh Krussell, a Co-op student with the CAB, recommended the inclusion of a new provision in the Code of Ethics. At the November 2010 Council meeting, Council formed an

we formed a committee composed of: Vanessa Craig (Chair), David Hughes, Wayne Wall, Laura Darling, and Geoff Wickstrom. To benefit from the significant number of highly qualified individuals who responded to our request, we also formed an ethics review group; we will solicit their feedback/review at various stages during the process. Currently the committee is in the process of reviewing the Code of Ethics, and is developing a timeline for the review.

Ethics Committee to assess whether the current Code of Ethics should be updated with the recommended provision, and to conduct a broader review and revision of the Code.

I thank all the members who volunteered to be on the Ethics Committee, and Linda Michaluk and Linda Stordeur for their support.

In January 2011 the CAB sent out a request for volunteers to serve on the committee; we were fortunate to receive responses from 25 interested members. From Council and interested members

Respectfully submitted,

Vanessa Craig, RPBio
Chair, Ethics Committee

Discipline Committee Report Mel Kotyk, RPBio



This term (May 5, 2010, to the writing of this report) was an interesting one for the Committee.

This year, four new complaints were considered by the Committee, three of which have been dismissed while one is ongoing. Of the four complaints, 3 alleged professional misconduct related to activities under the Riparian Areas Regulation (2 regarding process issues and 1 a difference of professional opinion), and one alleged conduct unbecoming a practising member (infraction under provincial regulation). Information on the complaints can be found on the College web site in accordance with College policy.

This year the Committee undertook a review of Rule 15, and several related policy and guidance issues. The policies and guidance documents developed as a result of this review, as well as the rule changes adopted by Council, were reported in College Matters Volume 3 Issue 1 which is posted to the College web site at: <http://cab-bc.org/files/CollegeMatters3-1.pdf>

The Rule, as well as individual policies and guidance documents can be found at: <http://cab-bc.org/act-and-rules>. All members are encouraged to review this material.

I have been fortunate to work with a dedicated and experienced committee composed of College members and others, including: George Bryce, LLB, Bob Gerath, PGeo, Rick Page, RPBio, and Iain Taylor, RPBio. This committee has been in place for some time, and while we can expect to see some changes in committee membership in the next while, the practices established by the committee will stand the College in good stead.

I would like to thank the members of the committee and staff, Linda Stordeur, RPBio, and Linda Michaluk, RPBio, for their assistance.

Respectfully submitted,

Mel Kotyk, RPBio
Chair, Discipline Committee

Summary of Complaints submitted to the College of Applied Biology

Complaint Statistics	2003	2004	2005	2006	2007	2008	2009	2010
Breach of Act and/or Ethics	3	2	7	2	0	3	3	4
<i>Complaints Resolved</i>								
Conditional Admission	2	2	1					
Discipline Hearing							1	
Review on Record								
<i>Complaints in Process</i>								1
<i>Complaints Rejected/Dismissed</i>	1		6	2		2		3

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

End of the Annual Report Section

Council, Volunteers and Staff 10-11

College Council

President

Paul McElligott

Executive Vice-President

Brian Churchill

Vice President

Joyce Boon

Past President

Douglas Steventon

Lay Councillors

David J. L. Hughes

Maureen McDermid

Regional Councillors

Vanessa Craig

Chris Maundrell

Warren Warttig

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Guy Gilron

Staff

Executive Director

Linda Michaluk

Registrar

Linda Stordeur

Financial Officer

Kelly McLaughlin

Administrator

Simon Woo

Alternative Dispute Resolution

Basia Bukowski

(MA Student)

Project Analyst

Jordan Samis

(MA Student)

Committees

Audit Committee

Warren Warttig – Chair

Brian Clark

Mark d'Entrement

Guy Gilron

Maureen McDermid

Ian Robertson

Rob Thomson

Wayne Wall

Mike Whelen

Committee Structure and Mandate

Paul McElligott – Chair

Maureen McDermid

Communications Committee

Maureen McDermid – Chair

Paul McElligott

Jim Cuthbert

Credentials Committee

Joyce Boon – Chair

Chris Johnson – Vice Chair

Rob D'Eon

Guy Gilron

Lee Harding

Pierre Johnstone

Gerry Naito

Brent Phillips

Roy Rea

Liz Stanlake

Discipline Committee

Mel Kotyk – Chair

George Bryce

Bob Gerath

Iain Taylor

Rick Page

Ethics Committee

Vanessa Craig - Chair

David Hughes

Wayne Wall

Laura Darling

Geoff Wickstrom

Finance Committee

Brian Churchill – Chair

Vanessa Craig

David Hughes

Chris Maundrell

Paul McElligott (ex officio member)

