



# SASKATCHEWAN COLLEGE OF PSYCHOLOGISTS

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## Annual Report

Fall 2020

### REPORT FROM THE PRESIDENT

I wrote my report back in April as we initially dealt with the reality of a pandemic and working at home in a quarantine. The realization that my term as President would be extended until we had a better idea of what we would be living with in the Fall. And here we are. We are figuring out how to work and live with a pandemic while trying to remain flexible and calm. I am grateful to live in Canada and to confirm that the values we share are important to the well-being of us all. This past year as President brought about some changes. I initially wanted to welcome Carmel Kleisinger to the College as Deputy Registrar but as you all now know, I warmly welcome her as Registrar as of November 1. We are presently recruiting for a part-time Executive Director and Deputy Registrar. It is amazing how things can change in a few months.

Regular College business continues to keep everyone busy, especially with foreign trained applicants. I am very pleased that our Registrar/Executive Director, Karen Messer-Engel keeps us involved and informed about national and international happenings and changes that ensue. All of our committees are busy working in their respective areas especially the Professional Conduct Committee and Discipline Committee who are presently undertaking reviews of process. The College continues to maintain fiscal responsibility, especially in light of increasing discipline costs.

I want to thank you all for your patience and understanding during this time of Covid-19. As you well know, it is a time filled with worry, stress, change and ambiguity. This has created many challenges for the College and for all of you that we are working to address in as timely a manner as possible keeping in the forefront of our minds our duty to protect the public while balancing the needs of the profession. The College is still operational although in a different format than we are all used to. While we adjust to this new but hopefully temporary reality, I suggest that we take care of our own mental and emotional health first. The work is not going anywhere. It is important to remember that our brains tire more easily when faced with new and challenging tasks. Many of us are transitioning to provide services in our workplace and may also be faced with additional worry about keeping everyone safe while adhering to ethical practice. Be kind to yourselves.

I want to thank Karen, Carmel and Wendy who have been great to work with this year. I look forward to serving the College in my role as Past-President.

**EC Financial status:** Annual Expenditure \$5668

Respectfully submitted by:  
*Rori Lee, M.Ed., R. Psych.*  
*President*

## EXECUTIVE DIRECTOR/REGISTRAR

Since the 2019 AGM the world has changed in ways that could not have been anticipated. The profession has been challenged to adapt. The words “pivot” and “flexibility” have become part of the lexicon that defines the work of the profession and of the College. As I write this report we have been dealing with the COVID19 pandemic for a number of months, and it is almost beyond memory what “normal” was, as normal is now what we are experiencing. The profession has been impressive in its willingness to adapt to the COVID19 practice reality, and to extend itself when calls for assistance have been sent out. The profession has shown care and concern about its clients and their needs in determining how to provide services, and has been agile in adapting to the new normal with the increased adoption of the use of teleservices, the use of masking and distancing, flexibility regarding issues such as scheduling and billing, and adaptations to the physical plant to ensure physical safety etc. You have a lot to be proud of! We are faced with a reality that continues to evolve, and it is difficult to keep up with that evolution and to fully understand the subtle nuances of each successive public health order. What has not changed is what the profession is called to do in terms of its ethics and professional practice standards. Thus, regardless of the pandemic our ethical and professional standards remain the same and call us to work to the highest standards.

Requests to the College seeking assistance in accessing providers has not increased substantively since the declaration of the state of emergency. This has been surprising but is also perhaps not so surprising. There is an element of unreality to what we have been faced with, and possibly when the physical threat recedes, the emotional need may become more prominent. As time moves forward, and we continue to be faced with limitations to our mobility and access, the potential for illness, the wait for effective therapeutics and vaccines, and the impending Saskatchewan winter, the challenge to maintain one’s health and wellbeing will be increased, and the demand for services may consequently increase. It will be important for all of us to nurture our own mental and physical wellness in order to be prepared to meet the challenge.

The in-person AGM scheduled for May 9, 2020 in Regina was postponed and had to be rescheduled to a virtual meeting due to the restrictions on group congregation size because of the pandemic. The AGM has been rescheduled to Thursday, October 22, 2020 from noon to 1:00 p.m. The impact of this change has been significant, and included the challenge of determining how to deliver an AGM virtually and in particular the platform and process that would be needed, a significant truncation of the AGM agenda, impact on the election of the 2020 Executive Council, and impact on the 2019 Executive Council who generously agreed to remain in place until the October date.

