

College of Alberta Psychologists

**ANNUAL REPORT
2008–09**



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Appendix A. Audited Financial Statements

College of Alberta Psychologists

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INTRODUCTION

The College of Alberta Psychologists (College) regulates the profession of psychology in the province of Alberta. The profession of psychology has been organized in Alberta since the 1960s as the Psychologists' Association of Alberta. In 1987 the *Psychology Profession Act* was passed, and in 1996 the association was separated into regulatory and societal bodies, with the College of Alberta Psychologists taking over the regulation of the profession. The College was proclaimed under the *Health Professions Act* on January 15, 2006.

The College regulates the practice of registered psychologists and registered provisional psychologists. The scope of practice for the profession is set out in Schedule 22, section 3 of the *Health Professions Act*, which states:

Sec 3 In their practice, psychologists do one or more of the following:

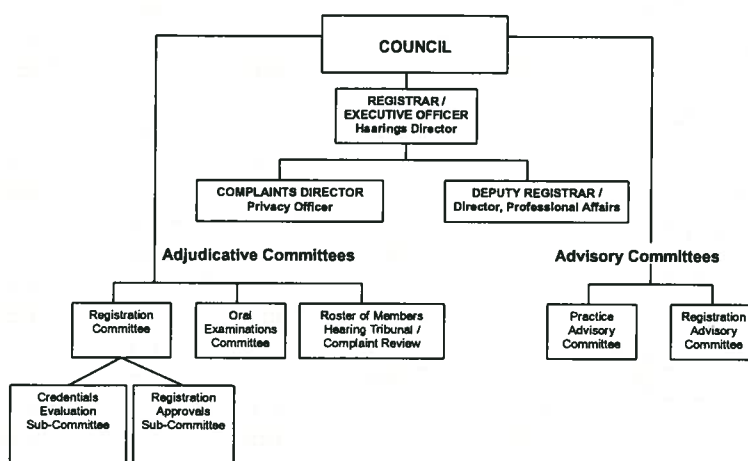
- (a) assess, diagnose, treat, guide and support persons or groups of persons in order to enhance development, effective living and quality of life or to prevent, remedy or ameliorate mental, emotional, cognitive, behavioural and interpersonal difficulties;
- (b) teach, supervise or consult in the practice of psychology;
- (c) provide restricted activities authorized by the regulations.

The College has two regulated members' registers under the *Health Professions Act*—registered psychologists and registered provisional psychologists. Regulated members of the College may perform the restricted activity of a "psychosocial intervention." The titles "psychologist" and "provisional psychologist" are protected under this legislation. The College approves the use of the title "Doctor" or the abbreviations "Dr.", "Ph.D.", "Ed.D." or "Psy.D." The College also has a courtesy register for temporary registration for a period up to one year for psychologists registered elsewhere. A non-regulated members' register for retired members is established in bylaws under the *Health Professions Act*.

The College is governed by a council comprising of elected members, public members appointed by the provincial government and officials of the College. Adjudicative and advisory functions of the College are clearly separated in keeping with the principles of administrative fairness. The Council has appointed two committees, a Registration Advisory Committee (RAC) and a Practice Advisory Committee (PAC), to provide advice and assist the Council in performing its duties. The functional committee structure of the College is illustrated in Figure 1.

Figure 1

**College of Alberta Psychologists
Functional Committee Structure**



In addition to the Registrar, Deputy Registrar and the Complaints Director shown in Figure 1, the College has six other staff members who are organized by regulatory and administrative functions. Staff members responsible for regulatory functions are the Executive Assistant, the Registration Coordinator, the Credentials Evaluation and Examinations Coordinator, and the Administrative Assistant, Complaints & Professional Affairs. Staff members responsible for administrative functions are the Coordinator, Finance and Administration, and a Receptionist/Office Assistant. All staff members report directly to the Registrar in the performance of their duties.

Many advisory and adjudicative functions are performed by member volunteers appointed by the Council. Their service is invaluable. In fact, without the members' support and commitment to College committees and processes, self-regulation would not be possible.

