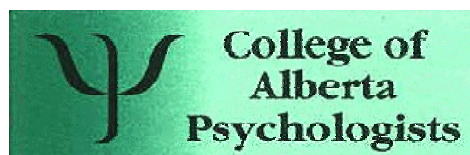


College of Alberta Psychologists

ANNUAL REPORT

2004 - 2005



College of Alberta Psychologists

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REPORT OF THE COUNCIL

The Council, which is the governing board of the College, consisted of 11 voting members: 9 chartered psychologists elected by the membership and two public members appointed by the provincial government. Six *ex officio* committee members are also invited to attend Council meetings, along with two officials and one recording secretary (all non-voting).

The Council held six meetings in 2004-05. Dates and locations were advertised on the CAP website and in *The CAP Monitor*, the College's newsletter.

KEY ACCOMPLISHMENTS IN 2004-05

Activities focused on six major areas: preparing to implement the *Health Professions Act*, communicating with members, providing guidance to the profession, long-term planning, implementing the Mutual Recognition Agreement and privacy legislation.

1. *Preparing to implement the Health Professions Act*

In anticipation of the proclamation of the *Health Professions Act* for the profession of psychology, Council approved the Psychology Profession Regulation, bylaws and a policy manual. Proposed Standards of Practice (currently the Code of Conduct) were submitted to the Minister of Health. (These documents will come into force when the legislation is proclaimed.) The Council also devoted a significant amount of time to making all the adjustments and changes required by the new legislation – in the College's governing documents, processes, forms and information.

A new website was designed and an HPA Information package developed. At the time of proclamation the new website will be launched and the information package mailed to CAP members. The information package includes the Standards of Practice, the profession-specific schedule for psychology under the *Health Professions Act* and a publication highlighting significant changes resulting from the new legislation.

Current committee members will continue their appointments under the *Health Professions Act*, but the committees will be restructured somewhat. Any regulatory processes initiated under the *Psychology Profession Act* will be completed under that legislation.

Council has developed a plan for *Health Professions Act* training for staff and committees, and Committee manuals are under revision. The member database was updated to accept all information required under the *Health Professions Act*. A database to track complaints and discipline was designed.

2. *Communicating with members*

The College website continued to be a source of information for CAP members and the public. The website includes updates to the guidelines and bylaws, meeting dates, access to the governing legislation, a registry of members and links to other useful websites.

In 2004-05, the Registrar and Complaints Director met with members at their workplaces in Edmonton, Medicine Hat, Lethbridge and Calgary. The purpose of these meetings was to:

- enhance communication with and availability of CAP staff members
- discuss current jurisprudence issues and upcoming changes
- engage in dialogue regarding the members' perception of CAP in the performance of its role

- identify situations where members are having difficulty fulfilling their responsibilities to CAP in their employment settings
- recruit member volunteers

The response and attendance at these meetings exceeded expectations. Members welcomed CAP staff, participated in lively discussions and continued to communicate with the College afterwards. Generally, members provided positive feedback about the College's publications and formal communications. They did not express any major concerns about the functions of the College.

Members' areas of concern related to areas of practice included:

- conflict between fulfilling ethical responsibilities and meeting the expectations of the workplace (the impact of laws governing organizations such as the *Hospitals Act*, *School Act* and *Correctional Services Act*). For example, the new provisions of the Standards of Practice (Code of Conduct) regarding informed consent are a concern for psychologists working in hospitals, schools, mental health clinics, correctional services and the Workers' Compensation Board.
- the impact of the *Health Professions Act* on those who do not work primarily in health-related areas, for example, industrial/organizational psychology
- the impact of privacy legislation on practice in various types of settings
- the role and accountability of psychologists in multi-disciplinary teams
How do members voice concerns to their employers about the ethical obligations the College prescribes?
- the quality of supervision of provisional psychologists
- the level of academic criteria required for registration

In response to some of the above concerns, several initiatives were undertaken:

- An ad hoc committee of the Practice Review Committee was struck. Made up of psychologists from different types of workplaces, this ad hoc committee's mandate was to develop a practice bulletin on the application of informed consent in various settings. Plans were made to have a panel discussion on informed consent during the Information Sessions on September 17, 2005.
- Plans were also made to have a presentation on registration processes during the Information Sessions on September 17, 2005.
- A further meeting with industrial/organizational psychologists was planned.
- Plans were made to hold further meetings with members who work in academic institutions, in order to discuss mandatory registration under the *Health Professions Act*.

