



---

---

# SASKATCHEWAN COLLEGE OF PSYCHOLOGISTS

1026 Winnipeg Street  
Regina SK, S4R 8P8

Tel: (306) 352-1699  
Fax: (306) 352-1697  
Email: [skcp@sasktel.net](mailto:skcp@sasktel.net)  
[www.skcp.ca](http://www.skcp.ca)

---

---

## Annual Report

Spring 2021

### REPORT FROM THE PRESIDENT

Amidst the Chaos of Covid, the work of the Saskatchewan College of Psychologists (College) carries on. Thank you to staff and members for your efforts and patience as we work(ed) through the vagaries of life and work under pandemic restrictions. Fingers crossed that with recent developments there is a light on the horizon promising some return to normalcy (soon!). Thank you to the membership for allowing me the opportunity to serve on Executive Council (Council) – albeit with a shortened tenure. I hope everyone will join with me in giving an extra-large and heartfelt thank you to Rori Lee. Under uncertain circumstances, Rori continued her term as President long past her commitment and maintained her role on the Office and Personnel committee. Her efforts were instrumental in completing a number of important college initiatives including ensuring continuity during the Executive Director/Registrar succession process.

In this year of uncertainty and change we welcomed our new Registrar Carmel Kleisinger who is very ably developing into her role. Thank you Carmel! We bid a fond farewell to Karen Messer-Engel with our gratitude for the hard work she has done on behalf of the College, so often exceeding requirements or expectations, and for how capably she represented us provincially, nationally and internationally. Thank you Karen! A big thank you as well to Wendy Petrisor for her support of all the College work, and for providing a stable presence at the office through this time of transition. We are continuing to work on staffing, including recruiting for the Deputy Registrar position.

Other college business keeping Executive Council (EC) busy:

- Keeping up with COVID; including maintaining a COVID information page to support members in their practice, developing advisories as needed, supporting provincial initiatives around public safety, revising requirements for continuing education, and supporting virtual meetings including the AGM.
- Addressing ongoing issues related to authorized practice/diagnosis both within psychology and across allied disciplines.
- Addressing difficulties in the template legislation. Some issues of importance to the College include fitness to practice, greater flexibility in addressing conduct concerns, and scope of practice.
- Reviewing the professional conduct and discipline processes.
- Considering social media guidelines for members
- Moving forward with the TRC task force
- Issues related to registration including foreign trained applicants, supervision, and a revised competency grid
- Hearing disciplinary appeals
- Supporting a form revision project to update all College forms.

On behalf of Council I also want to thank all our regular committee members, and those members who have volunteered in other capacities. Our college could not function without you. To those who have not yet had the opportunity to become involved I encourage you to do so. Without the support of members our College cannot function and we risk losing the privilege of self-regulation. One only has to look across jurisdictions and the advent of Omnibus health boards to see a possible future for Saskatchewan if we are unable to maintain a strong presence in the province through our College.

Thank you also to College office staff who keep the office operational and to our lawyers who support the work of the College and its committees.

Finally, I extend my sincerest appreciation to my colleagues on Council for their commitment, integrity, hard work, time, expertise, and (at times) patience, generosity, kindness and sense of humor. It is our relationships that bouy us through stormy weather. Thank you to *David Butt (Public Representative)*, *Janna Ellis, M.Ed. (Secretary)*, *Darcia Evans, M.Ed. (Member-at-Large)*, *Christel Gee (Public Representative)*, *Rori Lee (Past-President)*, *Beverly Magel, M.Ed. (Member-at-Large)*, *Pamela Olson, M.A. (President-Elect (Acting))*, *Deborah Parker-Loewen, Ph.D. (Member-at-Large)*, and *Stacy Taylor, M.Ed. (Treasurer)*.