The pandemic led to the office necessarily being closed to the public in mid-March. College operations and service continued albeit in a new way. In subsequent weeks as the risk of community spread appeared to increase, the decision was made to move the office to largely remote operations, and to stagger in-person attendance of staff at the College office to minimize risk. The office continues to be closed to the public and will be so for the foreseeable future. Staff are scheduled to return to working together at the office in October unless the risk of community spread again increases. From mid-March until early September weekly meetings occurred between the Ministry of Health, the SHA, and the regulators of the provincial health professions, to provide regulators with information about the pandemic’s progress and about the government’s / SHA’s plans for management and risk mitigation, and to support a collaborative approach to addressing challenges presented by the pandemic. Going forward meetings will be held as new issues that require a collaborative approach are identified.

An emergency licensure bylaw was sought by the College and was granted by the Minister of Health allowing flexibility in licensure to address any potential strains on access to services. The emergency bylaw was initially utilized to allow access to practice in the province without licensure by fully licensed members of other Canadian regulatory jurisdictions who have established clients who found themselves in the province due to the pandemic and unable to return to their home jurisdiction. On September 12, 2020 the Executive Council passed a formal motion to allow Psychologists working in University and College counselling centers in other Canadian jurisdictions to provide telepsychology

services into the province without licensure, to students of their institution. Psychologists will be required to hold an active practice license in their home jurisdiction, to be in good standing with no outstanding complaints or history of formal discipline. This will allow those students who are not yet on campus and who may not be established clients of their university's counselling center to access services they are entitled to receive from their academic institution. At this time the emergency provision does not extend to licensed Psychologists who work outside of University / College settings and who may wish to expand their practice into the province. If the need for Psychologists outstrips the existing capacity of the province, the expansion of emergency bylaw provisions can be revisited. Also triggered by the pandemic was the necessary development of operating policies to address future emergency situations like the pandemic; Emergency Preparedness, Emergency Registration and Licensure.

Where possible meetings of the College transitioned to a virtual format in March congruent with public health orders to minimize in-person contact. The work of the College committees was impacted. The Registration and the Professional Conduct Committees were challenged to conduct their work remotely which indeed was a challenge as the College records are currently maintained in a hardcopy format. As with all meetings and correspondence, privacy and the security of transmission were important considerations in determining a route forward. Another impact of the pandemic was on the oral examination process. After the state of emergency was declared the in-person exams scheduled for May 1, 2020 were postponed until the fall. However, the decision was revisited in response to concerns raised about the impact of delay, and once a reasonable process could be established allowing for a largely virtual experience. The exams were held over a period of two weeks in July and while there were some logistical challenges none were insurmountable. The fall exams will be held virtually over a period of weeks in October and November. Since the declaration of a state of emergency occurred, the work of the Discipline Committee has also largely been conducted via video or telephone conferencing. Any in-person hearings have been held congruent with the public health orders.

An important focus of the work of the College this year has been to establish plans that support the longevity of the organization and ensure that it is well positioned for the future. The majority of Executive Council (EC) participated in board governance training along with other provincial health regulators. The purpose of the training was to promote effective and accountable governance. The development of a process for board evaluation is a task currently being undertaken. Staffing and succession planning continued during the year with the hiring of the Deputy Registrar, consideration of future staffing needs, review and revision of job roles, promotion of cross training, and the review of salary grids. The goal to ensure a transfer of knowledge as staff members leave positions and new staff join the organization was paramount. Also important to the issue of organizational longevity is that of the College finances. The College has engaged a financial advisor, Mr. Stephan Van, Thrive Wealth Management to assist in ensuring the financial viability of organization. The complaints and discipline processes significantly impact the financial and human resources of the College. In addition the profession is greying this will impact the "bottom line" of the College going forward. At this time the numbers coming into the profession vs. those leaving it are relatively equal. In terms of greying however currently 42% (237/571) of those holding an active practice license are age 50 and older. Given the demographics of the membership and the growing cost of conducting business, going forward it will be essential to not only continue be prudent in operational expenditures but also to look at whether the resources of the organization can be grown.

The College has been involved in various consultations since the last AGM. Consultation occurred with the Ministry of Health in regard to issues such Behavioral Analysts, scope of practice for Psychology, and legislative amendment. Consultation occurred with the Ministry of Education in regard to regulation of the profession and practice standards relative to those practicing in Saskatchewan schools. The College is periodically asked by other allied professions to provide input on their initiatives and plans to meet this year with representatives from the Federation of Associations of Counselling Therapists in Saskatchewan (FACT) to discuss their interest in being regulated and what that might look like. Public consultation is an ongoing activity of the College. Assistance is often sought by the public to find

qualified practitioners, to verify licensure status, and to provide information about the profession and its standards. Finally consultation is provided on a regular basis to members of the profession in regard to ethical issues, and practice expectations from a regulatory perspective.