3. *Providing guidance to the profession*

- Guidance to the profession was assisted by the work of the Practice Review Committee. Details of the work completed are outlined in the report of the Practice Review Committee.
- Supervision consultants were available to assist provisional chartered psychologists and their supervisors with ethical and practical issues.
- The College published three issues of its newsletter, *The CAP Monitor*.
- The Registrar, Complaints Director and College staff continued to assist members who were dealing with ethical dilemmas.

4. *Long-term planning*

The Council established a Finance Committee to undertake long-range strategic planning for the College.

5. *Implementing the Mutual Recognition Agreement*

To implement the Mutual Recognition Agreement signed by Canadian jurisdictions, the College completed all necessary adjustments to registration processes and requirements.

6. *Privacy legislation*

The College developed and implemented a privacy policy in response to provincial privacy legislation (the Personal Information Protection Act - PIPA). The College also provided members with information about privacy legislation, including PIPA, PIPEDA, HIA and FOIP, and how these laws may have an impact on practice.

KEY OBJECTIVES FOR 2005-06

- *To implement the Health Professions Act.* Orientation and training for committee members and CAP staff will continue, and members will be updated regularly via CAP publications and the website.
- *To guide the profession.* The Council plans to place continued emphasis on providing guidance to the profession, primarily through the work of the Practice Review Committee. Developing the mandatory continuing competence model will remain a priority.
- *Long-term planning.* The Council's Finance Committee will continue to develop long-range strategies to ensure that resources are available to fulfill the College's mandate.

REPORT OF THE ADVISORY COMMITTEES

CHARTERING COMMITTEE

The seven-member Chartering Committee, which met five times in 2004-05, is a standing committee that acts in an advisory capacity to the Council. The committee's mandate is to review all aspects of the chartering process and make recommendations to Council regarding criteria and procedures.

The Committee's activities during the past year have included:

- making changes to bylaws, policies and forms in order to meet the requirements of the *Health Professions Act*
- reviewing the oral examination process
- conducting surveys of provisional psychologists and their supervisors
- creating a process and criteria for mandatory registration under the *Health Professions Act*
- revising bylaws and policies related to requests to waive the supervision requirement
- defining "service delivery"
- revising the Standards for Supervision of Provisional Psychologists

In the future, the committee expects to:

- create an oral examination video
- make changes to bylaws and policies related to practice permits under the *Health Professions Act*
- create a non-regulated member category for retired members (under the *Health Professions Act*)
- make final amendments to all forms and policies pertaining to the registration process under the *Health Professions Act*
- develop reciprocal registration forms for applicants under the Mutual Recognition Agreement

- address emerging issues as they arise

PRACTICE REVIEW COMMITTEE

The Practice Review Committee is a legislative committee established under the *Psychology Profession Act*. Its mandate is to advise the Council on codes of ethics and conduct, practice guidelines and standards of practice for psychologists. From time to time the Committee is also asked to respond to members and the public regarding emerging issues related to the practice of psychology. These responses may take the form of letters, practice bulletins or guidelines, or they may involve setting up ad hoc committees to study issues. The six-member Practice Review Committee held five meetings in 2004-05.

In 2004-05, the Practice Review Committee focused on:

- developing a model of continuing competence, as required under the *Health Professions Act*
Five sessions were held (in Edmonton, Calgary, Red Deer, Grande Prairie and Lethbridge) to provide information about the continuing competency requirements under the new legislation and to describe the proposed model.
- formulating a guideline for supervisors and supervisees (in collaboration with the Chartering Committee)
- developing and publishing two practice bulletins: "Protection and Disclosure of Psychological Test Data and Materials" and "Psychologists and Medication"
- revising "The Control and Use of Tests by Psychologists" guideline for members
- revising the Code of Conduct, in particular sections on the collection and management of retainer fees
- providing members with guidance on practice issues
- providing input to the Court of Queen's Bench regarding the revision of Practice Note #7

After numerous psychologists expressed concern about gaining "informed consent" from clients in different types of work environments, the Committee struck an ad hoc committee to study this issue. The ad hoc committee members are from a wide cross-section of work environments. CAP members will have an opportunity to provide input on this issue at the membership session to be held in conjunction with the Annual Meeting on September 17, 2005.

