

COLLEGE MATTERS

Volume 12 // Issue 2 // September 2020



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COLLEGE OF
APPLIED BIOLOGY
Professional Accountability



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The College of Applied Biology is the regulator of applied biology professionals in British Columbia. Established by government legislation in 2003, the College protects the public interest by ensuring that applied biology professionals – Registered Professional Biologists (RPBios), Registered Biology Technologists (RBTEchs) and Applied Biology Technicians (ABTs) – meet rigorous standards of professional and ethical competency.

OUR VISION

The College is a leading voice to promote and uphold scientific principles and methods in applied biology, and the principles of stewardship. We provide assurance to the public of professionalism in the practice of applied biology by our members.

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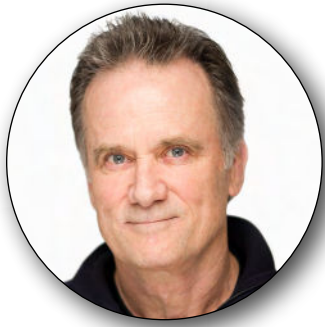
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***Disclaimer: the opinions expressed in *College Matters* do not necessarily represent those of the College, its Council, or other members.**



Presidential Ponderings: Looking to Science-based Advice in the Management of Resources -- and Crises

By Brian Clark, RPBio, President

The global pandemic is highlighting the importance of seeking and trusting the advice of qualified professionals working in their area of competency. In our fight against COVID-19, British Columbia has turned to our public health professionals to provide the science-based strategies required to flatten the curve while other jurisdictions have ignored their professionals, basing actions on ideologies or personal interests. The results have so far been encouraging: BC's ongoing diligence to control the curve suggests that longer term economic and other social impacts will not be as dire as elsewhere.

The *Professional Governance Act* (PGA) recognizes that the management of BC's natural resources requires a similar approach. Decisions made regarding development or conservation, industry or recreation, jobs or species need to be advised by qualified professionals who are competent and accountable for their advice and actions.

The PGA is intended to, by the fall of 2020, *"strengthen and focus the responsibilities of professional regulatory associations" and to "extend[s] practice rights to these professional regulatory associations that currently have the exclusive right to their professional titles but not exclusive right to practice their profession."* (Hansard – Minister G. Heyman, October 30, 2018).

This will require that everyone practicing applied biology – “the provision of science-based advice and services in relation to the long-term sustainability of aquatic and terrestrial ecosystems, their living organisms, habitats, and processes” – in BC will have to be or apply to be a registrant of the College of Applied Biology (the College).


As registrants with the College, we will be the first applied biology professionals in the world to be recognized with rights to practice (Regulated and Reserved) due to the critical role we play in the management of our natural resources.

As applied biology professionals – Registered Professional Biologists (RPBios), Registered Biology Technologists (RBTechs) and Applied Biology Technicians (ABTs) -- we should be proud of

this accomplishment. However, with great responsibility comes great expectations. We will need to show the government and the public that we are up to the task.

“We will be the first applied biology professionals in the world to be recognized with rights to practice due to the critical role we play...”

As the regulator, the College has been diligently updating all of its policies and processes to ensure it can deliver on the mandate of protecting the public interest and meet the standards set by the PGA through the Office of the Superintendent of Professional Governance (OSPG). These include rigorous and accessible Credentialing, Professional Competencies that are demonstrable and auditable and a transparent, fair and accessible Discipline Process.

The College has prepared for these rights for seven years which put us in a good position when the opportunity arose. The efforts of all current and past staff, committee members and Councilors are realized in this achievement. 





Two major projects coming to fruition: A new database and new practice definitions

By Christine Houghton, Chief Executive Officer

To say that this has been an unprecedented time is both cliché and an understatement. The COVID-19 crisis has brought the whole world – albeit to varying degrees – to a very different reality in how we live and work. Here in British Columbia we have (so far) fared better than many places not just around the world, but even here in Canada. Without minimizing the pain and heartbreak that the pandemic has brought to those who have been impacted directly, the fact that it has not been even more tragic is because the decisions and actions that we have taken have been on the recommendations and directions put forward by health care professionals.

Regardless of the challenges faced over the last few months our work as a professional regulator has continued. While much of the world paused or at least slowed down – we continue to work to be ready this fall to fully implement the *Professional Governance Act* (PGA). We continue to redraft our Bylaws (Rules) and restructure our operations to come into compliance with the Act.

While there are many small and important changes, there are two significant changes that will directly affect College registrants:

- > a new (and greatly improved) database, and
- > a revised definition of regulated practice (title rights) and a new definition of reserved practice (practice rights).

The new database has been launched and you should now have access to it. While a new database may not seem really exciting – it has been to date a two-year project that has taken a significant amount of staff and financial resources. It provides more efficient administration of applications for registrations; gives registrants more control and responsibility to make sure that their information is correct and up to date; and when Phase II is complete, will vastly improve continuing professional development tracking making it easier for registrants to record and evaluate their CPD. It is a much-improved tool for the College and its registrants and we are very excited about launching it.

The definitions noted above are very exciting – especially enacting reserved practice (practice rights) for people working in the field of applied biology. This too has not happened over night, but is the result of two and one half years of volunteer-led Task Forces reviewing and revising our current operations and requirements. An important step in that was engaging practitioners across the natural resource sector from across the province. The result is that we have a solid and robust regulatory regime that has rigour in credentialing requirements; professional competencies that are understandable and enforceable; and a better understanding on how we work together with other professionals in managing BC's resources sustainably.

While these are definitively important steps, there are still many more we need to take. Recently we put out a call for volunteers to take on critical statutory and strategic initiatives. On the statutory side we have recruited registrant members for the Nominations, Credentials and Audit and Practice Review Committee as per the requirements in the PGA. These committees will play an important role in continuing to evolve professional regulation. As well Council has now appointed members to the Mandatory Training Task Force (*Editor's note: see full appointments on page 19*). The MTTF will lead the revision of the current ethics exam to reflect the changes required to the Code of Ethics by the PGA, and develop and implement training and evaluation modules for the statutory Indigenous Training requirements and the legislative/regulatory component, all supporting our continuing improvement as professionals and professional regulators.

In this time, it is inspiring to see that for the most part people not only listened to professionals, but have shown a respect for the science and the scientists as we move through this very challenging time. And while it cannot be said of every jurisdiction, I am very hopeful that here in BC that respect for science and the professionals employing science will continue past immediate public health concerns and be applied to the contributions of applied biology professionals to ensure that our future – however it ends up – will be sustainable. ☺



Applications Continued Apace Even As College Worked Remotely

By Derek Marcoux, RPBio, Registrar & Director of Compliance

Although staff were working remotely over the past few months, I am happy to say that workflows pertaining to application processing were intact and we even realized some efficiencies in procedures. Luckily in the years prior to coronavirus, the College worked hard to digitize all files and make all application processes electronic. We were well poised to move to a remote work set up on short notice. Of note was the rapid move of educational institutions to develop ways to send transcripts electronically. While techniques vary by institution, it is pleasing to see that the institutions were able to adapt their policies and procedures so that new College applicants were not unduly delayed by coronavirus mitigation efforts.

College Registry

The College registry currently has approximately 2,600 registrants across all categories. Approximately 75 percent are Registered Professional Biologists (RPBio); 3 percent are Registered Biology Technologists (RBTech); and <1 percent are Applied Biology Technicians (ABT). In-training registrants comprise roughly 12 percent of the total registrant number. The remaining balance of applications were for Student membership or reassessments.