**EC Financial status:** Annual Expenditure **\$1896**

*Karen Litke, Ph.D., R.D. Psych.*  
*President*

## **REGISTRAR**

It is with great honour that I accepted the role of Registrar at the Saskatchewan College of Psychologists (College) on November 1, 2020. Without a doubt, it was (and continues to be) the dedicated and expert mentorship of the College's now-retired Executive Director/Registrar, Karen Messer-Engel that has prepared me to assume such a momentous role. Karen's 16-year tenure at the College has been nothing short of outstanding. Karen's leadership as Registrar has favourably raised the visibility of the Saskatchewan College on provincial, national, and international levels. I have personally witnessed the immense esteem in which Karen is held by her regulatory colleagues throughout Canada and the United States. I respectfully thank Karen, not only for her passionate dedication to the mandate of the College over the years, but also for the immense work that she and the College staff have done in building a strong foundation for the College through the development of policy, regulatory amendments, and a vision for the regulation of Psychology in Saskatchewan well into the future. I certainly have some very big shoes to fill! Karen, you are definitely missed!

As we transitioned into the 2021 practise year, the College has continued to conduct the regulation of professional psychology in Saskatchewan in the midst of a global pandemic. As I write this, Saskatchewan now appears to be one of the COVID hotspots per capita in Canada. College staff, Executive Council, committee members, and members of oral examination panels have played a remarkable role in efficiently adapting the way the College does business; and we will continue to adapt as needed during this historic time.

### ***Moving Forward***

The work of the College is never complete. Our members have recently provided some excellent observations and comments on various issues, including a recommended review and update of the

*Continuing Education Credits* policy to move the College toward approving a more virtually-based professional development experience, as well as rethinking the revised *Declared Competency Grid*. These changes are in process, and while time is always a factor in any process of change, these two items are considered priorities.

One of the first tasks I was given when I assumed the role of Deputy Registrar in November 2019 was to revise the numerous forms and documents required to conduct the business of professional regulation. I was able to make only a very small dent in the revision process as, like Karen Messer-Engel before me, there was simply not enough time to complete such a large, yet vital project. I am extremely pleased to announce that Executive Council recently passed a motion for the College to use some dollars received from a previously awarded government grant to move this project forward. Our goal is to develop a streamlined PDF fillable template system, with easy-to-complete and reader-friendly forms and documents that are current and succinct. Our hope is that this new system will be much less cumbersome for applicants, provisionally licensed members, and our members who supervise provisional members. Our intent is to also make the important regulatory functions of Registration Committee members and College staff less cumbersome, by creating forms and documents that are concise, but still comprehensive. College staff will be sure to keep our membership up-to-date on this important project.

It is with pleasure to announce that members of the Oral Examination Committee recently approved a motion to trial a hybrid system of conducting oral examinations. This means that beginning in May 2021, and in addition to spring and fall oral exam sittings (as needed), provisional members will now be scheduled to take the oral examination shortly after they are approved to sit. Staying true to our legislation, once a provisional member applies to take the oral exam and their primary supervisor has attested to their readiness for independent practise, they are required to take the first exam offered to them.

Given the unintended disruption of and adaptation to the provision of psychological services during the global pandemic, the 2020 practise year was challenging. As such, during Karen Messer-Engel's tenure, Registration Committee members approved a motion to give a one-time-only automatic 6-month COVID-19 extension to provisional members licensed *prior* to January 1, 2021.

Executive Council members and I continue to bring awareness and clarity to section 23 (Authorized Practise) of *The Psychologists Act, 1997* when we receive concerns that professionals from other disciplines who do not have diagnostic privilege are diagnosing. Our intent is always to work collaboratively with other professional organizations, while also maintaining the integrity of our legislation.

We are currently in the process of preparing to submit proposed regulatory bylaw amendments to Government. One such amendment is section 20 (Compliance) in reference to the Canadian Code of Ethics. The proposed regulatory bylaw will read, *Ever member shall comply with the **most recent edition** of the Canadian Code of Ethics for Psychologists*, as adopted by the Canadian Psychological Association.

### **Organizational Structure**

With the retirement of Karen Messer-Engel, it was necessary to revisit the College's organizational structure. Executive Council and I are currently working to define an organizational model that will best meet the needs of the College now and into the future. College members will be informed when we decide upon an organizational structure for the College moving forward.

We currently have one new staff member at the College. It is with great pleasure to introduce Sarah Barker, the College's Administrative Support/Receptionist. Sarah has been an exceptional addition to the team. With much appreciation, Wendy Petrisor and I say *thank you* to Sarah for her kind and

welcoming nature, great initiative, desire to learn the business of regulation, and her overall excellent work.