The Committee's key objectives for 2005-06 are:

1. To continue developing the continuing competence model
2. To develop a guideline on informed consent
3. To audit practice guidelines
4. To complete the ethical guidelines for supervisors and supervisees
5. To study the issue of managing files in multidisciplinary settings

REPORT OF THE REGISTRAR

REGISTRATION PROCESSES

The registration process for provisional chartered psychologists has two parts:

1. approval of academic credentials
2. completion of supervised practice and professional examinations (written and oral), obtaining professional references, etc.

CREDENTIALS EVALUATION COMMITTEE

The Credentials Evaluation Committee is responsible for reviewing applications for evaluation of academic credentials from candidates for registration as chartered psychologists and psychological assistants as well as applications for evaluation of the doctoral and PhD credentials of chartered members. The Committee has delegated authority for reviewing doctoral and PhD credentials and psychological assistant applications to the Registrar.

The 12-member Committee met eight times in 2004-05, in three-member panels. The panels reviewed the academic credentials of 189 new candidates for registration as psychologists. The Registrar reviewed and approved 29 applications for evaluation of Doctoral and PhD credentials, and approved the academic credentials of 16 candidates for registration as psychological assistants.

The number of chartered psychologist applicants has steadily increased, from 140 in 1998-99 to 189 in 2004-05.

REGISTRATION COMMITTEE

The Registration Committee is responsible for reviewing applications for registration from provisional chartered psychologists and reviewing supervision plans. The Registration Committee currently has 14 members who sit in panels of three.

Ten meetings were held in 2004-05, and 448 files were reviewed in total, which is consistent with the number of files reviewed in the previous year. The Committee also reviewed these fast-tracking applications, which have been put in place over the past several years:

- Mutual Recognition Agreement applicants
- applicants registered with another regulatory body of psychology
- applicants possessing the Certificate for Professional Practice of Psychology (CPO)
- applicants registered with the National Register of Health Service Providers in Psychology (NRHSPP) or Canadian Register of Health Service Providers in Psychology (CRHSPP)

Since the Mutual Recognition Agreement was signed in July 2003, 22 applicants have applied under this registration mechanism. Other fast-tracking mechanisms have been used infrequently, the most common being applicants registered with another regulatory body of psychology.

There were 317 provisional psychologists registered with the College at the end of the 2004-05 fiscal year, as compared to 332 at the end of the previous year. Currently, 130 psychologist members are providing supervision to provisional psychologists.

New Registrants 2004-05					
Category	00/01	01/02	02/03	03/04	04/05
Chartered Psychologist	71	86	85	119	103
Provisional Chartered Psychologist	156	126	167	180	178
Psychological Assistant	19	26	39	10	12
Courtesy Registrant	4	5	2	3	11

Although most provisional chartered psychologists become chartered within the two-year time limit, 20% have required an extension of one year to complete the process. Also, 14% of provisional psychologists are making their second application to become chartered.

EXAMINATION FOR PROFESSIONAL PRACTICE IN PSYCHOLOGY (EPPP)

The EPPP was computerized in April 2001, and in Alberta candidates began taking the exam in May 2001. The pass mark on the computerized exam is a scale score of 500 (equivalent to 70%). Since the EPPP exam has become computerized, the number of applicants taking the exam has steadily increased, from 110 in 2001-02 to 161 in 2004-05. This is in contrast to the experience of the Association of State and Provincial Psychology Board, which had a significant decrease in the number of examinations taken after computerization.

ORAL EXAMINATION

The College has appointed more than 50 examiners to conduct oral exams. The examiners sit in panels of three. The number of candidates undertaking the examination has consistently grown over the years.

Oral examinations were held four times in 2004-05, and 93% of the candidates passed. One candidate appealed the failure of an examination and was granted a new examination at no cost.