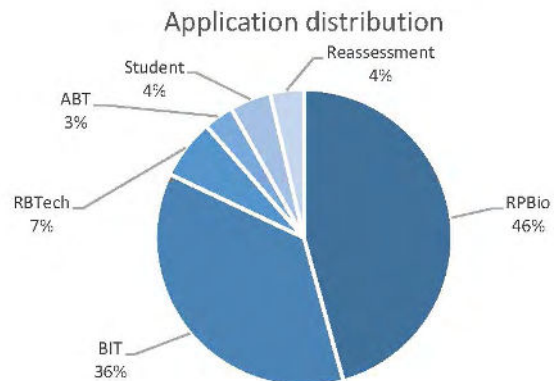
Applications and Credentialing

The College is seeing a large increase in application rates for all categories in the past year. Overall, application rates are trending 50-60 percent above the eight-year average. Roughly 80 percent of applications are for the RPBio category – either as new RPBio applications or Biologist in Training (BIT) who will eventually upgrade to RPBio.


The College has inducted over 200 new registrants so far in 2020.

New Registrant Database

The College is implementing a new registrant database. The new system will handle dues renewals and application workflows in a much better format. As well, the system will be cloud-hosted,



enabling better access by staff from remote work locations should the need arise.

In the transition to the new database, every active registrant will receive an invite to access the system in which you will have enhanced abilities to update your personal demographics, education, and areas of practice. In addition, you will be able to apply for status changes through your profile and have automated processing of reconciled dues for different categories. 

Notice of Temporary Suspension of Applications

Please note that the College temporarily suspended applications to transition to the new platform. The existing site and links were offline as of July 24, 2020.

Applications resumed on August 17, 2020 using the new database system. If you know someone who applied on or before July 24, please confirm they received an email with links to access the previous application forms.

If you have any questions about applications or registration, please contact College Registrar and Director of Compliance Derek Marcoux.



College Launches Applicant Self-assessment Tool

By Shona Lawson, MSc, RPBio, Director of Practice & Deputy Registrar

On July 6, 2020 the College launched a new free online tool for potential College applicants, the [Applicant Self-Assessment Tool](#) or ASAT.

Until recently, the College had academic self-assessment which was limited to academic course requirements for the Registered Professional Biologist (RPBio) registrant category. The ASAT was developed with funding from the Credential Assessment Improvement Fund (CAIF) from the BC Ministry of Jobs, Economic Development and Competitiveness. The purpose of the ASAT is to provide potential applicants, particularly those trained internationally, a way to self-assess their credentials (i.e. education & training, work experience, references, and reports and Professional Practice Competencies, where required) against the College's requirements.

The ASAT includes self-assessment pathways for all registration categories and their various streams of entry: RPBio, Registered Biology Technologist (RBTech), Applied Biology Technician (ABT), associated in Training categories and students. [Professional Practice Competency](#) requirements and two additional streams of entry for RPBio applicants (see Schedule 3 of the [College Rules](#)) came into effect January 1, 2020. Questions pertaining to these changes are included in the ASAT.


As part of the development of the tool, College staff surveyed internationally trained (IT) registrants who have joined the College over the last five years. The survey's purpose was to gather feedback and input to help ensure the ASAT met the intended purpose and to see how existing challenges or barriers for IT applicants could be resolved or reduced. As part of the analysis phase of the project the College incorporated the [Gender Based Analysis Plus \(GBA+\)](#) analytical process to identify, assess and aid in the reduction of barriers to the diversity of potential College registrants.

Potential applicants answer questions regarding their credentials for the various registration category and can email themselves and/or print off a results report. No login or password is required to complete the assessment. The results report indicates where

there may be deficiencies and potential resolutions to them and includes links to resources such as [Guidelines for RPBio/BIT Course Assessment](#).

The results report is not an approval for registration or part of the formal registration process in the College, it is intended as a tool to help guide applicants. To apply to become a College registrant, a registration application must be completed and submitted to the College. The decision on whether to accept an application resides with the College's Credentials Committee.

In addition to being able to conduct a self-assessment, the ASAT provides information regarding the various registrant categories, requirements, what the College does, how applied biology and natural resource professionals are regulated in BC, what title rights mean and a general idea of what an RPBio, RBTech and ABT can do under the College of Applied Biology Act, College Rules and Schedules. For example, the tool explains which registrants can work independently and sign and stamp their work products (ie. RPBios and RBTech).

The ASAT will evolve when required in parallel with any changes to credentialing requirements. There are expected benefits of the ASAT to both applicants and the College such as: a decrease in the number of incomplete applications; a reduction in application review time; providing applicants a way to self-assess credentials prior to submitting a formal application for review; and increasing the information available for potential applicants to aid in the decision to apply for the right registrant criteria. 

Professional Practice Competencies & Competency Continuum

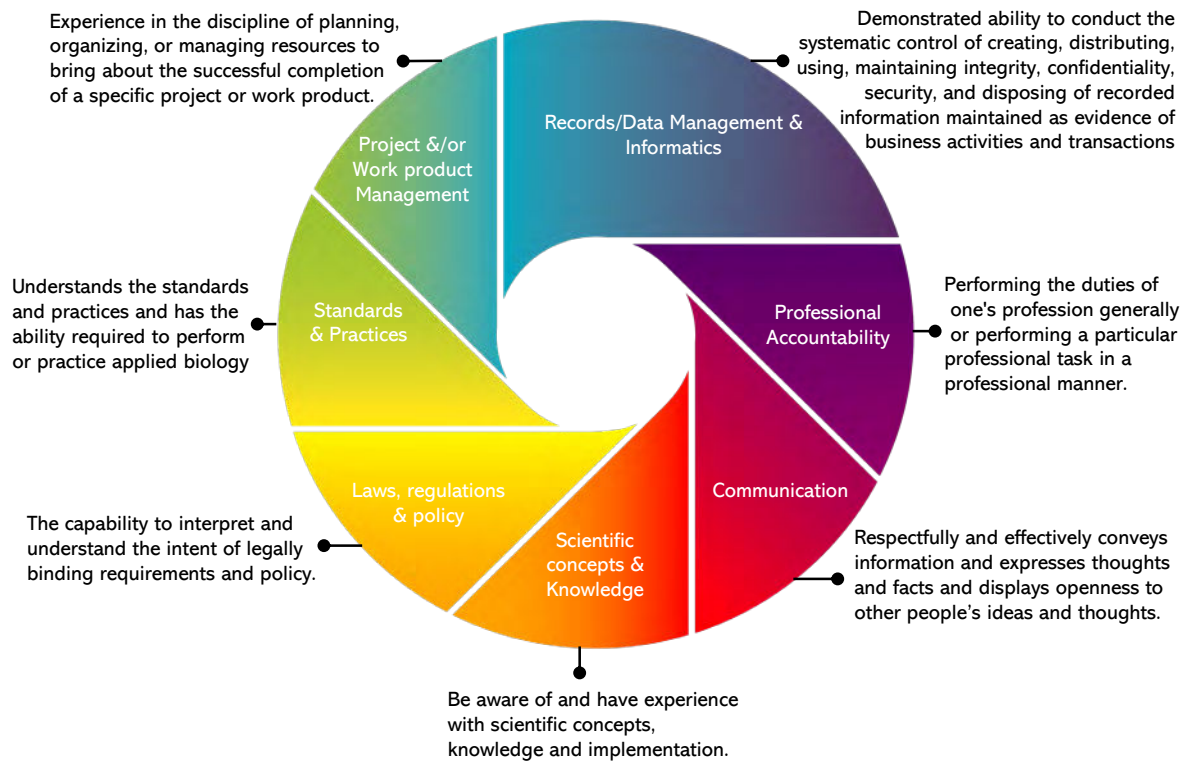
By College Staff

As a result of the [Scope of Practice Framework Discussion paper](#), the College Council has approved seven Professional Practice Competencies and a competency continuum that are linked. A professional's practice competencies and associated level of competence are acquired through knowledge (education and training), skills and abilities (work experience, professional practice experience). Each Professional Practice Competency has been defined (below) and has three key indicators. Details on the key indicators can be found on the College's website in the [Professional Practice Competencies & Competence document](#).