Member volunteers contributed hundreds of hours to the College in 2008–09. These volunteers included:

- members of standing and legislated committees, task forces and ad hoc committees formed to address specific, timely issues,
- members who offer their professional expertise to the College.

REPORT OF THE COUNCIL

The Council, which is the governing board of the College, consists of ten voting members: seven registered psychologists elected by the membership and three public members appointed by the provincial government. Two College officials and one recording secretary also attend Council meetings. The President-Elect and the Treasurer are elected from among Council members in September. The Council held five meetings in 2008-09.

KEY ACCOMPLISHMENTS IN 2008–09

1. Health Professions Act

The College continues to direct significant resources into the development of the mandatory Continuing Competence Program. An Ad Hoc Committee of the Registration Advisory Committee was struck to develop a framework for the assessment of applicants' qualifications under the "substantial equivalence" clause of the *Health Professions Act*.

2. Communicating with and providing guidance to the members of the profession

The College continues to communicate regulatory information in a timely manner through *The CAP Monitor*, the College website, the annual meeting and targeted mail outs. Members are assisted by the Registrar, Deputy Registrar, Complaints Director, and College staff, who respond to inquiries through e-mail, at specific and general meetings and by telephone. The College's contact page on the website allows for timely response to all inquiries.

Council has identified membership communication as a strategic priority. To this end a member satisfaction survey was developed and was available on-line, or on paper if so requested. The survey response deadline was July 31, 2009. The data will be analyzed in the 2009-10 year.

The CAP Monitor continues to be the main venue for member communication. During this reporting year the *Monitor* focused on the themes of supervision, record keeping, self-care and practice transitions. Upcoming publications of the *Monitor* are planned to address ethical and legal issues related to diversity, formal apologies and being a profession.

The College held its Annual Meeting and Professional Development Day in September 2008 in Calgary. The meeting and sessions were well attended, with over 100 College members registered for the day. A reception was held to honour the College's many volunteers.

Information sessions were presented on the following topics:

- *Role of Self-Regulated Professions in the Health System* (presented by Hon. Ronald Liepert, Minister, Alberta Health and Wellness)
- *Self-Regulation – Implications for College Members* (presented by Ms. Katrina Haymond of Field LLP)
- *Ethical Issues in Supervision*
- *Providing Services to Separated & Divorcing Families*
- *Continuing Competence Program*
- *Record Keeping in Multidisciplinary Settings*

The Deputy Registrar, who communicates daily with members, received over 150 member communications during this fiscal period. These communications dealt with a variety of practice-related issues including informed consent, file retention, release of records, continuing competence, test qualifications and ethical guidance.

3. Long-term planning

The College is committed to long-term strategic planning and continues to implement the strategic plan approved by Council in November 2006. During the current fiscal year, the College completed information-gathering activities in the areas of supervisors, provisional psychologists and aging. The College is currently conducting an analysis of its membership demographic to assist in long-term planning.

4. Participation in national and international associations

The College is actively involved in several provincial, national and international organizations geared specifically toward the profession of psychology and the self-regulation of professions. College representatives regularly attend meetings of these organizations.

The College is a member of the following groups:

ASSOCIATION OF STATE AND PROVINCIAL PSYCHOLOGY BOARDS (ASPPB). Initially formed to develop and administer the Examination for Professional Practice of Psychology, the ASPPB is an organization of psychology regulators across North America that assists regulators in areas such as:

- credentialing, examinations and assessment
- ethics and discipline
- regulatory, professional and legislative issues
- internal trade agreements
- professional relations.

The ASPPB, which meets twice yearly, provides opportunities for psychology regulators across North America to remain abreast of trends in regulation and the development of the practice of the profession through continuing education seminars geared to regulators. The ASPPB also provides a mechanism for mobility of psychologists through the Certificate of Professional Qualification in Psychology program.

ASSOCIATION OF CANADIAN PSYCHOLOGY REGULATORY ORGANIZATIONS (ACPRO). Comprising psychology regulatory bodies across Canada, ACPRO enables provincial regulatory bodies to discuss and collaborate on issues affecting the practice of psychology and mobility.