COMPLAINTS AND DISCIPLINE PROCESSES

Discipline Committee

The 15-member Discipline Committee was established under the *Psychology Profession Act* and receives its authority from that legislation. Committee members include 14 chartered psychologists and one public member. The Committee has two functions:

1. hearing appeals of the Registrar's decision that no further action be taken
2. hearing matters that the Registrar has referred when there are findings of professional misconduct or unskilled practice against an investigated psychologist/registrant

Hearings and appeals are handled by panels composed of three members of the Discipline Committee, one of whom serves as the chair.

During 2004-05, there were eight appeals of the Registrar's decision to dismiss a complaint. The Registrar's decision was upheld in all eight cases. One disciplinary hearing was started and then adjourned to a later date.

Complaints Processes

The College continues to take its public protection role very seriously.

Complaints processes are under the authority of the Registrar as delineated by the *Psychology Profession Act*, but other individuals may be appointed as Acting Registrar. In 2004-05, Complaints Director Eileen Baril served as Acting Registrar under a delegation of power from the Registrar.

"Complaints" are defined as concerns expressed by individuals to the Registrar about the practice or conduct of a psychologist, provisional psychologist or psychological assistant. Concerns may relate to possible violations of the codes of conduct and ethics. They may also relate to standards for providing professional services, or to acting in the capacity of a chartered psychologist or registrant of the College of Alberta Psychologists.

As soon as a complainant contacts the College, the staff provide factual information about complaint processes, including alternative processes that are available for resolving the expressed concerns. Formal and informal processes are available to handle complaints. Informal resolution can take various forms but does not involve a

formal investigation. For example, the College may contact the member and inform him/her of the client's concerns. Alternatively, the College may encourage the complainant to contact the psychologist/registrant directly to try to resolve the issue. The member and complainant are given the opportunity to try to work out a resolution with or without the assistance of the Complaints Director. Resolution may include the psychologist/registrant refunding fees, completing overdue reports, issuing apologies, correcting factual inaccuracies in reports and/or undertaking practice remediation.

Once the College receives a formal written complaint, the psychologist or registrant is advised and the complaint/discipline process is reviewed. Under section 31 of the *Psychology Profession Act*, the Registrar may also commence a preliminary investigation into the practice or conduct of a registrant in the absence of a formal complaint. The complaint is handled according to the terms set out by the Act.

The goal is to ensure that complaints and discipline processes are transparent and that due process is accorded to both the complainant and psychologist/registrant. This is consistent with administrative law and the principles of natural justice that apply to all professions in Alberta. The evolution of administrative law has influenced the methods of resolving complaints used by all self-regulating professions, including the College of Alberta Psychologists. Increasingly, the focus appears to be on remediation – the Courts seem to be very reticent about removing an individual's means of livelihood by revoking licensure.

In recent years, consumers of psychological services seem to have become better informed about the ethical and practice obligations of psychologists. This is rather evident in the complaints the College received in 2004-05.

Possibly because all regulatory information is available to the public through the CAP website, many complainants now identify the sections of the Code of Conduct, Canadian Code of Ethics and/or College guidelines that they believe the psychologist/registrant has breached.

At the end of the 2003-04 fiscal year, 52 files remained under investigation or had not been resolved. As well, 36 new complaints were initiated in 2004-05. Therefore, a total of 88 files were handled this year. Of these, 41 were closed and 47 remained open at year end.

Ongoing Complaints	
Under investigation	38%
Appealed - awaiting review	6%
Dismissed - in 30-day appeal period	6%
Completing voluntary undertakings	26%
Discipline hearing in progress	2%
Forwarding to discipline hearing	2%
Awaiting further information	6%
Negotiating informal resolutions	13%

Outcomes	
Dismissed (no appeal advanced)	37%
Dismissed (appealed and upheld by Discipline Committee)	20%
Voluntary undertaking successfully completed	32%
Withdrawn	2%
Resolved informally	7%
Rejected pending court proceedings	2%

While there was a marked reduction in the number of formal complaints initiated, there was an increase in informal complaints. Only one discipline hearing was held in 2004-05, and this matter was not concluded during the fiscal year, requiring an adjournment. The College responded to 31 requests for complaint reporting forms in 2004-05 but none of these individuals had submitted a complaint by the end of the fiscal year. Seventeen complaints were rejected because they did not pertain to a registered member.

