



BIONews

Vol. 14, No. 1 – January 2004

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Association President's Report

Seasons Greetings. I hope the New Year finds everyone well and having had a chance to enjoy the holiday season. At this time of year, many people find themselves making commitments to shed old habits and chart a new course for the upcoming year. The APB is no different. 2004 is going to be an important year for this organization. It will be a year in which we redefine ourselves and set a path for our future. In the words of one of our members, "now that our legislative and governance commitments have fallen to the College, we can shed that skin and really have some fun !"

The Board has already done some ground work on this. To kick things off, we held a strategic planning session in August of last year. Since that time, Board members have been busy working on defining goals, and developing committees and work plans as a starting point. The work to date is presented in this issue of BioNews. I hope you will take the time to read, ponder and discuss this with other members. No matter what direction we take, this organization will be member driven and your input is invaluable in defining the new direction. I encourage you to provide feedback, get involved in a committee or volunteer for a committee task. The organization will only be as strong as its members. I look forward to hearing from you.

Carol Lamont, RPBio
President

This is a joint publication of the Association of Professional Biologists of BC and the College of Applied Biology.

College materials starts on page 18.

Editors: Greg Ashcroft, RPBio

Katherine Enns, RPBio

Staff: Patricia McLellan

Summary of the Board of Directors Meeting

Held December 12th, 2003 at the APBBC office Victoria, BC

Present: Carol Lamont, President, Mel Kotyk, Past President; Councillors: Joyce Boon, Brian Churchill, Chris Clement, Rick Crozier, Derek Ellis, Katherine Enns, Paul McElligott

Staff: Linda Michaluk, Linda Stordeur, Kelly McLaughlin, Pat McLellan

Apologies for Absence: Greg Ashcroft, Chris Clement

Carol advised that the layout of the agenda and budget had been changed to reflect the Strategic Plan so as to ensure that we focused on the new direction for the APB. The Operating Agreement between the College and the APB was ratified, and a review of the budget demonstrated that the organisation was financially healthy. A provisional budget based on contributions being received from the College was adopted.

The Strategic Plan Work Group chairs presented their work plans for review and discussion by the Board. It was decided to publish the full summary of the facilitated Strategic Planning Session in BioNews in conjunction with the committee work plans (see the full report later in this issue of BioNews).

Nominations have been received for the Ian McTaggart-Cowan award for Excellence in Biology and a selection committee will be struck to adjudicate the nominations. As well, our ongoing participation in the National Science Fair was confirmed through the decision to continue with the award of \$100 to the BC individual with the highest marks.

Date Of Next Meeting:
Friday, February 13th, 2004
APBBC Offices Victoria.

The Future – A Strategic Plan for the APBBC?

The passage of the College of Applied Biology Act and establishment of the College means that change is in the wind for the APB.

After years of spearheading the drive for legislation, the APB is now in a position to shift its attention from the public interest role that is now met through the College and devote time and energy to meeting our members' interests. Clearly before this can happen, we need to define just what "meeting our members' interests" means. As a first step to providing this definition, the Board held a facilitated workshop in August, 2003. The results of the workshop and the work plans for the strategic initiatives with the associated Board Member Chair are set out below.

The Board needs your feedback on the work to date to ensure that the new direction is charted out with member support. Comments may be made to the office care of Linda Michaluk where they will be collated for Board review, or to a specific Director for their particular attention. The results of this consultation will be used to refine the initiatives to ensure they reflect the views of the membership, and to shape a presentation that will be made at the AGM. At this point, it is also anticipated that the results of this consultation will also form at least part of this year's Traveling Road Show that will be coming to a community near you sometime in the late spring or fall of 2004.

The Workshop Summary, and the Strategic Initiatives

SUMMARY OF BOARD WORKSHOP

On August 27, 2003 the Association of Professional Biologists' Board met to initiate a strategic planning process.

PROPOSED STATEMENT OF PURPOSE AND FUNCTIONS:

The Association of Professional Biologists is a community of professionals dedicated to supporting the College of Applied Biology and its members through:

1. Professional development for members
2. Services to members
3. Networking and discussion forums
4. External communication and community involvement
5. Promoting the profession

POTENTIAL INITIATIVES TO FULFILL THE PURPOSE AND FUNCTIONS:

Note: many of the initiatives proposed to be continued or introduced will help to fulfill more than one above-mentioned functions.

1. Professional Development

Higher priority:

- Work with the College of Applied Biology to define the professional development and continuing competency needs of new and existing members and use the information to begin development of a program.
- In cooperation with the College of Applied Biology, initiate a program for educating members about professional ethics.
- Investigate development of a tracking system for recording members' professional development.
- Provide access to a data base on professional development workshops that are available through others.
- Enhance the professional development component of the Annual General Meetings.

Other opportunities:

- Work with other professions to develop and deliver programs that are accessible to members – particularly for generic professional functions such as record keeping, report writing, methodology.
- Develop, implement and maintain a mentoring program.
- Provide the information and tools to support members to assess their needs and establish professional development plans.

2. Services to members

Higher priority:

- Provide information on, and possibly improved access to professional insurance needs of members (general liability, "tail" insurance, errors & omissions)
- Enhance the existing membership data base to support more functions.
- Maintain the scholarship programs presently provided.
- Maintain member communications services presently provided.

Other opportunities:

- Group rates for insurance.
- Affinity packages (preferred access and rates for various services)
- Information and financial support for members who are the subject of a complaint.
- Job postings.
- Job exchange forum.
- Self-funded financial protection for whistle-blowers
- Library and decision aids.

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The Workshop Summary, and the Strategic Initiatives continued...

3. Networking and discussion forums

Higher priority:

- Continue to facilitate member dialogue through the web site, list-serve, newsletters and the AGM.
- Investigate the feasibility, and be prepared to organize a regional “you heard it here first” session to bring together biologists and others to talk about their projects.

Other opportunities:

- Create specialty sub-groups for information exchange and debate.
- Encourage committee work to involve more members and generate discussion and a sense of community.