ALBERTA FEDERATION OF REGULATED HEALTH PROFESSIONS (AFRHP). This Alberta association provides a forum for the health professions to discuss issues of mutual interest specific to the *Health Professions Act*. All *Health Professions Act* Colleges are able to participate in both general and specific interest group meetings. The College attends a variety of relevant subgroup meetings (in such areas, for example, as continuing competence and substantial equivalency).

5. Trade, Investment, and Labour Mobility Agreement (TILMA) of British Columbia and Alberta

The College has been working alongside Alberta Health and Wellness in developing the TILMA agreement with the College of Psychologists of British Columbia since April 2006. TILMA will take force as of April 1, 2009. This allows psychologists to move, without barriers, between provinces.

6. Agreement on Internal Trade (AIT) Chapter 7 (Labour Mobility)

Canada's provincial premiers and territorial leaders endorsed two key amendments to the AIT at a First Ministers' meeting held on January 16, 2009. The revised Labour Mobility Chapter of the AIT will provide barrier-free mobility (license-to-license) across Canada. This agreement will supersede the Mutual Recognition Agreement (MRA). The College is ready for the full implementation of the AIT.

REPORT OF THE PUBLIC MEMBERS

By Dora Lam and Desmond Bulger

We want to express our thanks to Mr. Wayne Wright and Mr. Barry Ashton, the public members who departed in 2008, for their contribution during their term of appointment. We were pleased to welcome two new public members, Mr. Desmond Bulger in the fall of 2008 and, most recently, Mr. Jeff Renaud.

Since the proclamation of the *Health Professions Act* and the establishment of the Council, the College has made great strides in meeting the challenges arising from privacy legislation, the financial health of the College, the development of the Continuing Competence Program and the complaints and disciplinary process. As public members we will fulfill our mandate to ensure that the public interest is well served by the psychology profession. Our role continues to be meaningful, challenging and rewarding. The profession is well served by its Council, the Registrar and the staff of the College, who are committed to improving the operation of the College under the *Health Professions Act*. In the past year the Council has streamlined our communication through teleconferencing, which had been very efficient in dealing with complex issues relating to the appeals arising from disciplinary hearing decisions. We look forward to our continued association with the College and the challenges it may face over the coming year.

REGISTRATION ADVISORY COMMITTEE

The Registration Advisory Committee (RAC) is a standing committee that acts in an advisory capacity to the Council. The committee's mandate is to review all aspects of the registration process and make recommendations to Council. This committee met five times in 2008–09. A variety of policy amendments were put forward to Council. The RAC also recommended that Council adopt the revised Standards of Practice, Framework for Substantial Equivalency Assessment and the training module for Self-Regulation from *The Profession of Psychology: the Alberta Context*. Supervision consultants appointed by the Council continued to be available to assist provisional psychologists and their supervisors with ethical and practice issues.

Supervision Ad Hoc Committee

The Council, in its strategic planning session on November 18, 2006, identified the need to develop a plan for maintaining competent supervision. The RAC appointed a Supervision Ad Hoc Committee to develop an incremental plan for enhancing the quality of supervision of provisional psychologists. The Ad Hoc Committee identified several key issues.

Committee members contributed to continuing communication with psychologists on issues of quality supervision. The literature on supervision was reviewed and references made available. Current programs for teaching supervision skills and knowledge were surveyed. In February the Ad Hoc Committee presented a progress report. This report is currently before the Council.

Substantial Equivalency Ad Hoc Committee

The Substantial Equivalency Ad Hoc Committee was established by Council to jointly report through both RAC. Its purpose is to help the College meet its *Health Professions Act* obligation to have a program in place that provides an objective, transparent and fair process for

evaluating registration applicants who may not possess credentials required for the practice of psychology in Alberta. The Substantial Equivalency Ad Hoc Committee adopted a Framework for Substantial Equivalency Assessment (hereinafter referred to as "the Framework") that was established through an advocacy group of the Alberta Federation of Regulated Health Professions, of which the College is a member. The Framework was adapted to the College of Alberta Psychologists registration requirements, including recognition of qualifications, core competencies and fundamental knowledge. This Framework is currently awaiting Council approval.