When an investigation results in findings of unprofessional conduct or unskilled practice, the College is committed to protecting the public interest in ways other than through formal discipline hearings. This is consistent with the approach other professions are taking to such matters, as well as with the approach being

taken by regulatory bodies of psychology in other jurisdictions throughout Canada and the United States. The alternatives for resolving complaints will expand under the *Health Professions Act*.

In 2004-05, specific breaches of the Code of Conduct and/or Code of Ethics were identified in 16 cases. Consistent with its practice over the past few years, in most cases the College was able to achieve settlements through a psychologist's/registrant's entering into voluntary undertakings with the College. That is, the psychologist/registrant was required to undertake the same type of remedial action that would have been imposed after a formal discipline hearing if the psychologist had been found guilty of unskilled practice or unprofessional conduct. This type of settlement has reduced the number of hearings required. These settlements are negotiated to fulfill the College's mandate to protect the public by whatever means is necessary in each case.

Identified Breaches Being Addressed Through Negotiated Settlements	Percentage of Occurrence
Dual roles	17%
Dual relationships	12%
Conflict of interest	5%
Section 6 (sufficient professional information)	16%
Competence	33%
Breach of confidentiality	17%

Resolution of a complaint through a voluntary undertaking may involve the psychologist/registrant agreeing to an ethics and/or practice review, supervision of practice, restriction on areas of practice, or some form of study and remediation. If the psychologist/registrant does not successfully complete the agreed-upon undertaking, the College proceeds to a formal discipline hearing. Feedback regarding this approach has been very positive – from both psychologists fulfilling undertakings to the College and those involved in providing the remediation. This type of resolution process is cost effective, and, most importantly, it protects the public.

By means of *The CAP Monitor* and the College website, the College continued to educate and inform its members about areas of practice and ethical matters that can result in complaints. These initiatives appear to have achieved positive results, at least in some areas. In 2004-05, the College received a markedly lower number of complaints that involved rendering an opinion about an individual without direct and substantial professional contact or a formal assessment of that person (section 6 of the Code of Conduct). On the other hand, complaints involving provisional psychologists and supervision have increased quite significantly. Also, complaints related to forensic assessment make up 50% of the cases that come to the attention of the College.

Main Areas of Complaint	% of Complaints
Forensic assessment	50%
Clinical/counseling	27%
School assessment	6%
Neuropsychological assessment	5%
Supervision	5%
Management	2%
Public behaviour	2%
Sexual relationships	2%
Mental health assessment	1%

COLLEGE ADMINISTRATION

In 2004-05, the College undertook cross training of its staff (one part-time and seven full-time employees) to ensure that there would be no significant slowdown in regulatory and administrative functions if a staff member was ill or on vacation. This was particularly important during this busy and challenging year, when staff had to prepare all the necessary documents, forms, procedures and publications that will be required when the *Health Professions Act* is proclaimed.

Other administrative matters that were undertaken in 2004-05:

- The number of inquiries from members and the public has steadily increased over the past several years.
- Upgrades to computer systems, databases and the website were undertaken to assist with tracking membership trends and complaints information, and to facilitate timely reporting to members. Production of College publications was streamlined.
- A new office lease was entered into and renovations to the CAP office were completed.

PROFILE OF THE MEMBERSHIP

To assist in long-term planning, the College began gathering demographic information on members. Several interesting trends emerged.

The majority of the College's 2138 chartered psychologist members are between the ages of 45 and 60. Individuals entering the profession as provisional chartered psychologists are generally between 30 and 45 years of age but an increasingly number of individuals entering the profession are over 40. The average age of CAP's provisional psychologists is 44. This pattern of an aging population is not unique to the College, but it does result in a shorter professional worklife. People often enter the profession after having first pursued careers in one or two other areas.

The gender composition of CAP's membership has changed significantly over the past three decades. Once predominantly male, the College membership is now 62% female. The number of females entering the profession is even greater, at 77%. There is a similar trend in many professions across North America as well as in educational institutions. This "feminization" of CAP's membership will have long-term implications, for example in patterns of practice and overall earning potential (due to interruptions in worklife).

Sixty-four per cent of CAP members have earned a master's degree, and 36% have a doctorate. The vast majority enter the profession at the master's level (92%).

Forty-six per cent of CAP members graduated from Alberta's two major universities, the universities of Alberta and Calgary.