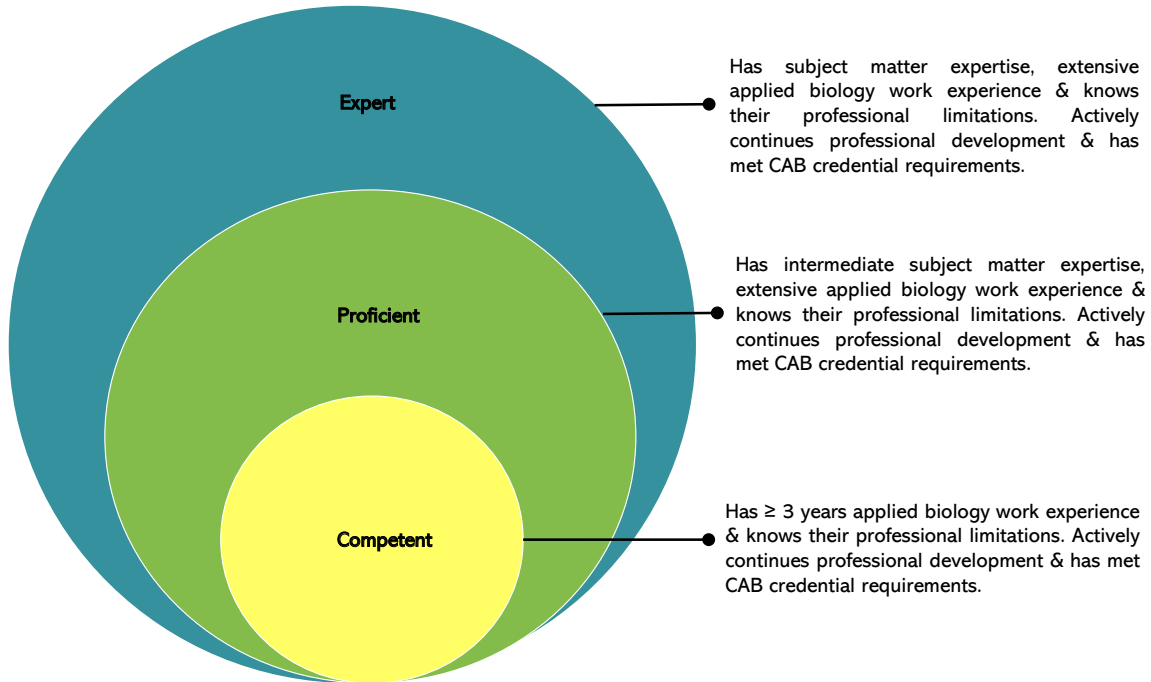
Registrants are required to self-declare their competence level (competent, proficient or expert) (next page) in each of the seven Professional Practice Competencies.

The College uses key indicators (KIs) in each Professional Practice Competence category to assess and verify that a professional meets the minimum competency level requirement: Competent. College applicants and registrants are required to demonstrate and maintain competence in at least one (1) key indicator in each Professional Practice Competency category during the Registration, Audit and Practice Review processes.


Professional Practice Competencies



Competency Continuum



As of January 1, 2020 Registered Professional Biologist (RPBio) applicants are now required to demonstrate that they are competent in all seven Professional Practice Competencies, meet at least one of three key indicators and have references that support their competence. Registrants through the College’s

Audit process have always been required to demonstrate competence. However, the process is now formalized and registrants undergoing an Audit or Practice Review will be required to demonstrate that they meet at least one of the three key indicators in all seven categories. 

Looking for CPD opportunities?

As we move toward the second half of the calendar year, the College would like to remind registrants to maintain and log their continuing professional development (CPD) points.

The coronavirus pandemic has presented unique opportunities for CPD as many organizations have turned to and increased online resources such as webinars. The [Canadian Wildlife Federation](#) and the [US Fish and Wildlife Service National Conservation Training Center](#) are just two resources that are worth reviewing for webinars and podcasts — past and present — on various topics and also podcasts.

2020 General Information Survey Results

By Shona Lawson, MSc, RPBio, Director of Practice & Deputy Registrar & Tory Davis, Executive Operations-Communications Officer

FROM JUNE 11 to June 29, 2020, the College ran a general information survey for College registrants. The information gained from the survey respondents gives some basic statistics about the College’s make up, including age, gender identity and areas of practice.

The information gathered also gives the College important insight as it moves towards full implementation of the *Professional Governance Act* in November 2020 and assists the College in review and improvement of its statutory programs. Some of the data is compiled and explained below and full details will be posted to the College’s website.

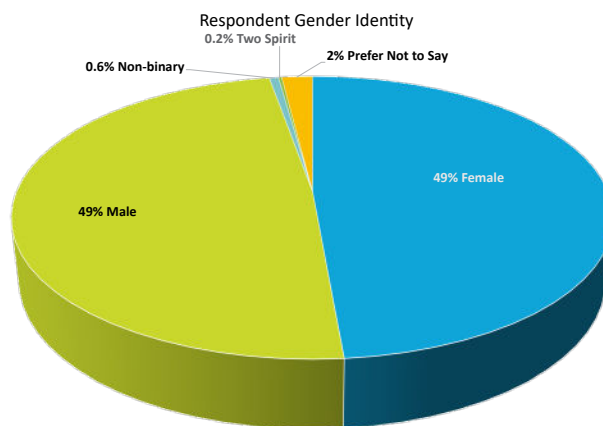
Some of the demographic data has been compared to a previous College survey from July 2015. Questions on the 2020 survey were slightly different in order to capture the evolving diversity of the College and that of Canada as a whole.

Demographic composition of the College

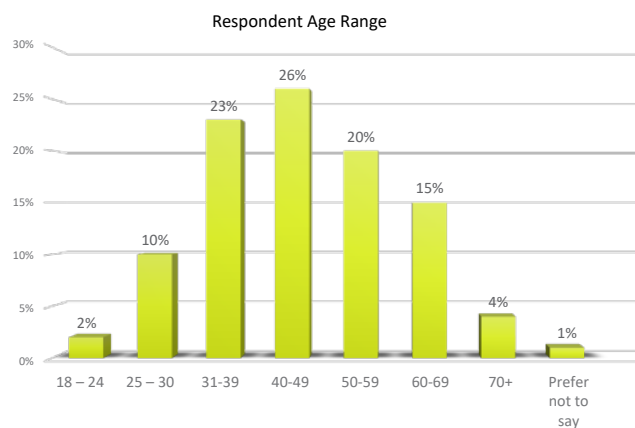
The vast majority, 89 percent of respondents, indicated that their place of residence was British Columbia, with Alberta – at six percent – being the next most common answer. Unsurprisingly, 88 percent of respondents indicated that their primary place of work was also in BC.