The College continues to be a member of the provincial health regulatory group, the Network of Intra-provincial Regulatory Organizations (NIRO). NIRO's work has been in regard to the amendment of the template legislation, board governance training, considering the self-regulation of professions and where improvements need to occur, the pandemic, and the sharing of regulatory information.

The College is a member of the Association of Canadian Psychology Regulatory Organizations (ACPRO), and I am a director and currently it's Chair. ACPRO launched a new website (June, 2020) as well as an online application portal (July 13, 2020) for those trained in Psychology outside of Canada and the United States. This project was funded through a federal grant and will significantly improve the consistency of evaluation of foreign earned credentials for equivalency, and will have the added bonus of the evaluation of MRA core competencies, foundational knowledge, employment, and licensure. The national group continues to work toward the national standard and working in the direction of the harmonization of regulatory processes and philosophy – but this is a long-term process and requires persistence and patience. The pandemic has emphasized the importance of exploring the feasibility of a national agreement on telepsychology practice, as well as reviewing and possibly revising the model telepsychology standards developed by ACPRO in 2009. I am currently chairing the workgroup that is undertaking this project. ACPRO continues to work on the development of a national dataset and we are hoping to have this ready to launch with licensure renewal this year. I encourage you to participate in completing the dataset survey, as the information is crucial to establishing an accurate picture of the profession in the country and will be important to inform workforce planning and health policy development. The pandemic led to an opportunity to work collaboratively with representatives from the Canadian Council of Professional Programs in Psychology (CCPPP) and the CPA Accreditation Panel to address concerns from students and training programs in regard to impacts of the pandemic on training and licensure. An article in regard to the challenges presented by the pandemic and how these are being addressed by the training community, internship programs, accreditation and regulation was also accepted for publication in the journal, Canadian Psychology. Finally, a liaison relationship has been established with the national advocacy group, the Council of Professional Associations of Psychology (CPAP) and will be exploring where there may be opportunities to work together on issues where there is appropriate intersection between regulation and advocacy. I have served in the position of the Chair of ACPRO for four years and will be stepping down from that role.

At the North American level the College continues to be a member of the Association of State and Provincial Psychology Boards (ASPPB). The organization serves as a leading source of information in regard to professional regulation, and it supports its member organizations in meeting their responsibilities of regulation through providing education on regulatory issues, providing mobility mechanisms, the exam program, and the development of other regulatory resources such as model guidelines and legislation. The ASPPB is the test owner and developer of the Examination for Professional Practice in Psychology (EPPP). As I have discussed in previous reports the EPPP is being expanded to add a "part 2" to the exam which will focus on the evaluation of practice skills. The part 2 will contain novel item types (e.g. cascading items, avatars) in addition to multiple choice items. The exam is intended to provide a standardized evaluation of general practice skills that can be used in the determination of readiness for independent practice. The exam is currently being beta-tested with early adopting jurisdictions, and will be launched for broad jurisdictional use by November 2020. The decision about implementation of part 2 currently is a jurisdictional decision, and the Executive Council has not yet considered if and when the exam will be implemented. I had the opportunity to be part of the development process and believe that this is an important step forward for the profession, for regulation, and most importantly for public protection.

In this last year I had the opportunity to serve on an ASPPB taskforce charged with the development of guidelines for the closure of practice. The closure of practice and how to manage this is an incredibly

important consideration for all professionals. The guidelines document is available on the College website under “Advisories. I continue to serve as the Chair of ASPPB’s Social Media Taskforce and have done so since the fall of 2017. The taskforce charges include the development of guidelines for social media use by the profession that will assist members of the profession and can be used by regulators in considering complaints. A draft of the guidelines white paper document was put out for public comment in July 2020 and will be going forward to the ASPPB Board of Directors this October for final approval and hopefully subsequent distribution to ASPPB member jurisdictions for their use. Currently I also serve on a taskforce regarding COVID19 impacts on education, training and regulation, and mitigating those impacts.

Since the last Annual General Meeting there have been changes in the staffing of the College office. We welcomed Carmel Kleisinger, M.A., R. Psych. to the College as the Deputy Registrar (full time) in November 2019. She joined us after a long 25+-year tenure with the Ranch Ehrlo Society in which she served in multiple roles, both frontline and senior management. She has extensive experience in clinical service delivery, clinical supervision, program development, and program evaluation. In her short time with us her she has had a positive impact on the work of the College, and we are stronger because of her presence. She is currently focused on learning the role and work of the College and has taken on the staff support role with the Oral Examination Committee. Sadly Deanna Sudom (Admin. Support) resigned from her position this year to pursue other interests including two new grandchildren. She left the College at the end of May and is missed immensely. In her College role Deanna was the consummate professional, was incredibly skilled at her job duties, was always looking to do more, and was always up to dealing with something new and challenging. Deanna was a team player who made all feel welcome and included. We wish her the best going forward. Wendy Petrisor (Assistant to the Registrar – full time) and Lori Kydd-Deis (Admin Support – part time, currently on leave) round out the staff complement. The contributions of all of the staff to this challenging and important work are significant and appreciated.