PRACTICE ADVISORY COMMITTEE

The Practice Advisory Committee (PAC) is a standing committee established by the Council. Its mandate is to advise the Council on ethics, practice and professional issues. The PAC also responds 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. The PAC held four meetings in 2008-09.

One of the PAC's remaining tasks is the development and implementation of the Continuing Competence Program as required under the *Health Professions Act*. A second task was the updating of the 2005 Standards of Practice. Additional areas examined during the current fiscal year included updating guidelines on consent for services when working with minors and dependent adults and exploring special issues of working with families in transition.

Continuing Competence Ad Hoc Committee

The Continuing Competence Ad Hoc Committee was established by the PAC. Its purpose is to help the College meet its *Health Professions Act* obligation to have a program in place by January 2011 for maintaining the ongoing competency of members. The proposed Continuing Competence Program, originally approved by Council in September 2004, was updated in February 2009. A field test and member satisfaction survey were completed. Draft program participation evaluation criteria were adopted. A schedule of information sessions across Alberta was developed and these will be held in conjunction with a full membership pilot program prior to program implementation in March 2010.

REPORT OF THE REGISTRAR

REGISTRATION AND MEMBERSHIP

Registration for membership

Under the *Health Professions Act*, the Registration Committee is mandated to consider applications for registration. The Registration Committee has two sub-committees:

- the Credentials Evaluation Sub-Committee, responsible for approving the academic credentials of applicants
- the Registration Approvals Sub-Committee, responsible for approving supervision plans, evaluating documentation related to good character and reputation, and issuing final approval of applicants who have completed the registration process.

Upon receiving approval of academic credentials, applicants apply to the College to become registered provisional psychologists. Then they complete the remaining registration requirements, which include:

- completion of 1,600 hours of evaluated, supervised practice under the supervision of a Registered Psychologist approved by the Registration Approvals Sub-Committee
- passing the professional examinations (written and oral) for registration
- obtaining documentation indicating that they are of good character and reputation (including three professional references, a declaration of their fitness to practice, a criminal record check and a registration verification form).

To continue registration each year, regulated members of the College must provide the following information with their practice permit renewal application:

- evidence that they maintain professional liability insurance coverage in an amount no less than \$1 million
- a declaration that their criminal record remains clear.

Number of members

Table 1 shows the number of members of the College of Alberta Psychologists from March 31, 2008 to March 31, 2009.

Table 1
Number of Members, 2008–09
College of Alberta Psychologists

Category	March 31, 2009
Registered Psychologists	2,094
Registered Provisional Psychologists	341
Courtesy Registrants	10
Non-Regulated Retired Members	324
Totals	2,769

During the fiscal year, 118 registered psychologists were added to the regulated members register:

- 109 provisional psychologists through completion of the registration process
- 8 through the Mutual Recognition Agreement
- 1 through other fast-tracking registration mechanisms (registered in another jurisdiction outside of North America).

The number of newly registered psychologists over the last three years remains consistent.

Applications for registration

As shown in Table 2, the College received 186 applications for registration in 2008–09. The College issued courtesy registrations (for a period of up to one year) to 11 applicants. Three courtesy registrations remain on the courtesy register from the previous year.

**Table 2
Applications for Registration
College of Alberta Psychologists**

Number of Applications for Registration	March 31, 2009
Provisional Psychologists	146
Fast-Tracking Mechanisms	10
Reinstatements / Re-Applications	16
Courtesy Registrations	14
Mandatory Registration (Psychology Educators)	0
Totals	186

Credentials Evaluation Sub-Committee

The 13-member Credentials Evaluation Sub-Committee (CESC) is responsible for reviewing applications for evaluation of the academic credentials of candidates for registration as registered psychologists, as well as applications for evaluation of the doctoral credentials of registered members. Authority for this second task has been delegated to the Registrar.

Panels of the sub-committee met five times in 2008–09 to review the academic credentials of 216 candidates for registration as psychologists. One hundred and seventy three candidates were approved this year.

**Table 3
Applicants for Review of Academic Credentials
College of Alberta Psychologists, 2008-09**

Source	Approved	Conditionally Approved	Deferred	Denied	Totals
Alberta	73	6	1	3	83
Other Canada	41	4	2	6	53
United States	54	5	1	11	71
Foreign	5	2	0	2	9
Totals	173	17	4	22	216

In 2008–09 the Registrar reviewed 39 applications for evaluation of doctoral credentials. Thirty-eight applications were approved and one was denied.