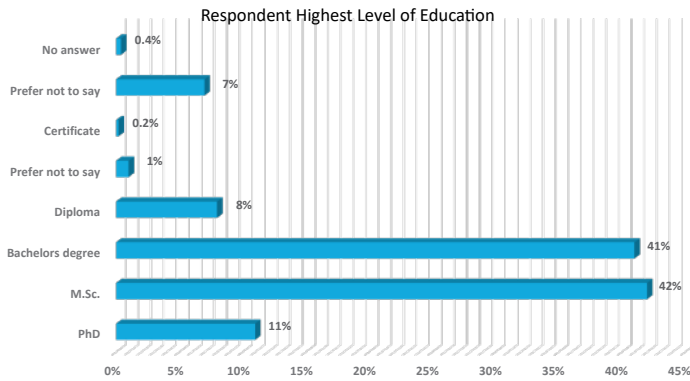
The response rate was equal from respondents who identified as either female or male - 49 percent. Two percent of respondents declined to identify their gender and there were completed responses received from non-binary and two-spirit individuals.



Age range was broadly represented in the survey, however the three largest cohorts were between the ages of 31 and 59, where 23 percent of respondents were between the ages of 31-39; 24 percent were between the ages of 40-49; and 20 percent were between 50-59.



Fully 94 percent of respondents have attained at least a bachelor’s degree as their highest level of education. Of those who responded, 42 percent indicated that they had achieved a master’s degree, and 11 percent responded that they had a doctorate degree.



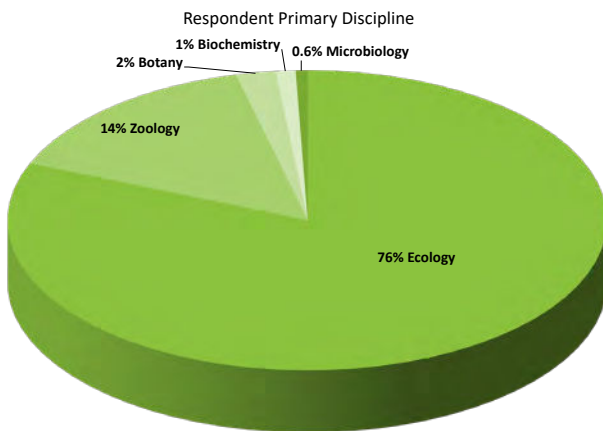
The College received responses from practicing registrants and trainees of every category, retired registrants, on leave registrants and students.

Designation & Status	Registrant Representation as of June 2020	Percentage of Survey Respondents per Registrant Category
ABT*	0.4%	18%
RBTech*	3%	18%
RPBio*	76%	21%
In Training (ABT, RBTech & BIT)*	12%	19%
Student*	1%	16%
On Leave	2%	11%
Retired	4%	20%
Overall Survey Response Rate		21%

* Indicates active registrants

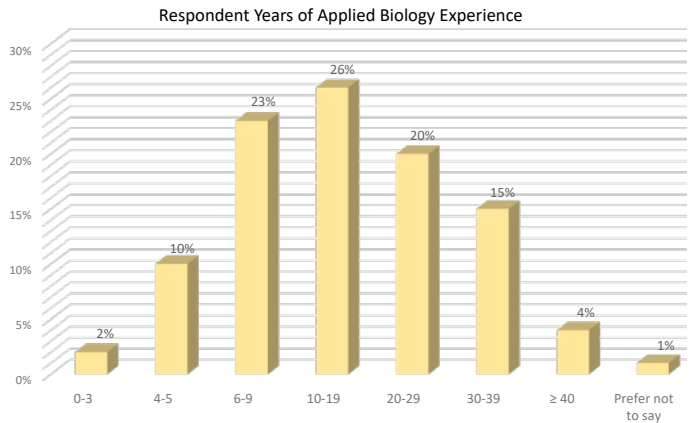
Areas of practice and employment

Of the five applied biology disciplines – Biochemistry, Botany, Ecology, Microbiology, Zoology – three-quarters of respondents identified Ecology as their primary discipline. Three-quarters of respondents also indicated that they currently have full-time employment and identified their employment level within their organization as either “intermediate” or “senior.”

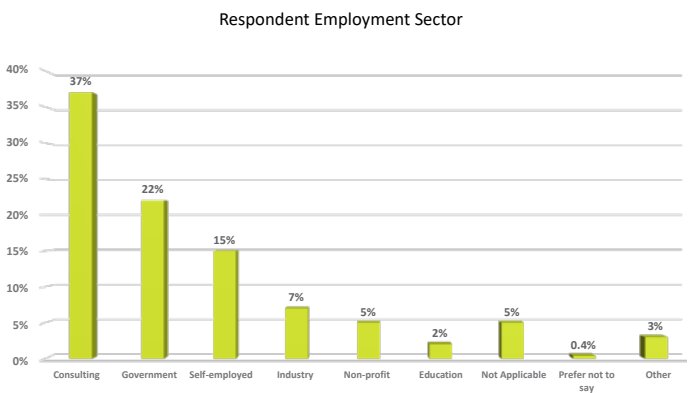


Apart from responses to those questions, the breadth of answers to other demographic questions were diverse. Responses to the question of years of applied biology experience were parabolic:

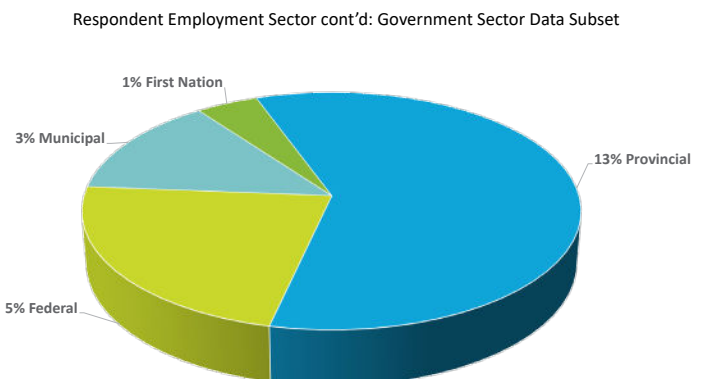
the largest plurality – 28 percent of responses – was 10-19 years, and 20-29 years represented the second largest demographic with 23 percent of responses. The experience range of up to three years – 9 percent – was the same as the 40+ years of experience range. The ranges of six to nine years’ experience was nearly equal to the demographic with 30-39 years’ experience.