I will be retiring at the end of December. It has been an honor to serve the College for the past 16 years. This role has provided me with opportunities to learn, to grow, and to lead, and for that I am incredibly grateful. I will miss my colleagues at the office and am thankful for their hard work and their support. Thank you for all you have done to support my work and the work of the College. I believe in this organization and am proud to be a member of this profession. I sincerely hope that I will be viewed as having served the public and the profession well. I am confident that the organization is being left in good and capable hands. While I look forward to retirement and to new adventures, I am sad to be saying goodbye to all of you and to a job I have loved. I wish you all the best going forward – take care and be well!

Respectfully submitted by:  
*Karen Messer-Engel, M.A. R.Psych.*  
*Executive Director / Registrar*

## **FINANCE & PERSONNEL COMMITTEE**

The Finance and Personnel Committee consists of the President - Rori Lee, President-Elect - Karen Litke, Treasurer - Stacy Taylor, Public Representative – David Butt and Executive Director/Registrar - Karen Messer-Engel. The Committee meets throughout the year on an as needed basis.

The tasks delegated by Executive Council to the Finance and Personnel Committee include 1) considering and responding to matters involving staffing and office operations brought forward by the Executive Director in an appropriate and timely manner; 2) act as a mediator in cases of conflict between staff and the Executive Director or Registrar; 3) conduct annual performance evaluations of

the Executive Director and the Registrar based on the requirements of the position; 3) conduct annual reviews of the contracts of the Executive Director or Registrar, negotiate any changes and bring recommendations to Executive Council; and 4) develop policies, guidelines and procedures associated with finance and personnel matters.

This year the Committee finalized the Administrative Salary Grid for new employees, established the Salary Grid and Job Description for the Deputy Registrar, and hired a Deputy Registrar. An annual performance review was conducted with the Executive Director/Registrar. The Committee has undertaken a structural review of the College in terms of employee positions. Board Governance will be undertaken during the next fiscal year.

At the last council meeting, the Committee recommended appointing Carmel Kleisinger to Registrar and has embarked on hiring for a part-time Executive Director and Deputy Registrar as part of the succession plan due to Karen Messer-Engel's retirement effective December 31, 2020.

Respectfully submitted by:  
*Rori Lee, M.Ed., R. Psych.*  
*Co-Chair, Finance and Personnel Committee*

## **TREASURER**

As I complete my third term as treasurer, I want to extend my appreciation to Karen Messer-Engel, Wendy Petrisor and the administrative staff for continuing to assist me with College's financial operations. As we have discussed on many occasions, the cost of doing business continues to rise and as a result the College had spent more than what was brought in. The College however has sufficient reserve funds to handle the current deficit. The deficit was largely due to the addition of ½ year of salary and benefits for the Deputy Registrar Position and the increasing costs for the complaints and discipline processes.

In preparing this year's Budget, each budget line was examined closely to consider where we might cut operational costs. In keeping with past practice, the budget for the current year is a deficit budget. As costs continue to increase, the College does not anticipate a surplus at the end of this year. In order to offset the increases in operational costs, procedural efficiency, succession planning, as well as our legal and legislated functions, the College had approved a gradual fee increase. Due to the pandemic, the College also anticipates that some of the expenses will likely be reduced due to scaling back of meeting, travel, and office costs.

This year, Karen and myself, were tasked with identifying a different wealth management company. We are happy to report that the Council had approved the engagement of Mr. Stephan Van, Financial Planner, from Thrive Wealth Management to assist the College in growing its financial reserves. We are looking forward to working with Mr. Van and having him assist in ensuring the financial viability of the College.

Although this has been a challenging year, my experience on Council continues to be rewarding and I encourage all members to consider involving themselves with Council and/or committee work.