Linda Michaluk (ex officio member)

Nominations Committee

Doug Steventon – Chair

Professional Liaison Committee

Paul McElligott – Chair

Chris Maundrell

Doug Steventon

Rob Thomson

Membership Update

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

NEWLY REGISTERED PROFESSIONAL BIOLOGISTS

Lilly Cesh 2240	Nicole Tennant 2244	Leanna Warman 2248
Miranda Schulz 2241	Adam J. Radlowski 2245	Ashley Ahrens 2249
Sean Faulkner 2242	Donald Wardwell 2246	Christy Juteau 2250
Anna McIndoe 2243	Anick Fournier 2247	

RETURNING (RE-INSTATED) REGISTERED PROFESSIONAL BIOLOGISTS

Andrew Harwood 1652	Danita Schmidt 1162	Dennis Hamilton 455
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NEWLY REGISTERED BIOLOGY TECHNOLOGISTS

Basil Redmond 30	Jacob Blanchard 31
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RETURNING (RE-INSTATED) BIOLOGISTS IN TRAINING

Katharine Frye 357

NEW STUDENT BIOLOGISTS

Clayton Lamb 105

NEWLY RETIRED MEMBERS

Richard Girard 129	Billie O'Brien 1177	Glendon Porter 549
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NEWLY ON LEAVE MEMBERS

RPBio

Tasha Casper2179
Aminul Islam 1938

RESIGNED

Retired

Jim E. Bryan 22

RPBio

Ray Demarchi 114
Wayne Hallstrom1820
Carol Hartwig1286
Kenneth Kranrod 940
Karl Kroeker1431
Brian Leaf1190
James McQuibban1169
Elizabeth Murphy1759
David Trotter 721
Valerie Veenstra2096

BIT

Susan Covert 455



Membership Summary (since the 2010 AGM)

REGISTERED PROFESSIONAL BIOLOGISTS

Conor McKenna	2180	Jennifer Mundy	2204	Erika Renecker	2228
Jauna Anstett	2181	Calum Bonnington	2205	Geoffrey E. Smart	2229
Philip DeWitt	2182	Gregory Ferguson	2206	Timothy Antill	2230
Leanna Davies	2183	Geoffrey Krause	2207	Maxwell R. Price	2231
Scott R. Wagner	2184	Gayle Hesse	2208	Jillian A. Tamblyn	2233
Sandra J. Meidinger	2185	Allan Carson	2209	Joanna Preston	2234
Christian Brazeau	2186	Anuradha Rao	2210	Stephanie Louie	2235
Stephanie L. Hazlitt	2187	Marnie Graf	2211	Jason Ladell	2236
Mark P. Vancook	2188	Jennifer Psyllakis	2212	Lyndsey Johnson	2237
Shawn R. Seguin	2189	Lindsay Mickelson	2213	Nicole Obee	2238
Ann M. Matteson	2190	Deborah Epps	2214	Jaroslav Szczot	2239
Tanya Seebacher	2191	Thomas Willms	2215	Lilly Cesh	2240
Neil A. MacLeod	2192	Michael G. Rankin	2216	Miranda Schulz	2241
Richard W. Klafki	2193	Daniel Lirette	2217	Sean Faulkner	2242
Pascale Gibeau	2194	John Lavery	2218	Anna McIndoe	2243
David Stirling	2195	Philippe Rouget	2219	Nicole Tennant	2244
Ian Emerson	2196	Brian Calder	2220	Adam J. Radlowski	2245
Marc-Andre Beaucher	2197	Lisa Tedesco	2221	Donald Wardwell	2246
Leon S. Gaber	2198	Christopher Pasztor	2222	Anick Fournier	2247
Robyn E. Worcester	2199	Monica Pearson	2223	Leanna Warman	2248
Patricia Swan	2200	Gabriele Matscha	2224	Ashley Ahrens	2249
Conrad D. Thiessen	2201	Peter Troffe	2225	Christy Juteau	2250
Francini Martins	2202	Kim Poupard	2226		
Christine Becker	2203	Joanne Campbell	2227		