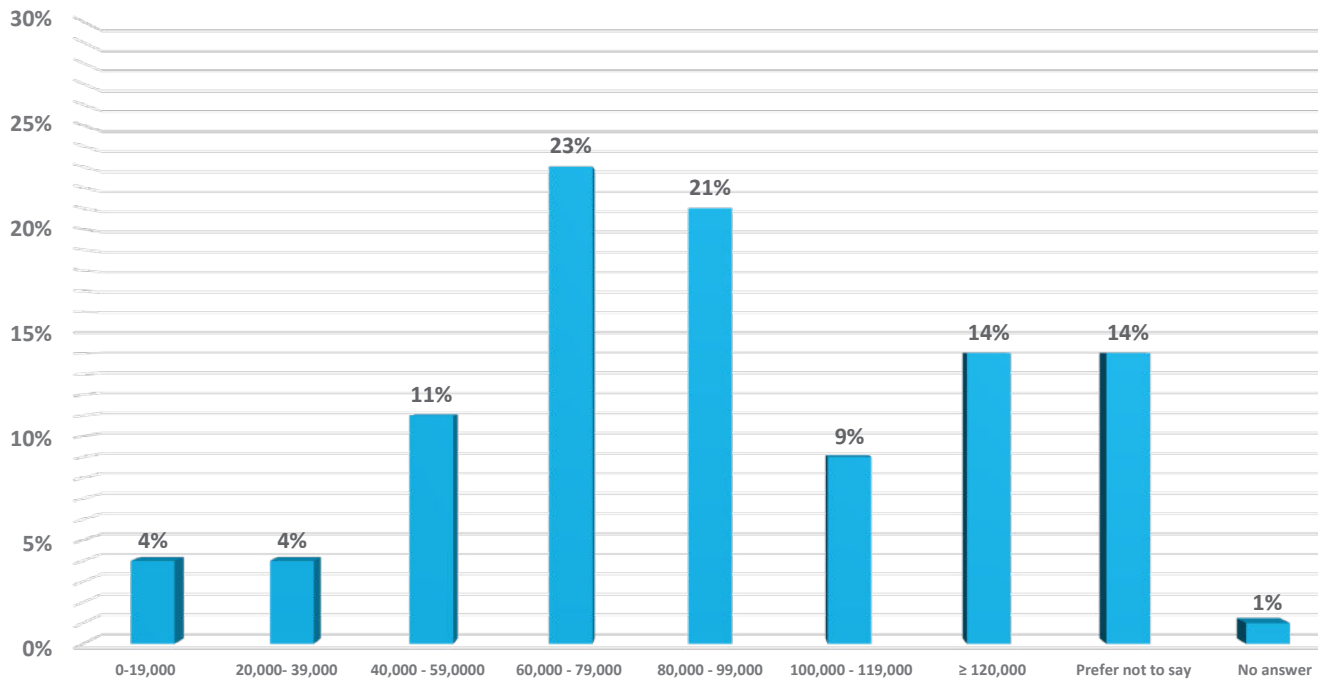
Under the question of in which sector do respondents work, the answer with the greatest number of responses was consulting, with 37 percent of responses.



The next most common response was government at 22 percent, followed closely by self-employment at 15 percent. Government



Respondent Salary Level

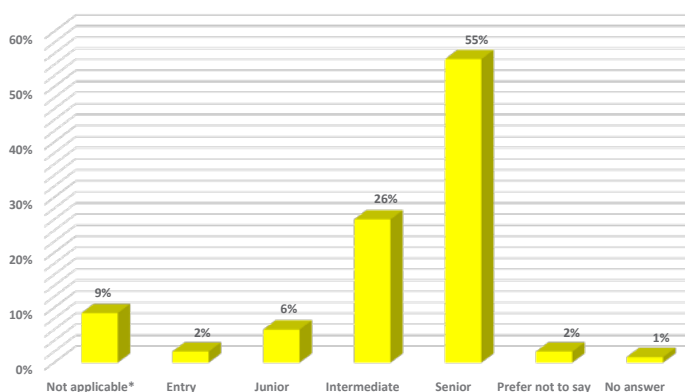


included federal, First Nations, provincial and municipal. There were a few people who indicated they worked for a regional government.

Salary range for registrants is also broad with most respondents, 23 percent and 21 percent, falling in the \$60,000 to \$79,000 and \$80,000 – 99,000 salary ranges, respectively.

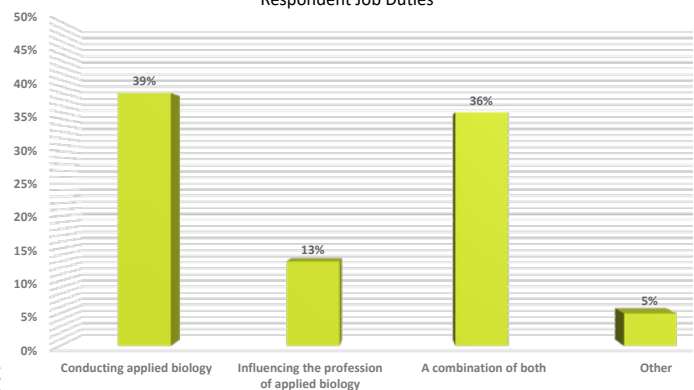
College registrants are employed in various position levels from entry level to senior. Registrants in senior level positions are 55 percent with intermediate level positions next at 26 percent. There is a combined eight percent who are in employed in entry and junior level positions, with the not applicable category referring to retired, on leave or student respondents.

Respondent Employment Level



College registrants are carrying out a multiple aspects of the applied biology profession in their primary job duties. Thirty-six percent are doing both conducting applied biology and influencing the profession.

Respondent Job Duties





The College over time


The College compared some demographic results from the 2020 survey to results from the 2015 survey in order to develop a snapshot of how the demographics of the registrant body have changed over the past five years.

Coincidentally, the response rates for both surveys were similar. The survey from 2015 had a response rate of 22 percent and the 2020 survey had a response rate of 21 percent.

The ratio of gender identity has moved substantially in the past five years. While respondents identifying as female only comprised of 35 percent of the totals in the 2015 surveys, the number increased to 49 percent in 2020.

The College appreciates the time that registrants took to complete the 2020 general information survey. As the College continues its work to implement the PGA in 2020 and into 2021, the information gained – especially as it relates to professional practice – will be crucial in ensuring a smooth transition for the College and for registrants. 

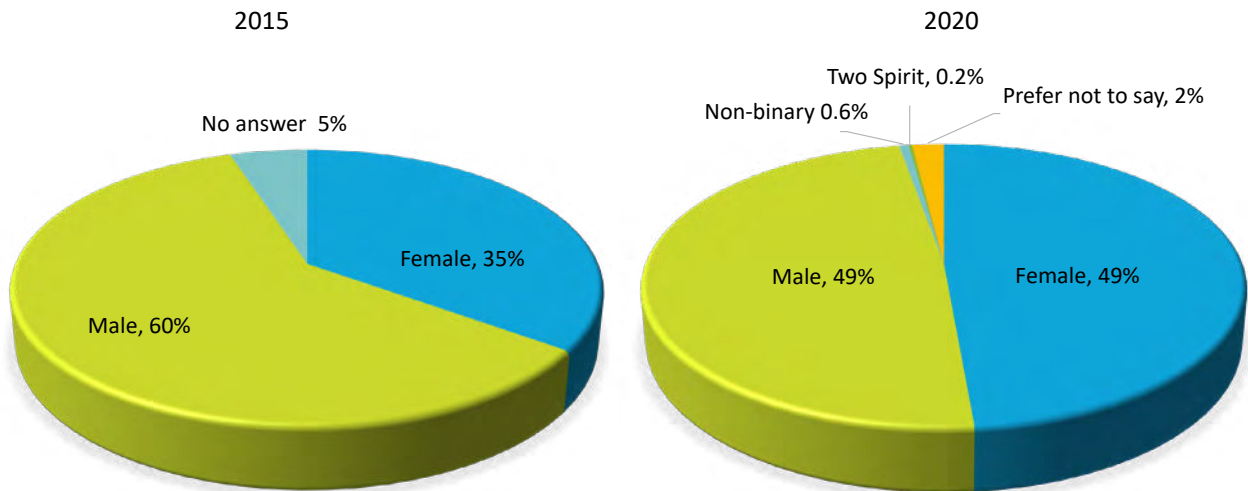



COLLEGE OF APPLIED BIOLOGY
Summer Surveys

The College's Summer 2020 Registrant Survey Series -- Full Bulletins

1. **General Information Survey:**
June 11, 2020 - June 29, 2020
2. **COVID-19 Impacts:** June 11, 2020-June 29, 2020
3. **College Matters Content Survey:**
July 16, 2020 - July 31, 2020

Respondent Gender Identity: 2015 Compared to 2020



All data sourced from College's 2020 General Information Survey. For responses related to the coronavirus outbreak, turn to page 17.