4. External communication and community involvement

Higher priority:

- Identify and maintain a list of strategic issues that the APB has an interest in and may wish to address publicly.
- Continue the present level of involvement in science fairs and job fairs.
- Continue the present level of activity with awards and recognition and sponsorships.
- Maintain existing media contacts.
- Take the initial steps to develop an APB brand identity.

Other opportunities:

- Develop key messages and training/coaching to assist spokespersons to promote the “sound science” message.
- Establish more media contacts and identify key spokespersons.
- Enhanced work on development of a brand identity for APB
- Participation in job fairs
- Communication with WCB

- Awareness initiatives with the legal profession, bureaucracy and others about the profession and practice of applied biology.
- Establish member groups to prepare press releases on identified topics.

5. Promoting the profession

Higher priority:

- Continue communication with politicians, the bureaucracy, educational institutions, other professions and employers about the profession and the organization, but more focused.
- Increase the communication about the standards of practice and ethics that can be expected from professional biologists.
- Maintain the present level of activity for awards and recognition for members, supporting student members, and talks to student groups.

Other opportunities:

- Make charitable donations.
- Increase and focus the activity on current initiatives.

STRATEGIC INITIATIVES AND ASSOCIATED WORK PLANS

Strategic Initiative 1

- Professional Development

Chair – Joyce Boon; members Sharon Dedominicis, Ted White, Don Eastman, Robert Bradley

At a strategic planning session on August 27th, 2003, Professional Development was identified as one of the priorities for the Association of Professional Biologists. It is envisioned that the APB will be the agency that will provide the services to the members of the College of Applied Biology to enable them to maintain and upgrade their knowledge and skills in

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The Workshop Summary, and the Strategic Initiatives continued...

the face of the rapid advancement in scientific information and changing government policies. One of the fundamental pillars of professionalism is the recognition of the need to maintain competence. While we have no doubts that our members take their PD responsibilities seriously, we feel that the College and the APB have a role to play in aiding them to find professional development opportunities, to educate them about the code of ethics of the College and to track and maintain records of the professional development that our members engage in. The purpose of the tracking and record-keeping would be two-fold. We could demonstrate to the public, whose good we are to uphold, that our members are meeting the requirements of being a professional, and we could potentially aid our members in ensuring that costs for professional liability insurance are kept as low as possible.

The committee was asked to develop a detailed work-plan based on the August strategy session that would set out activities and time-lines for meeting the identified objectives.

The work-plan is presented below.

GOAL 1

To define the professional development and continuing competency needs of new and existing members, and use the information to begin development of a program.

Action

This committee will recruit members of the College from as many different areas of work experience as possible and try to engage them in an exercise to identify the types of activities that would be of use in maintaining competency. We will particularly try to engage BIT's and newly admitted RPBio's to determine what their needs are and how we can assist.

Timeline

- 1) An article will be written for BioNews, and a call for interested members sent out via BioNotice in March 2004. They will be directed to a questionnaire that will be developed and put on the website

- to identify the needs of our members.
- 2) Newly admitted BIT's and RPBio's will be contacted directly by letter or email to ask for their input. These letters will include the web address for the questionnaire developed and should go out in March of 2004.
- 3) When the information has been received and analyzed, the committee will meet to develop the program that will address the needs identified. We would hope to have this information ready to present at the AGM in May 2004, but this might be too optimistic

GOAL 2

In co-operation with the College of Applied Biology, initiate a program for educating members about professional ethics.

Action

Our committee sees two parts to this goal. The first is to develop a seminar on the College Code of Ethics that could be taken around to various locations. The 'road show' idea is suggested as the way of approaching this. We would like to have members of the board volunteer to present the seminar in their region. The existing power point Code of Ethics presentation will be the starting point.

The second part of this goal is the ethics exam. In its truest form, an exam is designed to help people understand what they don't know and should be a teaching tool. Unfortunately they aren't used that way very often. The committee would like to proceed with the completion and refinement of the ethics exam that was initiated 3 years ago. This is envisioned as an open book, multiple-choice exam administered via the Web. We would like to have all new members take the exam before final acceptance for RPBio status. Existing members would be given 3 years to complete the exam.

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The Workshop Summary, and the Strategic Initiatives continued...

Timeline

- 1) Development of a presentation on ethics that could be presented in various locations will be started in January 2004.
- 2) The first presentation of this seminar will be at the AGM for feedback of members who attend.
- 3) We will recruit presenters from the Board of Directors from various regions and ask them to travel to locations within their area to give the presentation. This will be coordinated with the presentation developed to explain the role of the College of Applied Biology. We anticipate that the road show will start in May of 2004.
- 4) The sets of questions developed by the UBC group, Ed Britton and Joyce Boon will be reworked and increased. We would like to ask for help from the members of the Ethics committee and it would be useful if we could recruit academics who are presently members of the College. We would like to see this exam completed by July 2004, if possible.
- 5) We will investigate the use of Web CT for administration and marking. We would like to see the exam up and running on Web CT by September 2004 if possible.
- 6) We would like to consult with other professional organizations where possible to get some understanding of the structure of their exams.

GOAL 3

Investigate development of a tracking system for recording members' professional development.

Activity

Ed Britton and Joyce Boon developed a Continuing Professional Development (CPD) Log, which is hoped could be used for this purpose. We suggest that it be used first with new members and BIT's. The office has already set up a database to keep track of CPD log entries.

Timeline

- 1) Committee members should review the form that was developed and suggest any changes for improvement. This could be done by March 2004.
- 2) The topic of tracking CPD should be discussed at the AGM and support should be sought. Decisions will have to be made as to how to encourage participation. We should have the figures about the reduction in insurance premiums that is possible if our members record and report their CPD.
- 3) We would like to have the tracking log on the Web if possible, but it is also possible to send the forms out with the annual dues notice.
- 4) Ensure that members understand that attendance at road-shows, the AGMs and committee work for the College of Applied Biology and/or the APB counts as CPD.