RETURNING (RE-INSTATED) REGISTERED PROFESSIONAL BIOLOGISTS

Dennis Hamilton	455	Kelly Deirde	1339	Cheryl Smyth	1752
Danita Schmidt	1162	Jenifer Penny	1342		
Karyn Sutherland	1241	Andrew Harwood	1652		

REGISTERED BIOLOGY TECHNOLOGISTS

Lindsay A. Luke	18	Ryan Price	23	Kenneth Sehn	28
Enrico Barbon	19	Randy Wright	24	Darryl Rigets	29
Todd W. Cashin	20	Greg Gibson	25	Basil Redmond	30
Kevin Heidt	21	Codey Latimer	26	Jacob Blanchard	31
Jenine L. Mylymok	22	Michaela Burke	27		

ENROLLED BIOLOGISTS IN TRAINING

Helene Boulanger	578	Ian Redan	593	Erin Sanford	608
Gabriel Aguirre	579	Leanne Starke	594	Samuel Albers	609
Stephanie Captein (Genge)	580	Michael Silvergier	595	Heidi Schindler	610
Meghan O'Neill	581	Tristan Wolfsohn	596	Colleen Ross	611
Travis Nielson	582	Darcy Schiller	597	Nicholas D. Fengler	612
Matthew J. Freeman	583	Kelly Konrad	598	Danielle Lefebvre	613
Zoe R. Neish	584	Adrian MacKay	599	Neale Postma	614
Barb Houston	585	Carmen Marshall	600	Brian Bruzzese	615
Carey B. Holmes	586	Alexandra Francis	601	Ivan Rossman	616
Patrick E. O'Brien	587	Lindsay Towns	602	Erika Grebeldinger	617
Charlotte Whitney	588	Vicky Young	603		
Jonquil Crosby	589	Victoria Prigmore	604		
Nicholas Gautreau	590	Melissa Rutherford	605		
Katelyn Zottenberg	591	Miriam Isaac-Renton	606		
Benjamin D. Snow	592	Victoria Smith	607		

RETURNING (RE-INSTATED) BIOLOGISTS IN TRAINING

Jason Beukens	246	Katharine Frye	357	Colin Park	494
Stacey Wilkerson	335	David Clegg	439		

ENROLLED TECHNOLOGIST TRAINEE

Kathleen Churcher	5
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STUDENT BIOLOGISTS

Julianne Wiley	96	Christine Lester	100	John Arnett	104
Olive Ojala	97	Mary Toews	101	Clayton Lamb	105
Sarah Kennedy	98	Kristy Todd	102		
Jasmin Dobson	99	Maureen Huggard	103		

MEMBERS WHO HAVE CHANGED STATUS (RETIRED, TEMPORARY WITHDRAWAL, ETC. IN 2010/11)

RETIRED MEMBERS

Pia Archibald	164	Shawn Hay	1436	Glendon Porter	549
Gordon Berezay	911	Bengt Kangasniemi	322	Patrick Slaney	1452
Joyce Boon	302	Jack Leggett	1549	Fred Williamson	1211
Thomas Cleugh	1041	Brent Lister	411	David Wilson	1582
Janice Doane	869	Wayne Matkoski	1116		
Brian Fuhr	245	Ross Neuman	94		
Richard Girard	129	Billie O'Brien	1177		

ON LEAVE MEMBERS

RPBio

Danika Affleck	1894
Charles Armstrong	611
Eva-Marie Boehringer	1830
Natalia Brown	2148
Tasha Casper	2179
Aminul Islam	1938
Tricia Kerr	1871
Anam Khondaker	1463

Jonathan Mullan	1626
Alison Neufeld	2232
Melanie Ptashynski	1546
Jennifer Puhallo	2056
Joelle Scheck	1204
Chad Unser	1440
Rena Vandenbos	1127
Howie Wright	1503