Respectfully submitted by:  
*Stacy Taylor, M.Ed., R. Psych.*  
*Treasurer*

## REGISTRATION COMMITTEE

**Membership:** The Committee membership includes: Tammy Ferguson, M.Ed., R.Psych.; Beverley Lane, M.Ed., R.Psych.; Melissa Darrow, M.Sc., R.Psych., Cindy McFadyen, M.Ed., R. Psych, Michelle Bourgault-Fagnou, Ph.D., R.D. Psych., Murray Abrams, Ph.D., R. D. Psych., Christel Gee (Public Representative), and this writer as an ex-officio member. The College has the benefit of incredibly committed members of the profession who are willing to continue to serve and give of their time and expertise to the work of the Committee. I am also incredibly grateful for Christel who provides an important public perspective to this work.

The committee supports the College in meeting its mandate of public protection by shepherding new members through the provisional licensure process, by providing consultation to members of the profession making mid-career changes, through oversight of ADR and discipline sanctions where requested, through the establishment of licensure processes and procedures, and through recommendations to the Executive Council regarding licensure policy and standards.

Since the last AGM, the Committee met in person on 6 occasions. On 5 occasions since the state of emergency declaration in March, file review has necessarily occurred electronically. The Committee took a break in July and August and will have another electronic review prior to the 2020 AGM. The meeting process has been lengthened as a result of the necessary adaptations due to the pandemic. Decisions have however, been backdated to the original meeting date so as not to disadvantage members whose files were before the Committee. From June 2019 to September 2020, the Committee monitored the licensure of approximately 58 Provisional members. This also involved the review of 8 unsuccessful oral exam results, consideration licensure questions and concerns, questions about the suitability of training programs, licensure policy, individual applications, and recommendations regarding removals from the membership. In total, the Committee conducted approximately 180 file reviews.

### Issues of Continued Focus:

- Authorized Practice Endorsement – conceptualization of what constitutes diagnostic practice, and the perspective that it is hard to conceptualize practice without the APE, the recommendation that an amendment should be sought requiring all members of the profession to have the APE as part of the general license
- Supervision – the Committee is more prescriptive in regard to what is required, the perspective that this is a practice competency, confirmation of the importance and benefit of supervisors having experience serving on oral exam panels in terms of supporting their supervisee’s professional development - allowances for more virtual supervision and practice given the limitations resulting from the pandemic.
- Practice competency declaration continues to be a discussion at the Committee table. A new competency grid was implemented in January for new applicants and their supervisors. Over time the plan is to have all members complete the new grid. The revised grid is clearer and is more congruent with the traditional distinctions within the profession. There continues to be concern that in some cases practice declaration is driven by the employment situation, as opposed to what one is actually trained to do. The Committee continues to hold the opinion that the provisional licensure period is a period of evaluation and is not a substitute for academic training.
- Evaluating foreign training and readiness for practice in Canada – this is challenging and will hopefully be assisted by the new ACPRO portal for foreign trained Psychologists.
- The exam review process and how to improve and streamline this.

**Financial status:** Annual Expenditure \$430.40 (June 2019 – September 2020)

I am so grateful to be able to work with this group of people. They are highly professional, knowledgeable, competent, and committed in the work they do.

Respectfully submitted by:  
*Karen Messer-Engel, M.A., R.Psych.*  
*Executive Director / Registrar*  
*On behalf of the Registration Committee*

## **PROFESSIONAL CONDUCT COMMITTEE (PCC)**

**Members:** *Kevin Tunney, M.Ed., R.Psych. (Co-Chair); Glenn Pancyr, Ph.D., R.D.Psych. (Co-Chair); Sheila Bellrose, M.Ed., R.Psych.; Shantelle Szuch, M.Sc. R.Psych; Bree Fiissel, Ph.D., R.D.Psych.; Danielle DeSorcy, Ph.D., R.D.Psych; Danielle Rozon, M.Ed., R.Psych.; Marion McKenzie, Public Rep.; Wendy Petrisor (ex-officio/Assistant to Registrar).*

**Alternates:** *Terry Nicholaichuk, Ph.D., R.D.Psych.*

**Past Year Members:** We wish to thank committee members who have completed their tenure with the committee this year. Shelly Adams (4 yrs), Joanne Frederick (1.5 yrs) and Dr. Nikki Gerrard (4 yrs) have made stellar contributors to the committee for several years and their participation will be greatly missed. (n.b. a committee member's term is 2 years).

Special mention goes to Kevin Tunney who served on the committee for 4.5 years. Beginning February 2018 he served as chair of the committee. Kevin brought his years of clinical experience, easy going manner and sense of humour to the role and served the profession admirably during his tenure. We sincerely appreciate his commitment and time to serving the profession and the public in this fashion.

**Investigator:** TBD (previously Lori Hutchinson Hunter)

**Legal Counsel:** Karen Prisciak, Q.C.

**Number of meetings held:** 10 monthly meetings were held (January-June and September-November) with locations rotating between Regina and Saskatoon.