Registration Approvals Sub-Committee

The Registration Approvals Sub-Committee is responsible for approving supervision plans, evaluating documentation related to good character and reputation and issuing final approval of applicants who have completed the registration process. The sub-committee currently has 13 members who sit in panels of three or more. Nine meetings were held last year.

A total of 676 files were reviewed (389 by the Registration Approvals Sub-Committee and 287 by the Registrar under delegated authority).

The Committee also reviewed applications for registration under the following fast-tracking mechanisms:

- the Mutual Recognition Agreement
- applicants registered with another regulatory body of psychology
- applicants registered with the National Register of Health Service Providers in Psychology (NRHSPP) or the Canadian Register of Health Service Providers in Psychology (CRHSPP).

Since the Mutual Recognition Agreement was signed in July 2003, 54 applicants have applied under this registration mechanism. Other fast-tracking mechanisms have been used infrequently—the most common one involves applicants registered with another regulatory body of psychology outside of North America.

Three hundred and forty-one registered provisional psychologists were registered with the College at the end of the 2008–09 fiscal year, compared to 336 at the end of the previous year. Currently, 272 psychologist members are providing supervision to registered provisional psychologists.

Examination for Professional Practice in Psychology

While they are registered as provisional psychologists with the College, applicants must take the Examination for Professional Practice in Psychology (EPPP), and they must obtain a scale score of 500 or higher. The EPPP, which is administered throughout North America, is a multiple-choice, computerized examination designed to establish an applicant's familiarity with the core body of psychology knowledge. In 2008–09, 144 provisional psychologists took the examination; 67 percent passed. The number of provisional psychologists undertaking the written examination has remained relatively unchanged in the last several years, as has the percentage of applicants passing.

Oral Examination

The Oral Examination is an interview-format, face-to-face examination designed to assess whether candidates demonstrate a minimum standard of competence for independent practice, and a minimum standard of knowledge and judgment in matters of jurisprudence and ethics. Three-member panels conduct the oral examinations.

Oral examinations were held four times in 2008–09. During this fiscal year, 118 provisional psychologists undertook the oral examination and 97 percent of the candidates passed. The number of provisional psychologists taking and passing the oral examination has remained relatively the same over the last several years.

COMPLAINTS PROCESSES

The Complaints Director is the College official mandated by the *Health Professions Act* to act on complaints against regulated members. Council appoints the roster of regulated members to sit on Hearing Tribunals and the Complaints Review Committee. Two complaints are currently being concluded under the *Psychology Professions Act (PPA)*, consistent with the transitional sections outlined in Schedule 22 of the HPA. All other complaints received since January 2006 are to be processed under Part 4 of that *Act*.

The goal of the College is to ensure that complaint processes are transparent and that due process is afforded to both the complainant and the psychologist/provisional psychologist. This is consistent with administrative law and the principles of natural justice that apply to all professions in Alberta.

"Complaints" are defined as allegations about the practice or conduct of a registered psychologist, provisional psychologist or former member, expressed by the public to the Complaints Director. Under the HPA, employers are required to give notice to the Complaints Director about the termination, suspension or resignation of any regulated member that may relate to unprofessional conduct. If the Complaints Director has reasonable grounds to believe that the conduct of a regulated member constitutes unprofessional conduct, even in the absence of an identified complainant, the Director may act on that information and treat it as a complaint. The HPA also provides for the authority of the Complaints Director, under Section 118, to address issues of fitness to practice (i.e., physical, mental and/or emotional capacity and/or addiction).

In one of the complaints being concluded under the PPA, the member continues under orders of the Discipline Committee. In this case, the decision of the Discipline Committee was appealed to Council by both the member and the College, and was heard on March 15, 2008. The Council, in their decision dated May 20, 2008, upheld the decision, but increased the ordered period of suspension. One other matter under the PPA relates to the decision of the Discipline Committee following a hearing in December 2007. The member has appealed that decision to Council but, as at year-end, the appeal has not been heard.

