



Chemical Institute of Canada | **For Our Future**
Institut de chimie du Canada | **Pour notre avenir**

CIC Executive Director's Report - AGM October 2025

This report reflects activities and outcomes from the 2024 fiscal year and aligns with the financial statement and governance materials prepared for the Annual General Meeting (AGM).

The National Team (NT) enhanced membership benefit offerings, strengthened conference planning, advanced strategic planning, and implemented measures to increase fiscal transparency and accountability.

Strategic Highlights and Achievements

Membership and Outreach, Stakeholder Engagement and Collaboration:

- With the Boards, Members and the support of an external consultant, we achieved a major milestone with the completion of the Strategic Plan 2030, developed over two years through an inclusive engagement process that gathered feedback from over 500 members across the chemical sciences community in 2023 and 2024. Through surveys, consultations, and outreach, members helped (re)imagine the future of the CIC and shape a vision that reflects shared aspirations and values. The Strategic Plan 2030 places strong emphasis on advancing equity, diversity, inclusion, accessibility (EDIA), and sustainability.
- We established a transparent and privacy-conscious membership data-sharing process, developed in consultation with legal advisors, to allow membership lists for each Subject Division and Common Interest Groups to be shared in a compliant and consistent manner. A pilot project was run.
- The *Canadian Journal of Chemical Engineering (CJCE)* saw a 35% increase in article submissions, increased royalty revenue, consistent review turnaround times, DOI assignments, and growing download trends from China, the US, Canada, and India. Through Wiley, the publisher, there are now 103 Transformational Agreements, with over 3,000 institutions worldwide, expanding open-access opportunities for authors and readers. We are grateful to the editors, reviewers, and contributors for their dedication to maintaining *CJCE's* high standards.
- EDIA principles were actively integrated into strategic planning, and program development. We continue to ensure accessibility in our communications and events.
- We included increased bilingual content across parts of our website, newsletters, AGM materials, and piloted a Francophone networking event.
- The inaugural Transitions Program (formerly known as the Professional Development Program) was developed in collaboration with a committee chaired by the CSC Industrial Liaison Director and was successfully launched at CSC 2024 in Winnipeg. The programming offered tailored sessions on networking and career development to support early career professionals as they navigate the next stages of their careers.

Conferences and Membership Programs:

- The NT supported the Conference Organising Committees with logistics to execute two financially successful conferences (CSC 2024 Winnipeg and CSChE 2024 Toronto), and generated surpluses of \$150,000+, enabling the CSC and CSChE to establish operational reserve funds that enhance member support, particularly for early career professionals.



- The NT worked closely with the CSChE and CSC Boards to complete a feasibility assessment and stakeholder engagement process for the concurrent CSC and CSChE 2026 conference format.

Operations and National Team:

- Building organizational capacity and improving internal operations were the top two priorities. Key hires were made to support core functions and future growth, including the recruitment and onboarding of Director of Finance and Business Services, Business Development Specialist, Executive Assistant, Coordinator, and Finance Coordinator. These additions have helped reinforce leadership in critical areas and improve service delivery to members and partners.
- We continued to implement process improvements and pilot new approaches to optimize the planning and delivery of large-scale conferences including increased use of our long-time conference collaborator MMS. This work has strengthened the NT's operational readiness in advance of hosting the concurrent CSC and CSChE conferences in 2026.
- At the recommendation of our new auditor and the Boards, we overhauled our financial reporting practices to align with best practices and better support informed decision-making.

Looking Forward

The NT is focused on establishing a strong operational foundation that supports data-driven decision-making, equitable participation from underrepresented communities, effective communication, collaboration and service across the organization in 2025 and beyond. Planning for x2026 is well underway.

In 2025, the Canadian chemical engineering community looks forward to celebrating the 75th edition of its annual CSChE conference, while CJCE will actively participate in this celebration by launching a special issue encompassing all fields of chemical engineering.

Acknowledgement

We wish to extend our gratitude to all the Members who engage with the CIC, CSC, CSChE and CEF to foster a vibrant, inclusive, and sustainable community within the chemical sciences sectors.

With gratitude,



Josephine Tsang, PhD, MCIC
Executive Director
Chemical Institute of Canada