**Number of hours per month:** 10 monthly face-to-face meetings (approximately 42 hours); on average 3-4 additional hours each month preparing files for the monthly meetings. Since Covid-19 the committee has met twice via teleconference, a process that has been very successful.

Nine complaints were received in 2019 compared to 11 in 2018. We have received 7 new complaints in 2020 so far (May 2020).

Of the nine 2019 cases, six have been closed. Of the three that remain open, one just had the investigation completed; one has been sent to our lawyer for an opinion; and the other is going to the discipline committee. Of the closed cases, all six did not merit investigation or any disciplinary action.

There are files before the 2019 year that remain open. Three of these involve a single member. One is still before the discipline committee. Most of the rest are waiting for a hearing to be scheduled. The factor that accounts for the majority of delay in completing the complaint process is scheduling hearing – which has only been compounded by Covid-19.

An increase in complaints appears to be a Canada wide phenomena. BMS is CPA's preferred liability insurer. This year the premiums increase. BMS writes:

"On or around May 1st, you will receive the 2020-2021 CPA/CPAP[1] Liability Insurance Program renewal from the program's broker, BMS. You will see that Professional Liability Insurance (PLI) premium has increased this year. We regret that the increase comes at this challenging time of COVID-19, but please know that the increase is not related to the pandemic but to the increased cost of claims on the psychology program. There has been a steady increase in the cost of claims on the program year over year, with several years where the costs of claims paid by the Insurer have exceeded the premium they collected."

**Highlights/Concerns:** The committee recognizes that each complaint needs to be addressed as quickly and as thoroughly as possible. The committee is exploring ways to reduce redundancy and increase the delegation of responsibilities in order to be more efficient. In the coming year the committee will be making changes in keeping with best practices from other jurisdictions that have streamlined their complaints process.

**Recommendations for next year:** The committee is seeking some additional committee members. The committee has made a suggestion for a possible continuing education session on practicing within one's declared areas of competence and graduate training.

**Financial status:**

Annual Expenditure	\$ 8955
Legal Fees	\$10037
Investigator Fees	\$17209
Public Rep	\$ 900
Total:	<b>\$37101</b>

Respectfully submitted by:  
*Glenn Pancyr, Ph.D., R.D. Psych.*  
*Co-Chair, Professional Conduct Committee*

**DISCIPLINE COMMITTEE**

**Members:** T. Robinson, Ph.D., R.D. Psych. (Chair); Doris Schnell, M.A., R.Psych.; Kristin Bellows, M.Ed., R.Psych.; Gabriela Pitariu, Ph.D., R.D.Psych.  
**Alternates:** Marc Sheckter, Ph.D., R.D.Psych.; Val Harding, Ph.D., R.D. Psych.; Renee Schmidt, Ph.D., R.D. Psych.; Krista Smith, M.Ed., R.Psych.; Kristina McAvoy, M.Ed., R.Psych.; Terry Levitt, Ph.D., R.D.Psych.; Previous: Regan Hart Mitchell, Ph.D., R.D.Psych.  
**Public Representatives:** Christel Gee; David Butt

**Number of meetings held:** In the past year, no meetings were held. The Discipline Committee does not adhere to a schedule of meetings. The Chair of the Committee attended one Executive Council meeting to represent the Committee in discussions of budget and a proposed revision of procedural guidelines.

**Financial status:** Costs associated with disciplinary hearings last year totalled \$113,051 (includes legal fees of \$102,762), with cost recovery in the form of settlements amounting to \$46,570.

As we do each year, we take this opportunity to express our deepest appreciation to Ms. Christel Gee and Mr. David Butt for their performance as our Public Representatives on the Discipline Committee.

We are also grateful to our legal counsellors, Merrilee Rasmussen, QC, and Jaime Carlson, BA, LLB, for their expert guidance, experience and well-crafted decisions which you are able to read on-line on the College website.

In order to facilitate the process of scheduling hearings in a timely manner, the Discipline Committee had tried to establish pre-set hearing dates throughout the calendar year. This has not always proven feasible owing to several factors, but in principle this process may be revisited.

**Number of hours per month:** The Discipline Committee does not convene for set hours. Members are selected for specific hearings which are scheduled when cases are referred by the Professional Conduct Committee. Following hearings, members review the legal summary prepared by the DC Counsel. Hearing with agreed-upon settlements typically last from one to two hours; full hearings may last from one to three days.

#### **Highlights/items addressed/PCC-number of cases**

-Completed: The DC completed 6 hearings in 2019-20 since the 2019 AGM, the most recent will be on October 2, 2020.