RBTech

Kourtney Bradley	12
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BIT

Jennifer Evans	452
Hamid Javed	492
Sonya Powell	524
Tristan Siemens	392

RESIGNED

Retired

Dennis Ableson	103
Ronald Alexander	1050
Don Benn	17
Jim E. Bryan	22
John Harris	1220
Stanley Hirst	15
Sandy MacDonald	132
Dawn Remington	450
Robert Wilson	1217

RPBio

Brenda Andres	1848
Nick Baccante	1103
Murthy Bulusu	1737
Maureen De Haan	498
Ray Demarchi	114
Wayne Hallstrom	1820
Carol Hartwig	1286
Stefan Himmer	1475
Kenneth Kranrod	940
Karl Kroeker	1431
Charlotte Kurta	793
Alan Laidlaw	1604
Brian Leaf	1190
Staffan Lindgren	170

Charles Low	161
Al Mattes	1992
James McQuibban	1169
Leslie Molnar	1637
Elizabeth Murphy	1759
Carmen Oleskevich	1368
Aswea Porter	1907
Don Robinson	1380
Stephen Samis	369
Michael Shepard	1480
Brian Slough	1353
Colin Spence	254
Christopher Spytz	1192
Kelly Squires	1662
David Trotter	721
Valerie Veenstra	2096
Don Watmough	1721
David Westworth	1102
Mac Willing	630

BIT

Solveig Adair	282
Susan Covert	455
Mary DeLury	208
Ryan Edwards	45
Jennifer Frumento	419
Karen Hogg	66
Theresa Peters	294
Nancy-Anne Rose	189
Robert St. Jean	323
Carmen Tattersfield	453
Elizabeth Van Gool	337
Angela White	156

Students

Catherine Buschhaus	85
Teresa Zagar	22

On Leave (RPBio)

Christine Cheng	695
Jeanne Illingworth	1232
Kelly Squires	1662

REMOVED (in July 2010)

Former Retired members

Peter Caverhill 346
 Melvin Maxnuk 222

Former RPBios

Jon Bisset 1292
 Daniel Bouillon 1930
 Tyler Elm 790
 Gordon Ennis 351
 Troy Kimoto 1313
 Ruth Lloyd 1653
 Kris McCleary 997
 John McCulloch 2025
 Rowena Rae 1981
 Salman Rasheed 1009
 Derek Smith 1753
 Joanna Smith 942
 Shannon Stotyn 1996
 Mark Wittenberg 964
 Gordon Wolfe 658
 Mark Zacharias 1375

Former On Leave (RPBio)

Catrina Gordon 727

Former BITs

Alan Baxter 9
 Serena Caunce 272
 John Cristiani 551
 Patrick Craig 343
 Deanna Danskin 281
 George Duffy 43
 Cara Elliott 523
 Justin Galea 509
 Terri Lynn Hooft 312
 Matthew Klingenberg 397
 Sunny LeBourdais 360
 Breanne Manson 474
 Wynona Marleau 462
 Alyson McHugh 537
 Patrick McMechan 382
 Leonard Seefried 142
 Zachary Semeniuk 487
 Krista Sittler 501
 Kathleen White 488
 Sandi Wohlers 460

Former On Leave (BIT)

Melissa Oakes 269

Former Tech trainees

Bobby Moniz 2

Former Students

Emily Ackroyd 73
 Meghan Anderson 70
 Ana Chamgoulova 78
 Casandra Chronik 47
 Courtney Dean 63
 Tiffany Foster 71
 Gareth Hopkins 53
 Katelyn Loukes 67
 Christine Macdonald 39
 Emily Muller 64
 Kim Niddery 79
 Lindsay Nielsen 75

Condolences

The College extends its condolences to the families of the following members who passed away in 2010-2011:

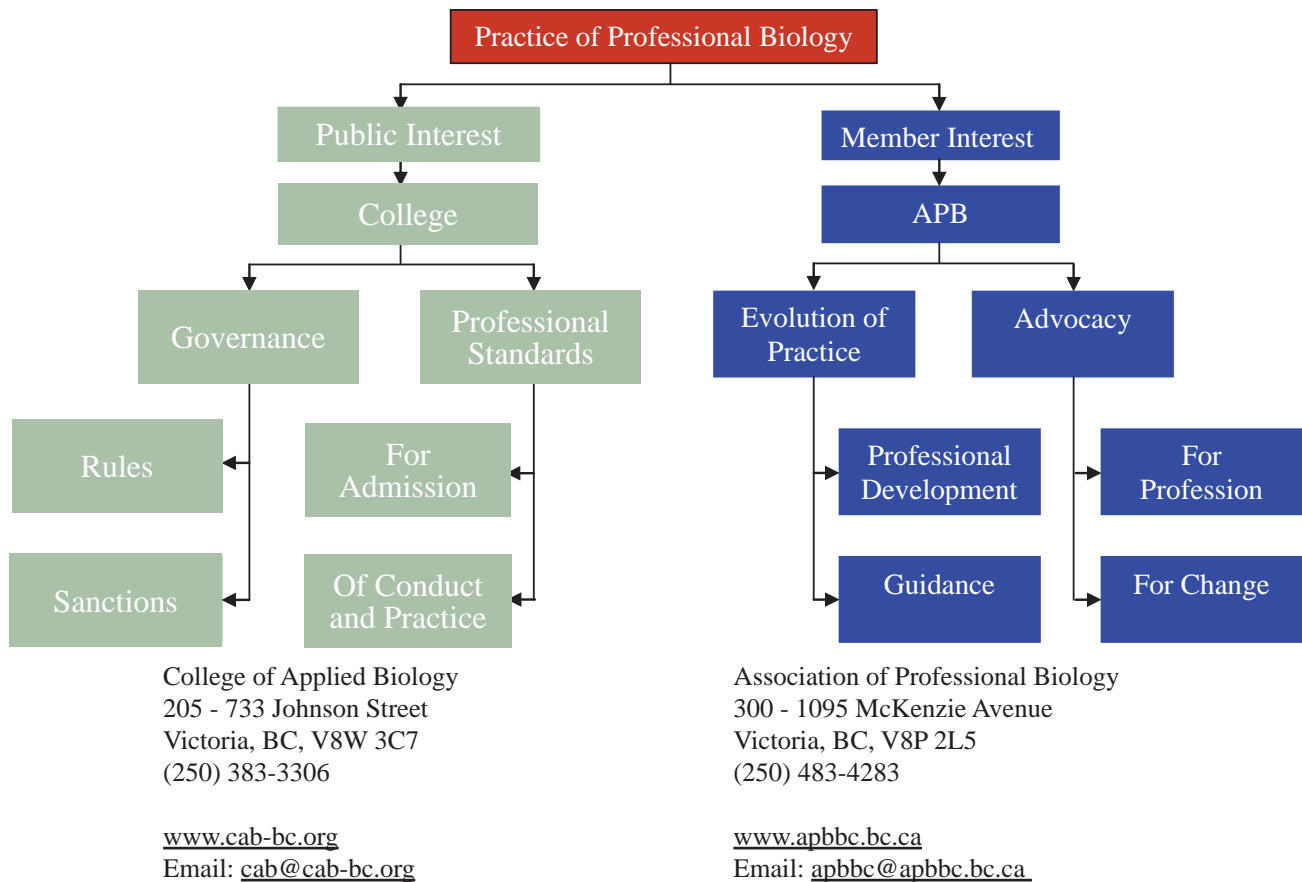
Richard (Dick) Henry Heath, RPBio
 Randall (Randy) Gregory Sulyma, RPBio

Annual General Meeting 2011

The 2011 College of Applied Biology AGM will be held in Nanaimo at the **Vancouver Island Conference Centre**, 101 Gordon Street, Nanaimo, BC on May 5th, in conjunction with the Annual Applied Biology Conference. The AGM will be a breakfast meeting sponsored by the College and will start at 7:30 a.m.

Although there is no cost to attend, we require members to register so we have an estimate to provide the caterers and to ensure there are sufficient AGM booklets.

To register for the College AGM please go to <http://www.cab-bc.org/content/2011-agm-registration> or contact Simon by phone at 250-383-3306 or by email at officeadmin@cab-bc.org. For those registering online, an automatic confirmation will be sent to the email address entered.



College Council election ballots

Please vote in the College Council elections. All elections ballots have now been sent both electronically and by mail. The deadline is April 21, 2011 at 2:00 pm. If you are returning a paper ballot, please ensure that it reaches the office by this date.

Note that for electronic ballots, the ballot link will only work once. You must also complete it all at once - you cannot save it and return later.