I would also like to take a moment to thank one of the pillars at the College, Wendy Petrisor, Assistant to the Registrar. Wendy has metaphorically been my right-hand since the beginning of January. She has a wealth of knowledge regarding regulatory practises and College history. I send out a special thank you to Wendy for her patience in answering my numerous questions, for organizing me when the world of regulation seems to become increasingly demanding, and for her continued dedication to the College and the business of regulation. I could not do this job without you Wendy!

### ***Volunteerism and the Work of the College***

As all of our members are aware, the College is only able to function as a professional self-regulatory body as long as we continue to have members who are willing and able to dedicate their extremely valuable time and expertise to assume positions on Executive Council, various College committees, and oral examination panels. We know how busy the lives of College members can become. And so, it is with this knowledge that Executive Council recently approved College staff to immediately begin to assume the duties of two Council positions – *Secretary* and *Treasurer*. This decision was made with the awareness that Council is strictly a governance board, and as such, operations will be conducted by staff. The Secretary and the Treasurer of the Council will now be responsible for oversight only.

Finally, I would like to take this opportunity to extend my warmest appreciation to all College members who have volunteered their time and expertise over the years (some members have served for multiple years in various capacities), so as to ensure the continued regulatory functioning of the College. I also wish to take a moment to thank all Council members for their tremendous support and guidance: *Karen Litke, Ph.D. (President), Rori Lee, M.Ed. (Past President), Pamela Olson, M.A. (Acting President-Elect), Janna Ellis, M.Ed. (Secretary), Stacy Taylor, M.Ed. (Treasurer), Beverly Magel, M.Ed. (Member-at-Large), Darcia Evans, M.Ed. (Member-at-Large), Deborah Parker-Loewen, Ph.D. (Member-at-Large), Christel Gee (Public Representative), and David Butt (Public Representative)*.

Respectfully submitted by:  
*Carmel Kleisinger, MA, R. Psych.*  
*Registrar*

## **FINANCE & PERSONNEL COMMITTEE**

The Finance and Personnel Committee is a committee of the Executive Council, and has as its members Karen Litke, Ph.D, R.D.Psych. (President), Rori Lee, M.Ed., R.Psych (Past President), Stacey Taylor, M.A., R.Psych. (Treasurer), David Butt (Public Representative) and Karen Messer-Engel, M.A., R.Psych.(previous ED/Registrar) as an ex-officio member. The responsibilities of the Committee are to undertake:

1. Tasks delegated by Council;
  - a. Consider and respond to matters involving staffing and office operations brought forward by the Executive Director in an appropriate and timely manner.
  - b. Act as a mediator in cases of conflict between staff and the Executive Director / Registrar.
  - c. Conduct annual performance evaluations of the Executive Director / Registrar based on the requirements of the position.
  - d. Conduct annual reviews of the contracts of the Executive Director / Registrar, negotiate any changes and bring recommendations to Council.

- e. Develop policies, guidelines and procedures associated with finance and personnel matters.
2. Activities, actions and initial decisions involving staffing and office operations when requested by the Executive Director in situations where it is not feasible to convene a meeting of the full Council.

The Committee members met virtually this past year. The following activities were undertaken:

- Updated job descriptions for the Registrar and Executive Director positions
- Appointed Deputy Registrar as Registrar
- Developed new organizational chart for the College
- Developed salary grid for Executive Director position
- Planned for Registrar/Executive Director retirement
- Advertised and hired Executive Director
- Advertised for Deputy Registrar
- Survey to Executive Council for Board Governance
- Updated Terms of Reference for Committee

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

## **TREASURER**

As I complete my final term as treasurer, I again want to extend my appreciation to Carmel Kleisinger, Wendy Petrisor and the administrative staff for assisting me with the College's financial operations. In 2020, as was predicted, the College had spent more than what was brought in. Salary and benefits; as well as, the complaints and discipline processes, continue to be the College's highest expenses. The college continues to have sufficient reserve funds to handle current expenses.

In preparing this year's Budget, each budget was examined closely to consider where we might cut operational costs. The College does not anticipate a surplus at the end of this year. In order to continue to offset the increased costs in operational costs, procedural efficiency, legal and legislative functions, members will see a fee increase in 2021. However, the expenses associated with meetings, travel and office costs have been greatly reduced.