-In progress: The DC has received several files that were forwarded by the PCC and these are in the process of being arranged for hearing dates.

**Recommendations for next year:** The Chair of the Discipline Committee met with Executive Council last fall to provide recommendations on amendments to the DC procedure.

Respectfully submitted by:  
*Tom Robinson, Ph.D., R.D. Psych.*  
*Chair, Discipline Committee*

## **ORAL EXAMINATION COMMITTEE**

**Members:** *Conor Barker, Ph.D., R.D.Psych. (Chair), Kristin Bellows, M.Ed., R.Psych., Lorrie Anne Harkness, M.Ed., R.Psych., Kristi Wright, Ph.D., R.D.Psych., Sacha Lingenfelter, M.C., R.Psych., Mary Lou Fletcher, M.Ed., R.Psych., Judy Wright, M.Ed., R.Psych.*

The Oral Examination Committee (OEC)'s mandate is to oversee the administration of the oral exam process as a final capstone to the registration process. The committee has been engaged in discussions to assure that our standards and processes are consistent and fair. Our committee met five times in 2019, in order to prepare for the exams, develop materials and guidelines for exams, and review feedback from panels and candidates in order to inform our administration of the Oral Exams.

This year, we completed our work to update examiners and candidate manuals in response to feedback from our panel members and panel chairs. We have worked to develop clarity around the concept of "minimal standard for practice." We are presently furthering our work to standardize the APE-Only exam. Additionally, the OEC is collaborating with the Registration Committee to address shared areas of interest, specifically in the development of a supervision manual to assist supervisors in their guidance of provisional members through the registration process.

One significant change for our committee will occur when the second part of the Examination for Professional Practice in Psychology (EPPP) is implemented. We are engaged in discussion around what is covered in this new competency-based exam, and what the role of the oral exam will be moving forward.

In 2019, 26 candidates were examined, with a pass rate of 73%. As a committee, we believe that we serve as a final check before a provisional member moves towards independent practice. We plan to undertake a systemic review of past failures to determine any factors that can be addressed through the registration process that may support public protection.

I would like to personally extend my thanks to OEC members for their engaging and professional discussions that occur every time we gather. Further, I extend our committees thanks to 38 Full Practice volunteers who participated on our panels in 2019. The exams could not occur without our panel volunteers. We welcome all members to participate on oral exams panels, particularly individuals who are, or who may in the future, supervise provisional members. Furthermore, it is a wonderful opportunity to network and learn from one another.

This year, our friend, leader, and mentor, Don Berg, stepped down from the OEC after 13 years. As a committee, we have appreciated Don's calm, thoughtful, and insightful leadership. We also welcome to our committee Carmel Kleisinger, Deputy Registrar, we very much look forward to working with her!

Finally, our thanks to Wendy, Lori, and Deanna who support the logistics of the exams, and field questions from each of us. Thank you for the professional and courteous service they provide.

**Financial status:** Annual Expenditure \$15198  
Oral Exam/APE Fees Collected \$15300

Respectfully submitted by:  
*Conor Barker, Ph.D., R.D.Psych.*  
*Chair, Oral Examinations Committee*

## **NOMINATIONS COMMITTEE**

**Members:** *Leslie Young, M.Ed., R.Psych. (Chair); Heather Switzer, Ph.D., R.D.Psych.; Cindy Focht, M.Ed., R.Psych.; Jenny Keller, Ph.D., R.D.Psych.*

**Number of meetings held:** Initial Meeting November 12, 2019 (2 hours in length).  
Teleconference/email: December 2019, January 2020, February 2020, and March 2020

**Number of hours per month:** Approximately 1.5 hours/month (included as total for all members).  
Outside of meetings there are follow-up letters and preparation specific to election processed (e.g., stuffing envelopes) and emails/telephone contacts "behind the scenes" to confirm the planning and work related to the committee efforts

**Highlights/items addressed:** The primary focus of the Nominations Committee has been and continues to be the planning and completing the Executive Council Election process. For the 2020-2021 the following positions are require: President Elect (3-year term: 1st yr-President Elect; 2nd yr-President; 3rd yr-Past-President) · Secretary (2-year term) · Two Member-at-Large (2-year term). In the event that no nominations are received, the positions will move to an appointment process.

**Highlights/Concerns:** Concerns continue to focus on lack of members willing to serve on council. Discussion occurred on ways to increase members having their names stand for council. I would like to highlight that the percentage for returned ballots last year was 46%. The NC had hope that this percentage would have been higher as the College paid postage for ballots to be returned.