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ANNUAL GENERAL MEETING 2004

The Association's Annual General Meeting will be held in concert with the College of Applied Biology on THURSDAY, MAY 6th, 2004 in Victoria. Further details will be available soon on the web site and in the next edition of this newsletter.

The Workshop Summary, and the Strategic Initiatives continued...

GOAL 4

Provide access to a data base on professional development workshops that are available through others.

Activity

The present notification system as set up by Linda Stordeur via BioNotice and the web page is excellent. We could send out more notifications via BioNotice, but would have to ensure we don't overload the list and the members. Perhaps the goal we should set is to advertise to members that we list all the CPD opportunities that we are aware of on the web and in BioNews, and to encourage them to contribute information to the APB to keep the information current and thorough.

Timeline

Ongoing

GOAL 5

Enhance the professional development component of the Annual General Meetings.

Activity

Once again, I think we are doing a very good job of providing professional development at the AGM. To provide more, we would have to look at going to a two day meeting. We must make it more clear to members that the AGM offers a chance to get credit for CPD, and is a forum for discussion of topics of interest to all of us. We have been very fortunate in having such competent people coordinate the AGMs, decide on a topic and find speakers. We could also look at the roadshow model for AGM presentations to ensure that all members have access to the content and learning opportunities afforded. The seminars at the AGM could be recorded and presented in other locations at meetings of interested members.

Timeline

Ongoing

GOAL 6

Work with other professions to develop and deliver programs that are accessible to members – particularly for generic professional functions such as record keeping, report writing, methodology.

Activity

We think it is very important to integrate our CPD activities as much as possible with other professional organizations where we have common interests. The ABCFP (Foresters) are a good example as, even though they are not biologists (with the exception of those who have dual standing), many of the programs that they would find useful would be useful to biologists as well. In addition, other professional groups would have common interest in topics to do with writing reports, running a business, keeping an audit trail etc.

We would suggest that at least one member of the committee, with the Executive Director of the APB, try to arrange meetings with other professional groups to look at areas of common interest. OUC has a new technical writing department which will be contacted by the committee to about the possibility of an on-line course that might be made available to our members and members of other professional groups.

Timeline

2006

GOAL 7

Develop, implement and maintain a mentoring program.

Activity

Members of the board have, in the past, discussed the benefit to student biologists and BITs of having a mentor with whom they could communicate as they work to meet the requirements for membership in the College. It would also be beneficial to newly admitted

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RPBio's to have access to mentoring if they feel that this would be helpful. The committee would like to see the development of a list of experienced members who would agree to act as mentors. They should list their areas of practice and be prepared to communicate with the less experienced members on a regular basis.

Timeline

- 1) Collect information about mentoring and how it should work to be advantageous to both members. (2005)
- 2) Develop a mentoring handbook to be available to all members who are interested. (2006)
- 3) Commission a member to write an article for BioNews about the advantages of a mentoring program. (2006)
- 4) Ask for volunteers to be on the list.(2006)

GOAL 8

Provide the information and tools to support members to assess their needs and establish professional development plans

Activity

This was addressed by Ed Britton in the study he did for the APB. He developed guidelines for setting up a learning plan. Perhaps we need to look at this again and make the modifications that would be necessary to set this up for members who need the guidance.

Timeline

2006

Strategic Initiative 2 – Services to Members

Chair – Linda Michaluk; members to be announced

The primary difference between the College of Applied Biology and the Association of Professional Biologists is the role the two organizations play. The College is responsible for addressing the public

interest in the practice of applied biology while the APB is responsible for addressing the members' interests. The Strategic Initiative identifying services to members has two prongs – one is to identify and provide services that our members will find beneficial; and the second is to ensure that there are tangible benefits to practicing applied biology as a member of the College and the APB so that the number of members increases and stays strong. Three goals have been identified to help meet this strategic initiative.

GOAL 1

Access to preferentially priced services (Affinity Programs)

Many organizations offer a member benefit program whereby members can have access to a variety of services at a preferred price. These programs can range from reduced rates on car rentals, financial planning, business fuel, and insurance, both personal and professional. The APB has had limited exposure in the area of affinity programs, most notably in professional liability insurance.

At the present time, the cost of professional liability insurance for RPBios is less than for a similarly trained practitioner who is practicing applied biology without the benefit of membership in the College. Discussions with the insurer have indicated that it may be possible for there to be additional cost savings on insurance rates if the APB was to demonstrate that its members had (a) requirement(s) over and above those set out for College members, i.e. documented professional development activity.

Given that the move to performance-based legislation will likely result in an increased demand for insurance, there may be a desire amongst the members for the APB to do what it can to ensure access to well priced insurance.

Additionally, more and more members are finding themselves working in a contract situation versus being employees of larger corporations. The effect of this is that members may find themselves without extended health and dental insurance.

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Some affinity programs pay a “finder’s fee” to the organization when a member decides to purchase a service. These arrangements generally require that the organization deal exclusively with them to regarding the provision of their particular service. Some programs also require direct access to membership mailing information for the generation of promotional material.

Activity

1. that we continue to develop professional development program in consultation with insurance underwriters to ensure that the program has not only professional but tangible financial benefits to members
2. that we pursue gaining member access to other affinity programs in areas such as extended health and dental insurance
3. that, in seeking these arrangements, that the APB not engage in “exclusive offerings” which would have the effect of the APB recommending a particular program over another, and that the APB not allow access to its database for promotional mailings by the program providers
4. that as these programs are developed they be posted to the web site for member information

Timeline

1. the development of affinity programs is underway, and some are expected to be in place by mid 2004
2. negotiations with insurers are presently underway; to achieve additional cost savings over and above what is presently offered to RPBios, we will have to demonstrate the ‘value added’ through initiatives such as the Continuing Professional Development Program. Target 2005

GOAL 2

Assist members in the Identification and Achievement of Professionalism

It has been said that universities make biologists and the College and Association make professional biologists. Professionalism is a culture and like all cultures, has elements that are both explicit and implicit - to be a professional biologist means that one has to not only practice professionally but act professionally. The APB can assist members by ensuring that members are aware of standards of professional conduct, and of their obligations under the Act. Members not only need access to printed material, but also to practicing members who can fulfill a mentorship role pertaining to matters of conduct on a confidential, without prejudice basis.