Professional Governance Act General Primer

By College Staff

With the full enactment of the *Professional Governance Act* (PGA) in the fall 2020 there are various changes that the College has been working on and will continue to implement. These changes range from governance to name changes to statutory legal requirements. Below is a summary of some of the changes.

Nomenclature

Under the PGA there are several name changes:

- > Members will now be called Registrants.
- > Auditors are renamed Assessors
- > Rules will become Bylaws
- > The overarching mandatory professional development will be called Continuing Education Program, however activities will still be referred to as Professional Development (PD)
- > Schedules under the Rules will become policies linked to their associated Bylaw

Under the PGA a registrant is defined as:
an individual and a firm who are a registered member of a regulatory body under the PGA.

More nomenclature changes may be coming and the College will communicate these as they come into effect.

Governance

The College under the PGA falls under the BC Attorney General's Office and is regulated by the provincial government through the Office of the Superintendent of Professional Governance (OSPG) along with the Engineers and Geoscientists of BC (EGBC), Association of BC Professional Foresters (ABC FP), BC Institute of Agrology (BCIA), Applied Science Technologists and Technicians of BC (ASTTBC) and, as of July 2020, the Architectural Institute of British Columbia (AIBC). When the PGA is fully enacted the *College of Applied Biology Act* will be repealed and the College

of Applied Biology Regulation will be enacted as will the College Bylaws which are replacing the College Rules. College Bylaws are now required to be approved by Council, the OSPG and filed with the Attorney General.

A Council of four Lay and seven Registrant Councillors governs the College (with the College's Past President serving as the 12th member in a non-voting role.) Councillors are elected by registrants using a rigorous merit-based system that involves candidates completing an application and being interviewed by a Nominations Committee prior to officially becoming a nominee on the ballot. The 2020 Council elections used this system for the first time and the results were very positive. The [2020 Nominations Committee's Final Report](#) can be read on the College website.

Under the PGA Committees will have a statutory function and professional regulators will have the same five committees, Nominations, Audit and Practice Review, Credentials, Investigations and Discipline. Some regulatory bodies may have additional statutory committees as required. The Colleges committee's provide strategic direction and recommendations to Council regarding the statutory areas they cover. Each committee has a Terms of Reference and position profiles for the Chair and members approved by Council available on the [College website](#). Some of the College's former committees will be renamed such as the Finance Committee which will be renamed the Finance Oversight Board. The Nominations and Investigations Committee are new to the College.

Code of Ethics

In order to comply with the PGA, the College has had to revise the current Code of Ethics (CoEs). Although most of the changes are minor, all registrants are required to be familiar with them. New CoEs will be available on the [College website](#) when completed.

Mandatory Training

All regulated professionals that fall under the PGA are required to undertake training specific to their regulator’s Code of Ethics and reconciliation with Indigenous peoples.

A Mandatory Training Task Force has been established to provide recommendations to Council for the implementation of three mandatory training courses for registrants listed below. The three courses in order of priority and anticipated date of implementation


1. Code of Ethics (2020)
2. Reconciliation with Indigenous peoples (2021); and
3. Legal requirements for applied biology professionals practicing in the natural resource sector in BC (TBD).

Firm Regulation

The PGA includes a requirement for regulators to apply accountabilities to firms as well as individuals to uphold the public interest. The programs for regulation of firms, such as audit procedures, are different than the programs for accountability of individual registrants.

Under the PGA, a firm includes a legal entity (sole proprietor) or combination of legal entities (2+ proprietors) engaged in provided services in respected of a regulated practice. BC Government ministries are considered firms under the PGA.

- > Under the PGA, firms of all sizes (sole practitioners to large companies) will required to be regulated.
- > The College has established a Regulation of Firms Task Force to provide recommendations to Council of the College’s firm regulation process
- > The College is a member of the Firm Regulation Joint Advisory Group with the other four regulators (EGBC, ABCFP, ASTTBC, BCIA) and the OSPG the purpose being to: 1)develop a consistent approach for firm regulation; 2) develop a system for regulation of firms with registrants in more than one professional regulatory body, referred to as multi-disciplinary firms (MDFs).
- > Engineering and geoscience firms will be regulated as of July 21, 2021 under EGBC. More information is available on the [EGBC website](#).
- > Applied Biology firms can expect to see firm regulation come into effect July 2022.

The enactment of the PGA is an exciting time for applied biology professionals not just for those in living and working in BC. These changes may have far reaching positive impacts for the profession as it continues to gain recognition alongside other long standing recognized professions such as engineers, foresters, lawyers and many more. Stay tuned for more information regarding the College and the PGA as we move towards the full enactment anticipated this fall, November 2020. 



New Registered Professional Biologists (RPBio)

Elizabeth Anderson	3411
Torrey Archer	3396
Elizabeth Ashby	3387
Eric Balke	3371
Lisa Blanchard	3453
Marla Bojarski	3414
Sarah Bouwmeester	3441
Joanna Burgar	3507
Aubrey Butcher	3418
Hazel Cameron-Inglis	3370
Kristen Charleton	3455
Roxan Chicalo	3448
Celia Chui	3522
Stephanie Christensen	3483
Rebecca Clement	3488
Rebecca Collier	3415
Kim Conners	3458
Sanatan Das Gupta	3449
Gisela de Assis Martini	3516
Jason Dietrich	3437
Christopher Ernst	3425
Brett Favaro	3513
Kristen Foreman	3409
Tyler Garden	3367
Hugo Gee	3524
Amanda Girard	3484
Robert Goldblatt	3372
Gerald Grant	3523
Kate Greco	3462
Anna Hall	3435
Ian Higgin	3467
Evan Hillman	3503
Sarah Howie	3473
Mai-Linh Huynh	3511
Luke Jamieson	3499
Noemie Jenni	3374
Carolyn Johns	3436
Kym Keogh	3432
Philippe Langemeyer	3420
Justin Lewis	3394
Sydney Love	3381
Alexandria Loveridge	3456
Kara MacAulay	3497
Daniel Mackle	3359
Ian Matchett	3438
Kelly McKinnon	3424
Erin McMillan	3509

Dwayne Minton	3358
Kristen Miskelly	3463
Jeffery Morgan	3356
Alicia Morin	3399
Stephen Nicholl	3405
Sean O'Donovan	3491
Orla Osborne	3431
Vitaly Ostroumov Jr.	3375
Alain Parada Isada	3505
Kirsten Pearson	3382
Jennifer Petersen	3519
Julie Porter	3465
Marie Prill	3476
Derek Rennie	3474
Camille Roberge	3518
Megan Rogers	3445
Brett Roulston	3446
Kent Russell	3479
Niamh Ryan	3373
Jennifer Stroh	3353
Brendan Such	3357
Hannah Sungaila	3450
Molly Teather	3419
Jessica Tester	3426
Heather Thompson	3379
Mark Trousdell	3368
Nicole Tweddle	3517
Kyle Walker	3514
Tracy Walker	3360
Andrea Wallace	3434
Madison Wassick	3369
Colby Whelan	3428
Katelyn White	3421
Janine Wildschut	3512
Stephanie Winton	3422
Graham Young	3493
Alex Chee Yu Yeung	3408
Nicola Zargarpour	3389

New Applied Biology Technician (ABT)

Scott Cavasin	3395
Sean Edmunds	3366
Matthew Kenny	3413
<i>Roxx LeDoux</i>	3393
Michael MacFabe	3423
Scott Ramey	3486

New Registered Biology Technologists (RBTech)

David Charbula	3478
Kieran Griffith	3515
Alyssa Maseo	3433
Dave Muhlert	3492
Carly Palmer	3466
Jeffrey Skinner	3392