REPORT OF THE PUBLIC MEMBERS

Wayne Wright and Barry Ashton

This year the work of the Council was dominated by issues associated with the *Health Professions Act*. Most meetings were dedicated to the reviewing of bylaws, regulations and matters associated with the new Act. We were aware it would be a great deal of work, and it certainly was. We are hopeful the Act will be enacted in September, but this decision rests with government.

We would be remiss if we did not recognize the work of Dr. Mueller, Dr. Kinkaide, College staff and committee members in getting us to this point. Everyone has worked tirelessly. There may be some glitches after the Act is proclaimed, but we feel we are in a position to deal with any exigencies.

The other issue the Council discussed at great length was privacy legislation and its implications for clients and members. Again, we feel we have dealt with this continuing issue in a thoughtful, meaningful manner.

As Public Members we take very seriously our mandate to ensure that the public's interest is well served. Given the fact that the College, its members and the profession of psychology share our concern about public interest, our role continues to be meaningful, challenging and rewarding. We look forward to our continued association with the College and its members and the challenges that will likely emerge over the coming year.

As we move into our second year, we note with satisfaction the ongoing progress toward the implementation of the *Health Professions Act*, the work done on privacy, the ongoing financial health of the College, and recent management and systems changes that will strengthen and streamline the running of the College. The College and the Council are very well served by the staff and by recent additions to the staff, notably in the establishment of a Complaints Officer position.

The Council's work is focused and extremely thorough, thanks to the leadership of Sandra Collins and the diligence of Council members. We intend to continue to be active members of Council, serving not only the public interest, but, hopefully, where it is appropriate, the profession of psychology. It appears to us that the profession continues to be well served by its Council, the Registrar and the staff of the College.

We look forward to the many tasks ahead, and to the implementation of the *Health Professions Act* for the psychology profession and all that entails.

COLLEGE VOLUNTEERS

The many CAP members who volunteer in various capacities to fulfill regulatory functions make it possible for the College to be a self-regulating body. More than 100 volunteers contributed hundreds of hours to the College in 2004-05, including:

- members of the committees described in this report, which carry out vital functions
- members of standing and legislated committees, task forces and ad hoc committees formed to address specific, timely issues
- members who share their professional expertise with the College

Note: The Council makes appointments to committees. The College's liability insurance is extended to volunteer members in the performance of their duties. Members who are interested in volunteering can find a list of committees and Application for Committee Service on the College website. They are also welcome to call the College office to discuss details.

FINANCIAL REPORT

Audited financial statements will be available upon request at the end of September 2005. The approved budget for 2005-06 is available upon request.

COUNCIL, COMMITTEE & STAFF LISTS 2005

COUNCIL

Dr. Horst Mueller, President
VACANT, President Elect
Dr. Sandra Collins, Past President
Ms. Bonnie Rude-Weisman, Treasurer
Mr. Barry Ashton, Public Member
Mr. Wayne Wright, Public Member
Mr. Eric Haffenden
Dr. Michael King
Dr. Dennis Brown
Dr. Wendy Hawkins
Dr. Teresita Jose
Dr. Terrence Wilton
Dr. Patrick Baillie, ex-officio
Dr. Roy Frenzel, ex-officio
Mr. Walter Goos, ex-officio
Dr. Lee Handy, ex-officio
Mr. Paul Jerry, ex-officio
Dr. Jean Pettifor, ex-officio
Dr. Alexandra Kinkaide
Ms. Eileen Baril
Ms. Wendy El-Issa

ADVISORY COMMITTEES

Chartering Committee

Dr. Jean Pettifor, Chair
Dr. Roy Frenzel
Mr. Walter Goos
Dr. Wendy Hawkins
Dr. Derek Truscott
Dr. Alexandra Kinkaide, ex-officio
Ms. Leanne Vanderhelm, ex-officio
Ms. Eileen Baril, ex-officio

Publications Committee

Mr. Harvey Brink
Dr. James Canniff
Dr. Horst Mueller

Practice Review Committee

Mr. Paul Jerry, Chair
Ms. Ann Marie Dewhurst
Dr. James Evans
Ms. Jana Hyer Davies
Dr. Monty Nelson
Dr. Tom Strong
Dr. Alexandra Kinkaide, ex-officio
Ms. Eileen Baril, ex-officio
Ms. Kathy Semchuk, ex-officio