During this fiscal year, 63 concerns that did not result in formal complaints were brought to the attention of the Complaints Director. The College received 17 formal complaints, with a total of 57 formal complaints being handled by the Complaints Director in the 2008–09 fiscal year. Thirty-three complaints remain open at the end of this reporting period.

The College is committed to protecting the public interest in ways other than through formal hearings, with an outcome that would be consistent with orders expected of a hearing tribunal when an investigation reveals sufficient factual evidence of unprofessional conduct. Terms of resolution in this fiscal year have been satisfactorily completed in twelve cases. Seven cases are in the process of being completed and one additional case continues in some stage of negotiation. In a situation involving two separate complaints, and which resulted in referrals for hearings, the College accepted the member's resignation as a resolution that would ensure public safety.

Notwithstanding the College's commitment to resolving conduct concerns without proceeding to a hearing, some professional conduct cases are complex and involve issues that can best be dealt with by a hearing. There may be a need to establish the credibility of the evidence and properly weigh the facts of a matter. In other cases, the regulated member may prefer to have a hearing tribunal hear the matter. Under the HPA, if the complainant and psychologist do not mutually agree to have the Complaints Director attempt a resolution of a complaint, a hearing may be the only alternative if there are concerns of unprofessional conduct. In 2008-09, under the HPA, one hearing was completed and the decision was appealed to Council but, as at year-end, the Council had not issued a decision. Two other matters have been referred for a hearing, with a hearing date scheduled for June 2009.

During this fiscal period, eight complaints were dismissed and in five cases the complainant requested a review. The Complaints Review Committee upheld the decision of the Complaints Director in all cases. Two cases remain in the 30-day review request time period. Eighteen cases are under investigation.

Under Section 118 of the HPA, if the Complaints Director has grounds to believe that a regulated member is incapacitated; the Complaints Director may direct that the member attend for an assessment. In some cases, the ruling may include a direction to cease providing professional services until a determination is made that the member can safely return to practice. The goal is to ensure that a member who is deemed to be incapacitated receives treatment prior to returning to providing psychological services. No incapacity assessments were directed during this fiscal period. Three members voluntarily agreed not to practice because of concerns regarding fitness until authorized to do so by the College. Another member was requested, and agreed, to voluntarily attend for assessment but had not yet participated in the assessment as at year-end.

In July 2005, a member voluntarily resigned from the College as the resolution to a series of complaints. In November 2005 the College sought an injunction to prohibit this individual from using the titles "psychologist" and "chartered psychologist," and from using the phrase "a practice of psychology" and referring to "psychology" in the company name. This resulted in a consent order filed in December 2005. The Court determined that the individual would be prohibited from using titles as described above, unless such usage was accompanied with a statement specifying that the individual is not a member of the College of Alberta Psychologists. Over a period of time, it was brought to the College's attention that this individual continued to use the title, notwithstanding the December 2005 Court Order. The College then filed a Notice of Motion seeking to have this individual held in contempt. The Court of Queen's Bench heard the matter in Special Chambers in January 2009. The Court found the individual guilty of breaching the Consent Order in respect to her letterhead and business cards. The Court imposed a \$1,000.00 fine and awarded costs of the College in respect to the application on a solicitor-and-client basis.

Tables 4 and 5 refer to the status of complaints being processed in 2008–09.

Table 4
Complaints Remaining Open
as at End of Fiscal Year 2008-09

Under investigation	18
Completing agreed-to terms of resolution	7
Forwarded to hearing	2
Negotiating terms of resolution	1
Awaiting decision from Hearing Tribunal	0
Completing orders of Hearing Tribunal	1
Appeal to Council	1
Awaiting outcome of appeal to Council of decision of Hearing Tribunal	1
Dismissed (within review request time period)	2
Total	33

Table 5
Outcomes of Complaints
as at End of Fiscal Year 2008-09

Dismissed (no request for review)	1
Dismissed (reviewed by Complaint Review Committee) and upheld	5
Terms of resolution successfully completed	12
Complaint abandoned	1
Withdrew from practice	5
No jurisdiction to accept complaint	0
Orders of Hearing Tribunal completed	0
Total	24

Areas of Complaint

The College has continued to educate and inform its members about areas of practice and ethical matters that may result in complaints. Communication through *The CAP Monitor*, the College website and information sessions appears to have achieved positive results.

