

ALBERTA INSTITUTE OF AGROLOGISTS **AIA** STRATEGIC PLAN 2022-2025

Focal question: What are the foreseeable risks to the AIA's ability to fulfill core mandates over the next three years, their impacts, and measurable strategic responses?

CORE MANDATES - AGROLOGY PROFESSION ACT

Institute governs regulated members to protect and serve the public interest: s.3(1)(a)	Institute regulates the practice of agrology: s.3(1)(b)	Institute establishes and maintains standards of registration, practice, and competence: s.3(1)(c)	Institute establishes and maintains a code of ethics: s.3(1)(d)	Institute approves programs of study and education courses for registration: s. 3(2)	Council administers the Act, Regulation, and Bylaws to ensure that the Institute fulfills its mandates: s.6
---	---	--	---	--	---

RISKS TO FULFILLING CORE MANDATES

Institute fails to effectively regulate members who reject regulation, including those who pressure the regulator to act in members' interests.	CEO/Registrar is replaced at the same time legislation is repealed and replaced, introducing instability and uncertainty.	Institute lacks oversight; members practice beyond their scope and fail to record appropriate Continuing Competence hours.	Unethical practice occurs and the Code of Ethics and enforcement are deficient.	Mandatory registration in the absence of exclusive scope of practice creates confusion.	The Council lacks metrics to measure its compliance with agrology legislation and employment law.
---	---	--	---	---	---

IMPACTS

Public and professional trust erodes; concerns are expressed; the government removes or limits regulatory powers.	Changing leadership in a period of major legislative change impacts the Institute's capacity to regulate the practice of agrology.	Members who practice beyond their abilities compromise the Institute's trustworthiness and professional value to the public interest.	AIA members are not seen as effectively trustworthy by clients and the public. AIA loses value as a regulator.	The regulator must expend significant resources to convince members to register, creating animus among members, employers, and political actors.	External observers query whether the Council can fulfill its legislated mandates or manage a public employee.
---	--	---	--	--	---

STRATEGIC RESPONSES

Regularly educate new and existing regulated members and all council members in all aspects of professional self-regulation.	Limit staff turnover to maximize informed change management until new legislation has been sufficiently embedded into existing systems.	For each practice area, retain sufficient staff to implement practice standards, practice review protocols, and continuing competence requirements and practice reviews.	Establish a modernized regulatory Code of Ethics within the Institute's ethical system that builds a professional community worthy of the public's trust. Require professional training every 5 years.	Implement a post-secondary agrology degree, designed to fulfill national entrance standards.	Develop a Council Performance Management plan that includes ways of monitoring outcomes, administrative literacy, and the timely fulfillment of the Strategic Plan.
--	---	--	--	--	---

MEASURABLE OUTCOMES

In-training members and the AIA council take an AIA-specific course in law and ethics; registered members take a continuing competence course every 5 years.	The Institute seamlessly manages major legislative change to the satisfaction of the government.	Members are demonstrably qualified within their areas of practice.	The AIA Code of Ethics clearly illustrates its relationship to current ethical issues and unprofessional conduct.	Post-secondary institutions become clear about the agrology profession and entrance requirements.	The council demonstrably measures its administrative capacity, transparency, and accountability in all areas of professional regulation.
--	--	--	---	---	--