REGULATORY COMMITTEES

Credentials Evaluation Committee

Mr. Walter Goos, Chair
Dr. Lee Handy, Panel Chair
Mr. Ali Al-Asadi, Panel Chair
Dr. Jeffrey Blanchard
Dr. Indira Gajraj
Mr. Ken Gardner
Dr. Arlin Pacht
Dr. Naomi Sankar-Deleeuw
Mr. Kelly Schwartz
Ms. Vivian Steele
Ms. Michelle Tsutsumi
Dr. Alexandra Kinkaide, ex-officio
Ms. Shenade Johnson, ex-officio

Registration Committee

Dr. Roy Frenzel, Chair
Ms. Ann Marie Dewhurst, Panel Chair
Ms. Melody Hopchin, Panel Chair
Ms. Patricia Schuster, Panel Chair
Mr. James Bateman
Ms. Lisa Clyburn
Dr. Michaela Kadambi
Ms. Nina Khehra
Ms. Jacqueline Pei
Dr. Christina Rinaldi
Dr. Linda Rose
Dr. Greg Schoepp
Dr. Lorraine Stewart
Dr. Jill Turner
Dr. Alexandra Kinkaide, ex-officio
Ms. Leanne Vanderhelm, ex-officio

Oral Examinations Committee

Dr. Lee Handy, Chair
Panel Chairs:
Mr. Les Block
Mr. Theodore Cadman
Dr. Stephen Carter
Dr. Judy Chew
Dr. Dorothy Constable
Dr. Gerald Cossitt
Dr. Philip Eaton
Mr. Paul Gronnerud
Dr. Gregor Jason
Dr. Teresita Jose

Dr. Marianne Miles
Dr. Terry Pezzot-Pearce
Dr. Gloria Rodberg
Dr. Marilyn Samuels
Dr. Simon Sheh
Dr. Rami Sela

Examiners:

Ms. Ayalah Ailyn
Dr. Susan Baerg
Ms. Sherrie Banks
Dr. Patrick Baillie
Dr. Tanya Beran
Dr. Lorraine Breault
Dr. Sharon Cairns
Dr. Adriana Celser
Dr. Thomas Dalby
Dr. Debbie Dobson
Dr. Nancy Fisher
Dr. Caroll Ganam
Dr. Susan Graham
Dr. Victor Grossi
Dr. Tanja Haley
Dr. David Hodgins
Dr. Richard Huddleston
Dr. Ronna Jevne
Ms. Sophia Lang
Ms. Mary Lee
Dr. Stewart Longman
Dr. Brenda Mann
Dr. Andre Masson
Dr. Rosalyn Mendelson
Dr. Kerry Mothersill
Dr. Rosemary Moulden
Dr. Neil Mulholland
Dr. Sharon Robertson
Dr. Naomi Sankar-Deleeuw
Dr. Barbara Schmalz
Dr. Emily Wang
Dr. Erik Wikman
Ms. Daphne Wing

Discipline Committee

Dr. Patrick Baillie, Chair
Mr. Theodore Cadman, Panel Chair
Dr. Joanna Dabrowski, Panel Chair
Dr. Michael Enman, Panel Chair
Dr. Irene Estay, Panel Chair
Dr. Roger Gervais, Panel Chair
Mr. John Law, Public Member
Mr. Ali Al-Asadi
Dr. Kerry Bernes
Dr. Lorraine Breault
Dr. Marilyn Phelan
Mr. John Roshak
Mr. Howard Saslove
Mr. Kelly Schwartz
Ms. Patricia Schuster
Ms. Eileen Baril, ex-officio
Ms. Kathy Semchuk, ex-officio

Supervision Consultants

Dr. Jon Amundson
Dr. Walter Goos

Staff of the College of Alberta Psychologists

Registrar: Alexandra Kinkaide
Executive Assistant: Gail Leicht
Complaints Director: Eileen Baril
Assistant to the Complaints Director: Kathy Semchuk
Coordinator, Administration and Finance: Wendy El-Issa
Credentials Evaluation and Examinations Coordinator:
Shenade Johnson
Registration Coordinator: Leanne Vanderhelm
Receptionist / Office Assistant: Cheryl Ferguson