Activity

1. prepare a Standard of Conduct booklet. The College and APB presently share a Code of Ethics which is supplemented by interpretive notes. The Code and notes should be reviewed to ensure that they cover off and provide guidance for both professional conduct and conduct becoming a practicing member.
2. assemble information on the Act, rules, policies and procedures in a Membership Handbook. The Membership handbook could be available electronically free of charge, or in print for a fee on a cost recovery basis
3. establishment of a Professional Practice Review committee – a committee of “wise members” to whom members can come in confidence with questions related to ethics of conduct and practice.

Timeline

1. Standard of Conduct Booklet – mid to late 2004
2. Membership Handbook – ongoing with initial launch early 2004
3. Professional Practice Review Committee – mid 2004

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Strategic Initiative 3

– Networking and Discussion Forums

Chair – Kat Enns; Suzanne Beauchesne

GOAL

Member Communication Services

To be effective, the communication services have to include three different loops: member to the APB; from the APB to the member; and from member to member. To date, the APB has developed two print publications, BioNEWS and BioLINE, two list serves, BioServe and BioNotice, and the web site. It is not clear how much readership the print publications enjoy. BioServe has been known to get a little edgy from time to time, and has demonstrated its effectiveness as a tool for member use in broadcasting information/opinion whereas BioNotice has demonstrated its value as a tool for office use in communicating with members. Communication can also occur at AGM's and other meetings such as road shows by way of formal meeting and poster sessions. In identifying communication opportunities and strategies, it is important to provide for information to be distributed in a variety of ways as different people may receive information differently, and not everyone has ready access to either the face to face meetings, or computer technology.

Activity

1. continue with BioNEWS, BioLINE, BioServe and BioNotice for the present
2. continue with the web page, updating the information on a regular basis
3. undertake a survey of the members to ascertain (in part) how they would prefer communication to be effected, and what kind of information they are looking for. The survey could be distributed on-line, in the print publications and distributed at road shows.
4. ensure opportunities for member discussion/communication forums at AGMs and roadshows, including provision for regional "You Heard it Here First" sessions, where members get a chance to present the on-going projects

Timeline

1. print and electronic publications – ongoing
2. survey to be prepared and distributed at the AGM and Road Shows – spring/fall 2004
3. "You Heard it Here First" session conducted in concert with spring/fall Road Shows 2004

Strategic Initiative 4

– External Communication and Community Involvement

Chair – Paul McElligott; members to be announced

GOAL 1

To identify and maintain a list of strategic issues that the APB has an interest in, and may wish to address publicly; and where economically and practically feasible, to address some of these issues in a timely fashion.

Two recent examples of strategic issues that the APBBC has publicly commented on are salmon aquaculture and West Nile virus. Both of these issues have generated high-profile headlines, and both have involved (and continue to involve) professional biologists. The Association's response to providing the public with information on these issues has varied in response to the degree of controversy attached to each issue. In the case of aquaculture, a special issue of BioLine was produced that presented papers solicited from "expert" members on both sides of the issue. The intent was to provide our members (and other readers) with several different perspectives on a controversial topic. A different approach was taken with West Nile virus. In this case, a committee was struck, who

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produced a information sheet about the issue, in an effort to provide a perspective that balanced the hysteria promoted by the news media. I believe both of these approaches were successful in better informing our members and the public.

Activity

1. Strike a committee to develop initial list of topics of concern
2. As required, contact experts from our ranks and elsewhere (if necessary), and solicit information and comments from them (e.g., from both sides of a controversy).
3. As required, prepare discussion papers or special BioLine issues for circulation. Electronic distribution (e.g., like the West Nile paper) would allow this to be done at reduced cost.

Timeline

1. list of topics will be developed on an ongoing basis beginning 2004
2. experts will be contacted as issues are identified – ongoing
3. papers to be prepared and distributed within 2 – 6 months of issue development

GOAL 2

Involvement in science fairs and job fairs

To maintain the *status quo* by continuing promoting and providing prizes for science fairs, while formalizing and enhancing our involvement in job fairs.

Activity

1. Develop a “job fair ready” presentation
2. Schedule presentations at student job and science fairs

Timeline

Initiate the presentation development in spring 2004 with presentations ongoing throughout the year.

GOAL 3

Awards, recognition and sponsorships

To maintain the *status quo* by continuing our current level of support for awards, recognition and sponsorships.

Strategic Initiative 5

- Promoting the Profession

Chair – Rick Crozier; member Eric White and others to be determined

GOALS

- 1) Bring new, enthusiastic and qualified young people into the profession
- 2) To increase the general understanding of advantages to the public, environment, business and government of employing professional biologists
- 3) To increase the understanding in other professions of the role of professional biologists as part of a professional team
- 4) To promote legislation as a means to ensure professional biologist competency and accountability in other jurisdictions in Canada and other countries.

Activities

Career Awareness – Elementary & High Schools

The best example of a career awareness program in BC reviewed at this time is the program developed by the Association of Professional Engineers and Geoscientists of BC. We suggest adopting a number of similar initiatives.

1. Development of a video showing professional biologists of various disciplines at work. This video would be aimed at the grade 4 to 9 group. The video would be available for showing at schools around BC.

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The Workshop Summary, and the Strategic Initiatives continued...

2. Development of web based information that describes interests that might lead to a successful career in biology; presentation of high school and university pre-requisites for a career in biology
3. Promote the youth website in schools throughout BC and schedule presentations at student job and science fairs.
4. Develop a "job shadow" program at businesses and government agencies employing professional biologists
5. Support summer science camps such as those run by BC Actua
6. Implement a member advantage program for students (such as the APEG MAP program and the ABCFP START program). This could include applying program dues to future BIT membership, internet access deals, cell phone deals, subscription to newsletters and magazines.