REGISTRANT UPDATES

Recently Returned (Re-instated) Members

BIT

Charlotte Adamson 1105

RPBio

Ashley Ahrens 2249

Meghan Goertzen 2623

Adam Goodwin 2501

Jessica Hawryshyn 2876

Christine Lion 2913

Lana Miller 2527

Carey Sibbald 2858

Ingrid Sorensen 2900

Leah Westereng 1235

New On Leave Members

RPBio

Tracy Henderson 2617

Mandeep Purewal 2423

Hannah Sungaila 3450

New Enrolled Biologists In Training (BIT)

Kiah Allan 3361

Sandamini Bandara 3412

Rachel Bates 3521

Jessica Bayley 3390

Patrick Beaupre 3402

Matthew Belanger 3376

Hannah Blanchard 3363

Christina Borring-Olsen 3380

Mark Bujaki 3416

Nick Campbell 3417

Skye Campbell 3439

Christian Carnevale 3427

Emily Cicon 3430

Margarete Dettlaff 3407

Brendan Doble 3480

Tawni Drinnan 3504

Corey Farebrother 3444

Ashley Fischer 3378

Owen Fitzpatrick 3471

Carly Fleming 3477

Kelly Forrester 3495

Alexander Gallis 3475

Erin Galloway 3490

Sarah Germain 3510

Chantelle Gervan 3460

Colleen Gillespie 3461

Jessica Hemphill 3485

Elizabeth Herbert 3364

Claire Hinchcliffe 3384

Jesse Holla 3468

Owen Hughes 3386

Jenna Kavanagh 3383

Michael Lester 3494

Meghan Love 3470

Austin Lymburner 3487

Jordan MacDonald 3401

Emilia Mackowiak 3385

Joshua Mahlman 3520

Corbin Manson 3397

Christopher McAulay 3498

Samantha Mertens 3410

William Parker 3404

Janelle Paulson 3452

Kristy Rasmus 3489

Monica Redmond 3400

Alex Ritz 3440

Meghan Rooney 3506

Caitlin Russell 3365

Erin Ryan 3443

Darren Saintonge 3454

Veronica Schofield 3500

Christine Spice 3442

Brian Titaro 3469

Alyssa Togado 3472

Miriah Tucker 3501

Sydney Umlah 3481

Carley Wall 3451

Thea Warren 3496

Brandon Williams 3406

Aiden Wilson 3362

Megan Winand 3377

Petra Wykpis 3457

Konstantina Xenakis 3502

New Enrolled Technologists In Training (Trainee(RBTech))

Kristina Apcev 3429

Harrison Craig 3388

Nigel Delange 3482

Emily Gutenberg 3403

Shijie Kou 3398

New Enrolled Technicians In Training (Trainee(ABT))

Rebecca Segal 3508

New Student Biologists

Erin Ennis 286

Daniel Polok 285

Susanna Ye 283

Recently Resigned Members (since March 2020)

BIT

Skyla Dalen 1192

Daniel Sklar 936

RBTech

Chantelle Kilbourn 50

RPBio

Cathryn Clarke 2845

Michael Janssen 3132

Michael Krawetz 2068

RPBio(Ret)

Robert Grace 237

Shawn Taylor 981



The Applied Biology Profession During the Coronavirus Outbreak

By College Staff

W **E ARE LIVING** through a global health crisis, the coronavirus pandemic. People in BC and all over the world are having to change and adapt how they interact with family and friends, work and go about

the day-to-day things such as shopping. There have been wide-spread impacts to many industries and businesses. In June 2020, the College conducted a general survey for baseline information on our registrants (*Editor's note: see partial results beginning on page 9*); as part of the survey, there was a question regarding the impacts of the pandemic. The question was asked so the College could gain an understanding of how applied biology professionals have been impacted by the pandemic.

Has your employment been impacted by the COVID – 19 pandemic?

Overall, 538 (22 percent) registrants responded to the survey, of which 279 (52 percent) of people indicated yes, they had been impacted; 223 (42 percent) respondents indicated they had not been impacted. A further 34 (six percent) respondents did not answer and 2 (0.4 percent) preferred not to say.

Of the people who responded yes, they had experienced impacts 155 (56 percent) provided additional information on how they had been impacted. The following table summarizes their impacts.

Impacts/Effects that were Identified	% of Respondents
Working from Home	35%
Reduced/Restricted duties/hours	21%
Work/Project Budget(s)/Funding/Income - Delayed/Reduced/Cancelled	15%
Projects - Delayed/Reduced/Cancelled	12%
Social Distancing	11%
Field Work - Delayed/Reduced/Cancelled	10%
*Other	10%
They were Laid Off/or colleagues were laid off their at place of work	8%
Increase in Work/Duties	4%

Other responses included shifts in work activities, priority changes, changes to the amount of travel, and long-term leave. Several people indicated that they thought impacts to work (layoffs, further reduction in work etc.) would be seen after current projects were complete and/or in 2021.

Some people mentioned that impacts at work specifically had to do with social distancing and mitigation measures being put into place. This included but was not limited to changing policies, procedures, the way they work or interact with clients, their community(ies), and colleagues.

Forty-one respondents (18 percent) who indicated that their work had not been impacted by COVID-19 provided additional information regarding their experiences in relation to their employment. The table below summarizes those responses.

Impacts/Effects that were Identified	% of Respondents
Working from Home	49%
**Other	49%
Little to No Impact	7%

Other impacts included: retirement; an increase in the amount of work, field work and project delays/scale backs. Some people also indicated that they hadn't been laid off but co-workers at their company had been.

“Fortunately...our employers were ready to provide remote working environments that allowed us to keep at our jobs. -- Dr. Dave Preikshot”

To summarize, the number one impact of the coronavirus pandemic identified from the responses was a shift to working from home rather than the office. The next biggest impacts were: 1) a reduction or restriction in duties and hours; 2) a delay, reduction or cancellation of work, project budgets and income to companies; and 3) a delay, reduction or cancellation of a project(s). Some people indicated that as of now they haven't been impacted or really seen any impacts however, they think the impacts may be delayed and will be seen in the future.

Professional Perspectives on COVID-19

Tania Tripp, RPBio #1258

At the start of our family vacation on March 5, 2020 there was still a lot of confidence in Canada and the United States that coronavirus was "under control." We boarded our plane to New Orleans via Victoria and Seattle and were on our way for the trip of a lifetime – a cruise through the Panama Canal.

The boat stopped on day two at the first port of call, which turned out to be the one and only stop of an originally planned eight port-adventure days. On day five it was eerie to be anchored off the island of Grand Cayman among a series of ships we knew were under quarantine due to confirmed COVID-19 cases. We spent a total of 14 days at sea, and were one of the last cruise ships to dock in the United States, landing in San Diego. At the time of leaving the ship, we were told that there were no confirmed cases on the boat.

We self-isolated immediately in our home bubble and hoped that we didn't pick up coronavirus during our travels.

COVID-19 flared up like a brush fire in my husband two days after our return home. I knew it was only a matter of time for me. Symptoms included a very rapid on-set of chills, fever, nausea and pure exhaustion unlike anything I have ever experienced. On top of being ill ourselves, we were very concerned for the health of our children.

I have a new appreciation for being employed in a field that enables and accommodates working from home. This flexibility allowed for a much easier transition than experienced by others. I have observed

great resilience in the form of increased teamwork and creativity. My husband and I worked side my side from home online. Is it any wonder that so many of us have gotten back to the basics of simple pleasures like baking bread and crafting in search of an escape from the digital craze and change fatigue?