The greatest number of complaints received relate to the provision of assessments and counselling. The nature of concerns expressed relate primarily to competence. An increasing number of complaints have been lodged against provisional psychologists.

Table 6
Complaints Received, by Practice Area
College of Alberta Psychologists, 2008–09

Practice Area	Number of Complaints Received
Counselling	20
Assessment:	34
• School	5
• Neuro-psychology	0
• Forensic	25
• Organizational/Industrial	4
Supervision	3

Table 7
Complaints Received, by Nature of Concern
College of Alberta Psychologists, 2008-09

Nature of Concern	Number of Complaints Received*
Professional boundaries	4
Competence	22
Breach of confidentiality	1
Supervision	5
Consent/informed consent	5
Fitness to practice	3
Bias	3
Insufficient professional knowledge in providing opinion	7
Failure to fulfill contract	1
Misrepresentation	3
Unprofessional behaviour	4
Billing practices	3

* Not indicative of total cases, as some complaints contain more than one allegation.

PERSONAL INFORMATION PROTECTION ACT

The *Personal Information Protection Act*, which has been in force in Alberta since January 1, 2004, governs the collection, use and disclosure of personal information by organizations in a manner that recognizes both the right of an individual to have his or her personal information protected and the need of organizations to collect, use or disclose personal information for reasonable purposes.

A complaint made against the College to the Office of the Information and Privacy Commissioner in January 2006 remains unresolved and has been forwarded to the Commissioner for an inquiry. This complaint relates to the request of a complainant for information gathered in the course of an investigation.

FINANCIAL REPORT

Audited financial statements for the College of Alberta Psychologists for the fiscal year ending March 31, 2009 are provided in Appendix A of this report.

KEY OBJECTIVES FOR 2009-10

1. Implementing the strategic plan.

The Council will continue to focus on implementing specific initiatives of the strategic plan over the next few years. This includes the priorities adopted by the Council, such as:

- regulating the profession
- fostering development of the profession and of individual members of the profession
- intervening with government and other stakeholders
- educating and informing the public.

2. Continuing Competence Program.

The College will monitor the implementation of the mandatory Continuing Competence Program.

COUNCIL, COMMITTEE AND STAFF MEMBERS, 2008–09

COUNCIL

Dr. Teresita José, President
Mr. Paul Jerry, President-Elect
Dr. James Canniff, Past President
Mr. Desmond Bulger, Public Member
Ms. Dora Lam, Public Member
Dr. Lorraine Stewart, Treasurer
Dr. Roy Frenzel
Dr. Roger Gervais
Ms. Donella Scott
Dr. Alexandra Kinkaide, ex officio
Dr. Richard Spelliscy, ex officio
Ms. Wendy El-Issa, ex officio

ADVISORY COMMITTEES

Registration Advisory Committee

Dr. Jean Pettifor, Chair
Dr. Roy Frenzel
Mr. Walter Goos
Ms. Melody Hopchin
Dr. Derek Truscott
Dr. Alexandra Kinkaide, ex officio
Dr. Richard Spelliscy, ex officio
Ms. Leanne Vanderhelm, ex officio

Publications Committee

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

Practice Advisory Committee

Dr. James Evans, Chair
Ms. Jana Davies
Dr. Ann Marie Dewhurst
Mr. Dennis Ewanyk
Dr. Stephanie Mitchell
Ms. Sara Peden
Dr. Christoph Wuerscher
Dr. Alexandra Kinkaide, ex officio
Dr. Richard Spelliscy, ex officio
Ms. Lindsey Anderson, ex officio

Supervision Ad Hoc Committee

Dr. Jean Pettifor, Chair
Dr. Sandra Collins
Ms. Carla Diduck

Continuing Competence Ad Hoc Committee

Ms. Jana Davies, Chair
Dr. Dennis Brown
Mr. Paul Jerry
Dr. Christoph Wuerscher
Dr. Alexandra Kinkaide, ex officio
Dr. Richard Spelliscy, ex officio
Ms. Lindsey Anderson, ex officio