Career Awareness – Post Secondary

1. Implement a member advantage program for students (such as the APEG MAP program and the ABCFP START program). This could include applying program dues to future BIT membership, internet access deals, cell phone deals, subscription to newsletters and magazines
2. In partnership with the College, develop web based and portable presentations designed to inform university aged students about biological disciplines and the advantages and responsibilities of APBBC and College membership.

The Province of British Columbia

1. Schedule 2 meetings per year between our Executive Director and President and the Deputy Ministers of key Provincial ministries:
 - a. To gain information so that members are accurately informed of provincial initiatives that may affect them and their profession
 - b. To promote the need for professional biologists as part of professional reliance in the management of biological resources
 - c. To promote development of policies and legislation that provide sound biological management and conservation of resources
2. Schedule annual meetings between our Executive Director and President and key Ministers and Government committees whose policies and legislation may impact professional biologists and the biological management and conservation of resources
3. Schedule 2 meetings per year between our Executive Director/President and senior British Columbia officials of key Federal agencies :
 - a. To gain information so that members are accurately informed of federal initiatives that may affect them and their profession
 - b. To promote the need for professional biologists as part of professional reliance in the management of biological resources
 - c. To promote development of policies and legislation that provide sound biological management and conservation of resources
4. Schedule joint meetings between the APBBC Board and the College of Applied Biology Council to ensure the APBBC has adequate programs in place to ensure ethical and competent performance by professional biologists.
5. Schedule 2 meetings per year between the Executive Director and President and key industrial associations to promote the use of Professional Biologists as part of appropriate due diligence in all planning and management activities affecting biological resources. These meetings would also be used to inform industry of APBBC members concerns and positive feedback about industry practices affecting the management and conservation of biological resources.
6. Schedule annual meetings between APBBC Executive Director/President and appropriate board members and the executive of other key professional associations with the goal of developing partnerships that jointly promote the professions and the need for cooperation between the various professions. Partnerships could include educational programs that are targeted at pre and post secondary students as well.

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7. In cooperation with the College and key technologist and technician associations, develop standards that define the relationship between professional biologists and technologists/technicians (Note – as we will be bringing techs into the College proper, we need to identify the elements of practice that are different between techs and professional members, and then promote the professions to technicians who are not presently part of the organized groups)
8. Promote the profession to those who are, or may be, qualified to become a member of the College and who have chosen to practice without benefit of membership. This would apply to professionals now, and would apply to technologists/technicians in the future. This could be accomplished by providing information to these individuals on benefits of membership (practicing within an accountable framework, access to other professionals in your field, any member benefits that we are able to develop, ie. Access to insurance, etc, continuing education opportunities, market share)
9. Support media presentations that provide balanced information to the public on the management and conservation of biological resources in BC with preference to those programs that show APBBC members at work.

Canada

1. Develop liaisons and partnerships with organized and unorganized biologists in other Provinces and Territories with the goal of promoting the use of Professional Biologists in those jurisdictions. Also, to promote legislation similar to the BC College of Applied Biology Act as a key part of professional reliance initiatives that may be contemplated in those jurisdictions.
2. As other jurisdictions pass similar legislation, promote the development of reasonable reciprocal arrangements between jurisdictions
3. Provide biologists in other jurisdictions with information about the BC legislation and its implications for biologists that want to work in BC (likely a college function)

International

1. Develop liaisons with professional biologist associations in the USA and other countries with the goal of promoting legislation similar to the BC College of Applied Biology Act as a key part of professional reliance initiatives in those jurisdictions.
2. Provide biologists in other jurisdictions with information about the BC legislation and its implications for biologists that want to work in BC (Working in BC using the title would be a college function, although the APB could be tasked to take that on for the College. Information to others about BC legislation would be an APB task).

Timelines

The initiatives as outlined above are all ongoing in one state or another. Over the next year, these initiatives should be formalized so that checklists of schedules, etc, can be developed and maintained.

Video development – 2005

Job Shadow – 2005

CONCLUSION

Clearly there is a significant body of work to be accomplished if this strategic plan is to be further developed and implemented. To achieve the outcomes this plan envisions will require the dedication of staff and Directors, and of the membership as well. The first step is to seek your input on the contents of this plan – is it sound, where is it lacking, what more is required, what should be deleted, etc. Please forward your comments as soon as possible to Linda Michaluk, either by way of email to executivedirector@apbbc.bc.ca or by mail to the Association office at 205-733 Johnson Street, Victoria, BC, V8W 3C7. If you prefer to make your comments directly to a member of the Board, please contact the office and contact information will be provided.

Thank you for your consideration to this very important initiative.



CALL FOR BOARD OF DIRECTORS NOMINATIONS

There are 5 "Director at Large" seats available on the Board of Directors of the Association of Professional Biologists.

Nominations must be received no later February 26, 2004 and must

- be in writing, clearly indicating the position nominated for
- be supported by the name, address, phone number and signatures of at least 2 APB members in good standing
- bear the signature of the nominee.

Nomination forms are also available from the APB office and web site at www.apbbc.bc.ca

Linda Stordeur, RPBio
 Chair, Nomination Committee
 Association of Professional Biologists
 #205-733 Johnson Street,
 Victoria, BC, V8W 3C7
 250-383-2400 (fax)
 Email: registrar@apbbc.bc.ca

**PLEASE GIVE THIS IMPORTANT MATTER
 YOUR IMMEDIATE ATTENTION**

Education Events



Due to unforeseen circumstances and the Christmas break, we are unable to publish the usual list of upcoming events. Please visit the web site for information www.apbbc.bc.ca

The listings give brief details of various learning opportunities of interest to biologists. Please help us by notifying the Education Events writer:

Darren Hebert, RPBio.
 Tel: 250-740-6377
 Fax 250-740-6480
 Email: HebertD@mala.bc.ca

You may also post events on the APBBC web site through the APB offices.



