



Chemical Institute of Canada | **For Our Future**
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CIC Chair's Report - AGM June 2023

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It is my pleasure to report on activities of the Chemical Institute of Canada (CIC) for this past year. Efforts during this timeframe focused heavily on stabilizing and enhancing the National Team of staff and continuing to on-board our new Executive Director, Dr. Josephine Tsang, who completed her first year as ED on February 1, 2023. Josephine is doing an amazing job in this complicated role, and we see so many positive changes, despite her relatively short time with us.

Highlights

- We **addressed issues in the National Team** such as salary adjustments to current benchmarks for not-for-profits, provided a token of appreciation for their commitment during covid, and revised the organisational structure by hiring highly skilled contractors for key roles. We are actively encouraging a more positive and stable work environment for the National Team, and we are delighted to note a substantial reduction in turnover this year.
- We **overhauled governance documents** for the CIC Board including Terms of Reference for Directors and standing committees and developed the framework for a joint CIC/CSC/CSCChE Directors Handbook. A **new CIC Director of Awards** position was created for ratification at the 2023 AGM in June.
- We staged **in-person conferences for both CSC and CSCChE**, and reached a decision to run concurrent conferences of CSC and CSCChE starting in 2025 in Ottawa.
- We are poised to make **substantial changes to our financial operations**, focusing on automating processes, improving transparency, and working with stakeholders in the two Societies, Common Interest Groups (such as the Subject Divisions, Local Sections, Member Resource Groups and Student Chapters, CIC Chemical Education Fund and Gendron Fund) to optimize cash flow between all these parts of the CIC constellation.
- We undertook a big effort to **rebuild our partnership base**, with many returning and new partners engaged in our conferences and other activities. This effort expanded to multiple **enhanced and/or initiated collaborations** with organizations such as SCI Canada, Federation of Commonwealth Chemistry, Beyond Benign, and ACS Green Chemistry Institute, in addition to long standing relationships such as RSC and ACS.

Much work remains to be done, and we are nicely placed to carry this out, under the leadership of Josephine. The **CIC Board is working very well together**, and most CIC Board members will be continuing in their role for one more year which gives us stability to continue our change management.

I would like to take this moment to **thank all the Board members, along with other volunteers and the National Team staff** for their considerable effort this past year.

Looking Forward

In late June 2023, the CIC Board will be holding a workshop over 2 days to develop short-term and long-term strategic plans. Discussion points will address additional governance changes as recommended by the Governance Task Force (GTF). CIC Vice-Chair, Prof. Josephine (Josie) Hill, served as Chair of the GTF, so she is in the perfect position to lead us through a re-evaluation of the GTF Report to look for other opportunities to simplify and optimize our governance. We will also discuss ways to increase relevance and value for current and future members, and better position CIC/CSC/CSChE in the Canadian science policy and advocacy space. Operational optimizations, specifically, changes to how our financial streams flow within the CIC will require thoughtful communication with stakeholders to arrive at sustainable win-win approaches. Ongoing improvements to our Human Resource practices for the National Team staff are also a critical priority.

Acknowledgements

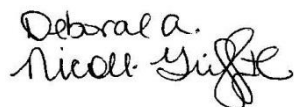
I would like to send a huge thanks to Prof. Josie Hill who has been a pillar of strength on the CIC Executive Committee. Prof. Jason Pearson will be stepping down as CIC Treasurer. Jason has a long track record as a Treasurer within the CSC and CIC, and we thank him for all his great work over the years.

I would also thank the rest of the CIC board: Prof. Jennifer Love (CSC President), Prof. Michael Cunningham (CSChE President) and those new, and yet to be elected auditing members of the Board, Dr. Shan Zou (CSC Vice-President), Dr. Pascal Champagne (CSChE Vice-President) and Prof. Peter Look (CIC Awards Director). They are all incredibly collaborative and committed to our success. Finally, I would like to recognize Prof. Deryn Fogg who completed her term as Chair of the FCIC committee this year. She did a stellar job in this role. All these members have dedicated countless hours of their personal time to make the CIC the best it could be, and I hope you will join me in thanking them for their service. Dr. Josephine Tsang completes the group and has been a wonderful liaison and leader within, across and outside the organization.

Finally, the National Team staff have demonstrated an outstanding level of loyalty as we continue to emerge from the pandemic. The Institute and Societies are lucky to have such a talented and committed group of people serving our organization.

Conclusion

To close, it has been a pleasure and an honour to serve as CIC Chair this past year and I look forward to one final year on the CIC Board as the Chair. I see many positive changes on the horizon which will enhance our ability to recognize and promote the accomplishments of our members and support our youngest and talented chemists, chemical engineers, technologists, and technicians to become chemical sciences leaders in Canada and around the world.



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