The Nominations Committee would also like to acknowledge the amendment to the Administrative Bylaws to allow for electronic balloting. Nominations Committee is optimistic electronic balloting will increase membership voting.

**Financial status:** Annual Expenditure \$38.

Respectfully submitted by:  
*Leslie Young, M. Ed., R. Psych.*  
*Chair, Nominations Committee*

## UNIVERSITY OF SASKATCHEWAN SENATE

**Members:** Tim Claypool, Ph.D., R.D. Psych.

**Number of meetings held:** SKCP's appointment as a representative on the University of Saskatchewan Senate was effective January 2020. Subsequently, I was able to attend 1 virtual meeting on April 25, 2020. At the time this report was prepared, the exact format for the October 24, 2020 had yet to be determined.

**Number of hours per month:** While the bulk of time devoted strictly to U of S Senate related reading and email correspondence takes place during meeting months (April, October), the University Secretary, Leslie Leonhardt sends out frequent notices, announcements and links of interest to all Senate members on a weekly basis.

### Website Links:

October 26, 2019 University Senate Non-Confidential Minutes

<https://secretariat.usask.ca/documents/senate/minutes/2019-10-26-senate-draft-minutes-non-confidential.pdf>

April 25, 2020 University Senate Agenda (non-confidential)

<https://secretariat.usask.ca/documents/senate/agendas/2020-04-senate-agenda-non-confidential.pdf>

April 25, 2020 Draft of University Senate Minutes (non-confidential)

<https://secretariat.usask.ca/documents/senate/minutes/2020-04-25-senate-draft-minutes-non-confidential.pdf>

**Financial status:** Annual Expenditure: \$0.00

### Highlights/Concerns:

Ψ The GSA sent two letters to the University senior administration, to consider the implementation of a universal plan for all graduate students which is found here:

<https://gsa.usask.ca/documents/statements/2020covid19.pdf>

Ψ The GSA leaders have received a written response letter and U of S senior administration looks forward to continuing their conversations on those topics that are still not addressed such as tuition adjustment and others. A follow-up letter is also found here:

[https://gsa.usask.ca/documents/statements/2020covid19\\_2.pdf](https://gsa.usask.ca/documents/statements/2020covid19_2.pdf)

Ψ Several University Colleges have proposed moving to adopt CASPer as part of their admissions process. Questions were raised as to how CASPer would impact their student selection processes and if its inclusion would achieve desired results. Most Colleges responded by indicating that ongoing follow-up research was planned.

[Note: CASPer is a selection tool used by academic programs to help assess applicants for non-academic attributes or people skills. <https://takecasper.com/about-casper/>]

Ψ Enrolment Snapshot [<https://news.usask.ca/documents/enrolment-report-fall-first-day-2019.pdf>] highlights the following student enrolment increases effective September 4, 2020: Undergrad – 1.4%; Graduate students – 3%; Indigenous students – 6.1%; International students – 5.5%. Total enrolment: 21, 512 (1.6% increase).

#### **Recommendations for next year:**

Given the global impact of COVID-19 and its significant impact locally, eyes will be on the University of Saskatchewan and its dedicated research teams currently in the race to find a safe and effective vaccine. How will U of S continue to respond to student, staff and faculty needs while following the SK Health Authority guidelines [<https://www.saskhealthauthority.ca/>] for mitigating risk and ensuring high standards of health and safety are maintained? With all the uncertainty that has infused everyone's daily lives, we continue to look to established institutions like the University of Saskatchewan to provide strong leadership, guidance and reassurance throughout these challenging times.

Respectfully submitted by:  
*Tim Claypool, Ph.D., R.D.Psych.*

## **PUBLIC REPRESENTATIVES**

Periodically, the Ministry of Health puts out a call for members of the public to apply to serve for a three year term on self-regulating health councils in Saskatchewan. The goal of Public members is to ensure the best interests of Saskatchewan residents are represented on health councils.

On behalf of David Butt, Marion Mackenzie (PCC Public Rep) and myself Christel Gee, I want to say what a pleasure it has been to serve on the Saskatchewan College of Psychology Executive Council. Through committees that we have served on, we have met many dedicated professionals who have given their time to serve the membership on the Executive Council, Discipline, Finance and Personnel, License and Registration and Professional Conduct. To the members serving on those committees, thank you for guiding us through our roles and all that we have learned over this past year. All of us have a role to protect the public but our role is much easier when the role of the health council we are appointed to, is to protect the public.

To the membership that we serve, thank you for looking after the most vulnerable people in our society. Through the work in your profession, you have made a difference in the lives of many.

**Financial Status:** All costs for the Public Representatives are borne by the provincial government.

Respectfully submitted by:  
*Christel Gee*