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

NOMINATION FOR ELECTION TO BOARD OF DIRECTORS

I (please print) _____

SIGNATURE: _____ MEMBER NUMBER: _____

I (please print) _____

SIGNATURE: _____ MEMBER NUMBER: _____

Hereby nominate (please print) _____

MEMBER NUMBER: _____

to stand for election as a Director at Large to the Board of Directors of the Association of Professional Biologists for the term 2004-2006

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

NAME (please print) _____

MEMBER NUMBER: _____

SIGNATURE: _____ Date: _____

APB SCHOLARSHIP

The scholarship may be awarded each year to a student who is the son or daughter of a member in good standing of the Association, or who is a Student Member or Biologist In Training in good standing, of the APB. The award will be given to an undergraduate who is entering the third or fourth year of an undergraduate program, or to a student member or a BIT entering post-graduate studies in a program that leads to a degree in Biology (or a closely related area as specified in the membership guidelines).

There will be no more than two scholarships funded each year. Students who have won the award

will be eligible to re-apply for the scholarship in another year. However, the award will only be available to a recipient for a maximum of two years.

It is the intention of the Association that the student will be planning to pursue a career in biology.

The final date for applications for the scholarship shall be **July 31 of the year in which the student will be starting her/his third or fourth year or entering a post-graduate program.**

Please refer to the APB web site for complete details on the Scholarship and application information.



Association of Professional Biologists of British Columbia

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

SCHOLARSHIP APPLICATION

Name: _____

Address: _____

Phone Number(home): _____ (work): _____

Email: _____

Are you a member of the APBBC: _____

If not please list Parent's Name who is a member: _____

University currently attending: _____

Program currently enrolled: _____

Checklist for applicants:

Current CV as outlined in the instructions

Copy of transcripts

Letters of reference



RESCAN ENVIRONMENTAL SERVICES LTD.

Rescan, an environmental and engineering consulting firm, offers a wide range of services to clients around the world, with a focus on mining and other resource industries. In recognition of our continued excellence, Rescan has been the three time recipient of the BC Export Awards (1991, 1995 and 2002), and the Canada Export Award. To learn more about Rescan, visit us online at: www.rescan.com.

MANAGER NORTHERN OPERATIONS

Rescan has an opening in our Yellowknife office for an Office Manager (environmental scientist / biologist). You will be required to provide technical expertise, direction, and leadership, in the management of Rescan's northern projects. You have 10 – 15 years experience in the environmental and resource industry, and are eligible for a registered Professional Biologist designation from any jurisdiction. A proven leader and team player, you are equipped with the aptitude to handle various tasks including business development, project management, field work, and report / proposal writing. You have the ability to communicate effectively with clients, First Nations and other stakeholders, and government agencies, and have the capability to administer project budgets and manage all aspects of client administration. This position offers a competitive salary and benefit package along with opportunities for growth, increasing responsibilities, and profit sharing within the firm.

WILDLIFE BIOLOGIST

Rescan is seeking a Wildlife Biologist with relevant academic qualifications and experience to compliment our existing consulting team in Vancouver. The successful candidate will have leadership ability and demonstrate a commitment to high quality services. We are seeking an

individual with experience and expertise in wildlife research, habitat analyses and terrestrial studies. The ideal candidate will have a diverse fieldwork background that includes experience with aerial surveys of large mammals and trapping of small mammals as well as habitat assessment. Responsibilities will include data collection and analysis and report writing and editing. Applicants must have strong written and verbal communication, organizational and interpersonal skills. Salary will commensurate with experience and abilities.

AQUATIC BIOLOGIST / LIMNOLOGIST

Rescan is seeking an Aquatic Biologist / Limnologist to join our consulting team in Vancouver. The ideal candidate will have a Masters in Aquatic Biology or a related field, will be registered as a Professional Biologist (R.P.Bio), and will have a benthic background. We are seeking an individual with ample field experience, exceptional oral and written communications skills, and a natural aptitude for leadership. Responsibilities will include aquatic surveys, baseline studies, data analysis, monitoring, and report writing for national and international assignments. Applicants must have a commitment to providing quality services and strong organizational and interpersonal skills. Salary will be commensurate with experience and abilities.

HOW TO APPLY:

If your qualifications and personal skills fit the description and you are interested in a rewarding career, please reply in confidence via email to careers@rescan.com or via fax to 604-687-4277, indicating which position you are applying for. We thank all applicants for their interest. Please be advised that only successful applicants will be contacted for a confidential discussion or interview.



President's Message

On behalf of the Council I would like to wish everyone a very happy and prosperous New Year. This past year has been a very tumultuous one for us and for many of you as well, and we hope that you will find success in your endeavours over the coming months.

These next 12 months will certainly be a defining time for the College of Applied Biology as we have now completed two of the three necessary steps in establishing the College itself. We have completed through the referenda, the establishment of a fee structure to fund the College and have ratified the Rules by which to govern ourselves. The third and final process to having the College fully functional will be the holding of our first ever election and replacing the appointed Executive and Council with people chosen by the membership. All positions will be up for grabs including President, two Vice-Presidents and six Council members and it is hoped that many members will choose to put their names forward for election in the upcoming "Call for Nominations".

In conjunction with the APB, there will be a lot of information coming to you, and advice being sought from each and every member of the two organizations. Therefore, I again urge you to consider the information and provide your thoughts and views. Finally, I would like to acknowledge the many, many members who have volunteered their time and energy to making this the quality of organization it is. Our thanks and gratitude goes out to the individuals who are on the following committees...

Credentials Committee: Chair - Derek Ellis, RPBio., John Patterson, RPBio., Dave Barrett, RPBio., Ian Hatter, RPBio., Elizabeth Stanlake, RPBio., Brent Phillips, RPBio., Doug Wahl, RPBio.