Providing Psychological Services to Restructured/Restructuring Families Ad Hoc Committee

Dr. Ann Marie Dewhurst, Chair
Dr. Terry Pezzot-Pearce
Dr. Joanne Seitz
Dr. Barbara Sheptycki
Dr. Erik Wikman
Dr. Alexandra Kinkaide, ex officio
Dr. Richard Spelliscy, ex officio
Ms. Lindsey Anderson, ex officio

Formal vs. Informal Assessment Ad Hoc Committee

Dr. David Piercey, Chair
Dr. Roy Frenzel
Ms. Melody Hopchin
Dr. Stephanie Mitchell
Ms. Carole Solberg
Dr. Christoph Wuerscher
Dr. Alexandra Kinkaide, ex officio
Dr. Richard Spelliscy, ex officio
Ms. Lindsey Anderson, ex officio

Substantial Equivalency Ad Hoc Committee

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Dr. Roy Frenzel
Dr. Uwe Neumann
Ms. Michelle Tsutsumi
Dr. Alexandra Kinkaide, ex officio
Ms. Eileen Baril, ex officio
Ms. Lindsey Anderson, ex officio
Mr. Walter Goos
Ms. Glenda Malina
Dr. Marilyn Samuels
Dr. Bob van Mastrigt

Dr. Alexandra Kinkaide, ex officio
Dr. Richard Spelliscy, ex officio
Ms. Lindsey Anderson, ex officio

REGULATORY COMMITTEES

Credentials Evaluation Sub-Committee

Dr. K. Jessica Van Vliet, Chair
Mr. Ali Al-Asadi, Panel Chair
Ms. Angela Bardick, Panel Chair
Mr. Walter Goos, Panel Chair
Dr. Lee Handy, Panel Chair
Dr. Lori Rossi, Panel Chair
Mr. Terence Creighton
Dr. Marta Edgar
Dr. Sharon Habermann
Mr. Robert Hadden
Ms. Shirley Karseboom
Ms. Vivian Steele
Ms. Janice Swanson
Dr. Alexandra Kinkaide, ex officio
Ms. Shenade Finnestad, ex officio

Registration Approvals Sub-Committee

Ms. Melody Hopchin, Chair
Dr. Greg Schoepp, Panel Chair
Ms. Patricia Schuster, Panel Chair
Mr. James Bateman
Mr. Aaron Block
Ms. Lisa Clyburn
Dr. Michaela Kadambi
Ms. Nina Khehra
Dr. Jacqueline Pei
Dr. Christina Rinaldi
Dr. Linda Rose
Ms. Amelia Stadnick
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:
Ms. Tanya Beran
Mr. Les Block
Mr. Theodore Cadman
Dr. Sharon Cairns
Dr. Judy Chew

Dr. Gerald Cossitt
Dr. Nancy Fisher
Dr. Teresita José
Dr. Stewart Longman
Dr. Marianne Miles
Dr. Erik Wikman

Examiners:

Mr. Ali Al-Asadi
Ms. Ayalah Aylyn
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Dr. Gregory Schoepp
Dr. Kelly Schwartz
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Ms. Lindsey Anderson, ex officio

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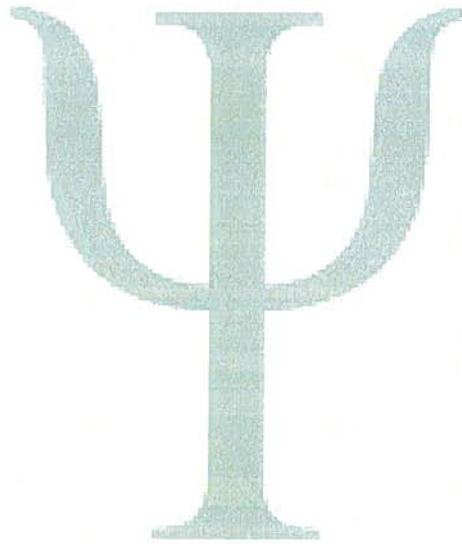
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