However, I think that we have all been pushed out of our comfort zones. The "new normal" continues to evolve, and we are forced to move with it and keep up, like how all generations are learning online communication. There have certainly been challenges associated with the required uptake of multiple online meeting platforms such as Zoom, Teams, Go To Meeting, Skype, Citrix, and many others. How many CPD points should I note for 2020 related to communication technology?

Throughout these months of pandemic-necessitated social distancing, resilience has also been obvious in the nature around us. The birds, plants, and fish are doing what they do every year; oblivious to COVID-19. I can't help but think that during those spring months when we were all self-isolating, nature benefited. Unfortunately, many of our annual surveys to measure these types of events were put on hold due to coronavirus.

Throughout our illness, and over five weeks of quarantine, we were supported by an amazing community of family, friends, co-workers, and strangers. I have never been particularly good at asking for help. COVID-19 taught me that it feels good to let people help you, and that others feel good to be helpful: conduct practices and activities that demonstrate your social conscious. Stay safe. We are in this together.



Social distancing in the field. Photo Credit: Tania Tripp

Dr. Dave Preikshot, RPBio #3010

My wife likes to think of me as a pessimist, but that’s what an optimist calls a realist. Unfortunately for us, pessimism met optimism in a bout of COVID-19. I can safely say that being scientists was of immense value in getting through the worst of COVID-19.


Our first mistake was being in an airport at the same time health authorities were coming to realise that one of the likely ways to get COVID-19 was breathing shared air in enclosed spaces. Training as scientists brought us both to the conclusion that the best thing we could do upon returning home from our travels was a course of self-isolation as a responsible and precautionary measure.

When I started to feel sick, I first tried to convince myself it was a case of the flu. It became increasingly difficult to deny the curse of COVID-19 as symptoms like aches and lethargy became so profound that it was difficult to even get out of bed. The truth became unavoidable when my wife asked if I had lost my sense of

smell or taste (a phenomenon called anosmia) which turns out to be a fairly common symptom for COVID-19 patients.

Fortunately, for both of us, our employers were ready to provide remote working environments that allowed us to keep at our jobs. One drawback was that the volume of emails we both received increased dramatically. With the loss of the ability for quick office check-ins with colleagues, the default interoffice communications option became having every question come through email. Even if your work offers electronic chat/collaboration platform like Slack or Jabber, many folks are hard pressed to abandon the antiseptic embrace of the inbox.

Like a lot of senior biologists, I split my time between field and office work. It has been a real treat to be able to get in the field, where everyone seems a lot more at ease in their own skins given the lowered risk of infection of COVID-19 outdoors.

Many in the public are getting fatigued by sticking to hygiene rules, not to mention social distancing. As scientists we can remind folks that these rules have a purpose: to beat this virus down until a vaccine is developed. Stay healthy folks! 


Editor’s Note: Dr. Dave Preikshot and Tania Tripp live together on Vancouver Island with their two daughters.

Volunteer Appointments 2020

The College is pleased to report that all volunteer openings that were announced in July 2020 have been filled. The following registrants have been appointed by Council to fill working bodies:

<i>Audit & Practice Review Committee</i>	<i>Credentials Committee</i>	<i>Nomination Committee</i>	<i>Mandatory Training Task Force</i>
Steve Gordon, RPBio #704	Brent Phillips, RPBio #884	Kim Klaczek, RBTech #87	Corinna Hoodicoff, RPBio #1736
Wayne Wall, RPBio #1695	Francesca Knight, RPBio #1648	Barbara Wernick, RPBio #1171	Brittany John, Lay Councillor
Meghan Goertzen, RPBio #2623	Hannah Horn, RPBio #2637	Timothy Gray, RPBio #2760	Alison Peatt, RPBio #371
Samuel Barnes, RPBio #2908	Corwyn Bettles, RPBio #1797	Nyssa Temmel, RPBio #2959	Regina Saimoto, RPBio #847
	Kim Warner, RPBio #2867		Jacob Bradshaw, BIT #1036

The new appointment process was based on the merit-based process that the College uses to select Councillors and ascribes to the College’s commitment to diverse appointments across its working bodies.

While the erstwhile vacancies have been filled, the College’s mandates and statutory functions are ongoing and there will be more volunteer positions available in the future. Please [check the College website](#) to view full committee and task force information including openings, membership listings, chairs and terms of reference and subscribe to College email services to be notified about any openings. 



BONUS FEATURE: *College Matters* Content Survey 2020 Results

By College Staff

From July 16 to July 31, 2020, the College ran a survey for the College's publication, *College Matters*. The information gained from the survey respondents provides feedback on the publication's content, theme, readability platform and potential contributions; 195 completed the survey.

Many people also took the time to write feedback which will be used to refresh the look and content of the publication. For some of the questions such as the type of content people would like to see in *College Matters*, respondents could choose as many options as they wanted to and could also provide suggestions for other options.

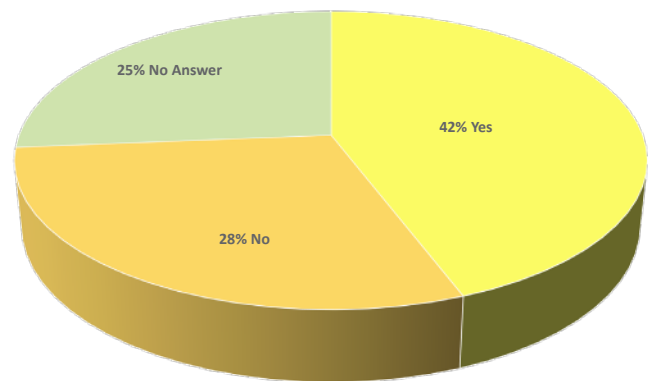
College Matters Content	%
Regulatory information (e.g. updates to legislation, regulation, policy)	87
Professional Interest (e.g. applied science in BC)	81
Statutory Information (e.g. updates on College requirements for Audits, Continuing Professional Development, Practice Reviews, Credentialing)	70
Practice Information (e.g. best practices on record keeping, signing and sealing, ethics scenarios, career development)	69
Feature Article – that is tied to a specific theme of the issue	62
Professional Interest (e.g. applied science in and around Canada and the World)	53
Question and Answer (e.g. Ask a Councilor/Committee Chair, credentials, reports, Audit, Continuing Professional Development)	42
Other	8

There was strong support – 87 percent and 81 percent -- for content on regulatory information and professional interest in B.C. respectively. These cohorts were followed by content on statutory and practice information, feature articles tied to the publication theme and professional interest outside B.C.

Forty-two percent of respondents indicated they would like each issue of the publication to have a theme with articles supporting that theme. The College received 63 ideas for themes, such as climate change, integrating Indigenous traditional knowledge with western science,

habitat restoration, new technologies and the practice of applied biology in other provinces and countries.

Themes for *College Matters*



Fifty-nine and 54 percent of respondents indicated that they would prefer to read *College Matters* in an internet browser or download a pdf respectively. Twenty-nine percent would prefer to read the publication on a mobile or other handheld device.

Twenty-six individuals said they would be interesting in contributing articles to the publication and included specific areas and topics they would like to contribute on and the College will follow up with them.

Respondents were also provided an opportunity to offer information and feedback on topics not covered by the survey questions such as, suggestions for improvements to the publication. Several people indicated that the College is doing a good job and they appreciate the opportunity to provide feedback via the surveys. Others provided new ideas for example updating formatting, adding new sections and having articles with case studies.

Thank you to all those that took the time to participate in the survey. 