Discipline Committee: Chair - Chris Clement, RPBio., Iain Taylor, RPBio., Ron Thomas, RPBio., Bob Gerath, PGeo, Marlene Russo, LLB

Ethics Committee: Chair - Rick Crozier, RPBio., Don Benn, RPBio., Ted Harding, RPBio., Barbara Thomson, RPBio.

When you see these individuals please give them your own thank-you and a pat on the back for investing their volunteer time to promoting the practice of sound biology.

In closing, it is a great honour to be called a Registered Professional Biologist and be recognized for the high ethical standard which you have established. Hold your head high and let's have a great year.

Mel Kotyk, RPBio
President
College of Applied Biology

Summary of Council Meeting

Held December 12th, 2003 at the APBBC office Victoria, BC

Present: Mel Kotyk, President. Councillors: Joyce Boon, Brian Churchill, Chris Clement, Rick Crozier, Derek Ellis, Katherine Enns (phone), Carol Lamont, Paul McElligott

Staff: Linda Michaluk, Linda Stordeur, Kelly McLaughlin, Pat McLellan

Apologies for Absence: Lindsay Jones, Greg Ashcroft

In reviewing the year to date, **Mel Kotyk** reported that the College is on track with meetings its obligations to the members. The results of the recent rule referendum were presented showing that a 25% return rate was experienced with 299 votes in favour and 1 opposed for each of Rules 1 and 3, and 299 votes in favour with none opposed for Rule 4. As a result of the ratification of these rules, elections for the Council will be held in 2004 with the new Council being announced at the conclusion of the AGM on May 6. **Brian Fuhr**, RPBio, has been named Chair of the Nomination Committee. A review of the financial situation revealed that the organisation is healthy and will be in a position to meet its financial obligations in the next year. Retired

member requests were considered and the following members were congratulated and granted Retired status: **John Harris, Mike Whately, Stanley Hirst, Dave King, Carol Leadem, Chris Hatfield, Michael Corry** and **Sandy MacDonald**. A policy change was also put in place to enable the Registrar to grant retired status on application so that in future applications will not be held up pending Council approval. On the discipline front, two actions have been concluded with the subject members presenting conditional admissions.

The next meeting will be held at the Office of Applied Biology in Victoria on February 13, 2004.

Membership Update

The College wishes to welcome and congratulate the following new members

NEWLY REGISTERED PROFESSIONAL BIOLOGISTS

Sheldon HELBERT	1618
Scot MACKILLOP	1619
Patrick MULHOLLAND	1620
Liz WILLIAMS	1621
Kym WELSTEAD	1622
Michele JONES	1623
Sonya MEIER	1624
Tracy FLEMING	1625
Jonathan MULLAN	1626
Kurtis SAKER	1627
Todd COOK	1628
Christian ENGELSTOFT	1629
Daniel O'BRIEN	1630
Jonathan SECTER	1631
Gregory SYKES	1632

NEW BIOLOGISTS IN TRAINING

Jonathan TURNER	188B
Nancy-Anne ROSE	189B
Byron ANDRES	190B
Sandra MEIDINGER	191B
Elizabeth REBELLATO	192B
Adam RADLOWSKI	193B
Kristina SWERHUN	194B
Caroline ASTLEY	195B
Nathan FERGUSON	196B
Meighan KEARNS	197B
Pamela WALTON	198B
Warren APPLETON	199B
Melissa WADDELL	200B
Rhonda MCALLISTER	201B

NEW STUDENT BIOLOGIST

Brenda ANDRES	13S
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COLLEGE OF APPLIED BIOLOGY CALL FOR COUNCIL NOMINATIONS

*President (two year term)	one to be elected
Vice President (two year term)	one to be elected
Vice President (one year term)	one to be elected
**Regional Councillors (two year term)	two to be elected
Regional Councillor (one year term)	one to be elected
Councillor at Large (two year term)	one to be elected
Councillors at Large (one year term)	two to be elected

*The Rules provide the following:

- 1.7.1 A candidate for President shall have served at least one year on the Council prior to his/her election as President.
- 1.7.2 Notwithstanding rule 1.7.1, in the event that no Councillor wishes to run for the office of President, a Voting Member may be elected to the position of President by a majority vote of the membership.

Given that no member of the College has been elected to council in the preceding year, rule 1.7.2 shall apply. Therefore, any voting member of the college may be nominated to the position of President for term 2004-2006

**The Rules provide the following:

- 1.2.1 The regional areas shall be defined as those areas outside those areas commonly known as Greater Vancouver and the Lower Fraser Valley, and Greater Victoria.

Nominations must be received no later February 26, 2004 and must

- be in writing, clearly indicating the position nominated for
- be supported by the name, address, phone number and signatures of at least 2 College members in good standing
- bear the signature of the nominee.

Nomination forms are available from the College office and web site at

www.collegeofappliedbiology.bc.ca
 Brian Fuhr, RPBio. (brian.fuhr@gems8.gov.bc.ca)
 Chair, Nomination Committee
 College of Applied Biology, #205-733 Johnson Street,
 Victoria, BC, V8W 3C7 Fax 250-383-2400
 Email: cab@cab-bc.org

**PLEASE GIVE THIS IMPORTANT MATTER
YOUR IMMEDIATE ATTENTION**



MEMBERSHIP DUES REMINDER

1. Dues were payable by December 31, 2003
 2. A late fee of 10% of dues is payable after December 31, 2003
 3. You cease to be a member in good standing if dues are not paid by February 29, 2004
 4. Those who pay dues and the late fee after February 29, 2004, will also be subject to an additional reinstatement fee (25% of current dues)
 5. If dues and all fees owing are not paid by June 30, 2004 your name is removed from the register.
- Some of these timelines have changed since the College of Applied Biology came into effect and we want to ensure that all members are aware of the new rules. If you have any questions, please contact the office.
 Note - loss of "member in good standing" status means the loss of the privilege to use the title RPBio, the loss of the privilege to use the professional stamp, the loss of voting privileges, etc.

