

# College Releases **Guidance** for Members Employed in Formal Decision-making Roles

The College recognizes that some members in management positions have concerns about reconciling their professional obligations with their decision-making responsibilities, whether in the public service, private sector, or other work settings. In response to this concern, the College has developed **guidance** for members to: 1) demonstrate that membership in the College does not result in a conflict with managerial and statutory decision-making roles; and 2) guide managers in approaching the decision-making process in a professional manner.

In addition to providing guidance, the College compared representative examples of employer codes of conduct with the College's **Code of Ethics**, including the Province of British Columbia's Public Service Oath and BC Hydro's Code of Conduct. This review demonstrated that these documents do not conflict or contradict each other. In fact, the College's *Code of Ethics* affirms the duty of College members to their employers, such as the requirement to abide by confidentiality rules and adhere to a professional standard of service. This **guidance resource** has been published on the College's website, and is intended to supplement the existing **Practice Guidance for Members**. 

## International Credentials: The College welcomes biologists from around the world

Reflecting our increasingly global interconnectedness (and perhaps also the desirability of living in British Columbia), an increasing number of College members and applicants have academic credentials from outside Canada and the United States. Last year alone, foreign-trained applicants from the following countries were granted membership status: Bangladesh, South Africa, Iceland, the Philippines, the United Kingdom, Germany, France, China, New Zealand, and Hong Kong.

As a first step to enrolment, applicants with foreign credentials are required to have their educational program(s) evaluated by an accredited organization in order to determine its Canadian equivalency. These equivalency evaluations must accompany the submission of original transcripts to the College, and are reviewed by the College's Credentials Committee relative to the College's academic standards. Through this process, international applicants, or those with foreign credentials are held to the same standards as other applicants.

### Several other tools and resources developed by the College have benefited international applicants:

- > The new online, paperless application system can be completed from any location.
- > Short videos produced in 2015 with financial support from the Ministry of Jobs, Tourism & Skills Training help convey information about the College, the variety of biology disciplines in BC, and opportunities for employment as an applied biology professional.

- > The online **Academic Self-Assessment Tool** allows prospective applicants to determine if they meet the College's academic requirements and identify any additional courses they need to take.
- > The College is in the final stages of developing an online ethics course that will allow College members and applicants to meet the ethics course requirement from anywhere in the world. 

### Congratulations Kathy!

The College extends congratulations to Kathy Gallegos, the College's Bookkeeper, on becoming a Canadian citizen. Kathy is originally from Ecuador, has lived in greater Victoria for four years, and has been with the College since 2012.



Kathy has an undergraduate degree in Business Administration and a Master's degree in Education with Technology. She will officially become a Canadian citizen in April and is looking forward to her first opportunity to vote!