COLLEGE OF APPLIED BIOLOGY

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

Nomination for Election to Council

I (please print) _____

SIGNATURE: _____ MEMBER NUMBER: _____

I (please print) _____

SIGNATURE: _____ MEMBER NUMBER: _____

Hereby nominate (please print) _____

MEMBER NUMBER: _____

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

President

Vice President (two year term)

Vice President (one year term)

Regional Councillor (two year term)

Regional Councillor (one year term)

Councillor at Large (two year term)

Councillor at Large (one year term)

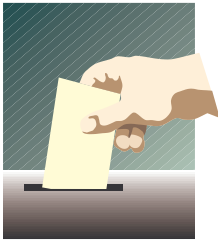
I accept the nomination to stand for election to the above noted office

NAME (please print) _____

MEMBER NUMBER: _____

SIGNATURE: _____ DATE: _____

RULES REFERENDUM RESULTS



For the recent Referendum on the College Rules, 1236 ballots were mailed out. Here is the result:

Of 300 votes cast (a 25% return rate), the result was 299 in favour and 1 opposed

DISCIPLINE DIGEST

Chad Unser, RPBio (1440)

Discipline Case 2003 – 01

Referred to: Discipline Panel (Chair: Dr. Rick Page, RPBio; Members: Dr. Alton Harestad, RPBio, Paul van Poppelen, RPBio)

Type: Conditional Admission

Facts:

Mr. Unser sent an offensive email to an individual with whom he was engaged in an argument concerning fish farming. In the text of the email, he referred to a third person, and advised that this person be told certain things. Mr. Unser also failed to remove his formal signature block, containing his employer's name and address. The email was forwarded to the individual, who then filed a complaint with the Association of Professional Biologists of BC. Between the time when the complaint was received and considered, the legislation enabling the College of Applied Biology came into force, and the matter was transferred to the College (as per provisions in the legislation transition section). The matter was considered by the Discipline Committee, and a decision to proceed to a hearing was taken. A Discipline Panel consisting of Rick Page, RPBio (chair), Alton Harestad (RPBio), and Paul van Poppelen (RPBio) was convened, a hearing date set, and all parties notified.

Disposition:

Mr. Unser elected to submit a Conditional Admission which was then accepted by the Discipline Panel. The Panel, on determining that Mr. Unser had engaged in conduct unbecoming a practicing member, imposed the following penalty:

1. a letter of reprimand be issued by the Panel to Mr. Unser
2. a letter of apology, acceptable to the panel, be sent from Mr. Unser to the complainant
3. a letter from Mr. Unser, acceptable to the panel, be sent to his former employer which must include
 - a. that he demonstrated poor judgement in writing an offensive email
 - b. a copy of his letter of apology to the complainant
 - c. an apology for signing his personal email with his employer's address
4. failure to meet the terms and conditions of the penalty would result in suspension of Mr. Unser's RPBio status until the terms and conditions were met to the Panel's satisfaction

The penalty was accepted and the matter was deemed concluded.

Michael Nelson, RPBio (525)

Discipline Case 2003 – 02

Considered by: Discipline Committee - Chair: Chris Clement, RPBio; Members: Iain Taylor, RPBio, Ron Thomas, RPBio, Bob Gerath, PGeo, Marlene Russo, LLB

Type: Conditional Admission

Facts:

A complaint was received alleging that Mr. Nelson had undertaken a scientific collection program in a provincial park without the necessary permits in place. During the initial investigation into this complaint, Mr. Nelson was contacted and asked to provide information to the Discipline Committee. A very short time later, he presented a Conditional Admission setting out that although he had applied

DISCIPLINE DIGEST *continued*

for and received a Scientific Collection Permit from MWLAP, he neglected to apply for a permit from BC Parks. He also accepted full responsibility for this action and tendered apologies to the College of Applied Biology, the Association of Professional Biologists, BC Parks, and to the complainant for any embarrassment this action may have caused.

Disposition:

The Conditional Admission was reviewed by the Discipline Committee and accepted. The Committee, in assigning the penalty, noted:

“...it is the responsibility of a Registered Professional Biologist to know and abide by all laws and standards of practice pertaining to their particular area of expertise. Be advised that the Committee considers that the failure to obtain the permits such as the one under discussion by way of this complaint as a serious matter. The Committee, however, notes that you did obtain a permit from MWLAP, and

that this is the first time you have come to the attention of the College, or its predecessor, the Association of Professional Biology, in a discipline related matter. The Committee also notes the immediate and professional manner in which you addressed this particular issue when it was brought to your attention.”

The Penalty assigned by the Committee and accepted by Mr. Nelson follows:

1. that Mr Nelson formally advise BC Parks of the omission to obtain the permit,
 2. that Mr Nelson cooperate with BC Parks in terms of providing any and all information it is in his power to provide, and
 3. that Mr Nelson report back to the Discipline Committee the results of the contact with BC Parks
- This letter will be retained on Mr Nelson's College file pending satisfactory completion of this issue, i.e. satisfaction of point 3 as set out above, at which time the letter will be removed and destroyed.

The matter has been deemed concluded.

ANNUAL GENERAL MEETING 2004

The College's Annual General Meeting will be held in concert with the Association of Professional Biologists, on THURSDAY, MAY 6th, 2004 in Victoria. Further details will be available soon on the web site and in the next edition of this newsletter.





BioNotice / BioServe

All members in good standing are automatically subscribed to the APBBC listserv, **BioNotice**. This listserv has been developed to send out announcements relating to the business of the APBBC and the College of Applied Biology. It is a closed system and not available to anyone outside the Association and the College. Members will not be able to send

out notices or respond to issues using BioNotice.

BioServe is there for members to use to respond to any issues they wish to draw to the membership's attention. It serves the same purpose as a "chat room".

If you are not on either of these listserves and wish to be, contact Pat at the office either by email apbbc@apbbc.bc.ca or by phone 250-383-3306.

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