At the end of last year, the College unfortunately learned that Mr. Stephan Van, Financial Planner, was no longer representing Thrive Wealth Management. Thus, the College will be re-evaluating whether Thrive Wealth Management will continue to assist in the financial viability of the College.

Although this is my last term as treasurer, my experience on Council has always been rewarding and thus look forward to involving myself with the Council and/or committee work in the near future.

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

## REGISTRATION COMMITTEE

**Members:** *Tammy Ferguson, M.Ed., R.Psych.; Beverley Lane, M.Ed., R.Psych.; Melissa Derrow, 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 Carmel Kleisinger, M.A., R.Psych. as an ex-officio member.*

The committee supports the College to meet its mandate of public protection by guiding new members through the provisional licensure process, by providing consultation to members of the profession making mid-career changes, through oversight of Alternate Dispute Resolutions and discipline sanctions when requested, through the establishment of licensure processes and procedures, and through provision of recommendations to the Executive Council regarding licensure policy and standards.

**Number of meetings held:** In 2020, the Committee met on 10 occasions.

Due to the COVID-19 pandemic, from March forward, file review has occurred via videoconferencing. In 2020, the Committee monitored the licensure of approximately 60 Provisional members. Monitoring involved conducting the review of 8 oral exam failures, consideration of licensure questions and concerns, questions about the suitability of training programs, licensure policy, individual applications, and recommendations regarding removals from the membership.

### **Issues of Continued Focus:**

- Supervision – 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 in response to limitations imposed by the pandemic.
- Practice competency declaration continues to be a discussion among Committee members. There continues to be concern that in some cases competency declarations are not consistent with an individual’s training. Relatedly, the Committee continues to maintain the stance that the provisional licensure period is a period of evaluation and not a substitute for academic training.

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

- The oral exam review process – we are considering steps to take in collaboration with the Oral Exam Committee to improve and streamline the oral examination process.

I thank the members who continue to serve on this vital committee.

**Financial status:** Annual Expenditure **\$122**

Respectfully submitted by:  
*Murray Abrams, Ph.D., R.D. Psych.*  
*Chair, Registration Committee*

## PROFESSIONAL CONDUCT COMMITTEE (PCC)

**Members:** *Kevin Tunney, M.Ed., R.Psych. (Co-Chair); Bree Fiissel, Ph.D., R.D.Psych. (Co-Chair); Sheila Bellrose, M.Ed., R.Psych.; Danielle DeSorcy, Ph.D., R.D.Psych.; Danielle Rozon, M.Ed., R.Psych.; Tara Garratt, M.A., R.Psych.; Terra Hootz, M.Ed., R.Psych.; Keira Stockdale, Ph.D., R.D.Psych.; Megan Tuttle, Ph.D., R.D.Psych.; Marion McKenzie, Public Rep.; Wendy Petrisor (ex-officio/Assistant to Registrar).*

**Alternates:** *Terry Nicholaichuk, Ph.D., R.D.Psych.; Bryan Acton, Ph.D., R.D.Psych.; Shantelle Szuch, M.Sc.*

**Past Year Members:** Thank-you to all committee members who have served on PCC in the last year. We welcomed many new members and they have already made tremendous contributions to the committee. A special thanks to Shantelle Szuch, who served as a committee member for three years. She has moved her practice to Alberta, however, agreed to stay on as an alternate, maintaining her registration with SCP. Also, appreciation goes out to Glenn Pancyr, who served as a member and acted as co-chair of the committee for the past two years.

A special mention to Kevin Tunney who has been serving on PCC for five years and six months. Since February 2018 he has been acting as the Chair of the committee. Kevin brings such diverse experiences as a psychologist and the PCC benefits from his expertise and wealth of knowledge. His extensive work and leadership in conflict resolution has proven invaluable in his role as member and as Chair of the committee. During his time as Chair, Kevin has improved efficiencies in timelines, facilitated PCC meetings that support a collaborative approach to decision making, and promoted a committee that continues to evolve. Kevin has been a constant for the committee, as PCC membership has had a big turnover in the past few years. His collaborative, calm, reflective and humorous leadership cannot be matched. The committee appreciates Kevin's admirable dedication to the profession and the public which is demonstrated through this work.

**Investigator:** Amanda Haas, RN BN MN

**Legal Counsel:** Karen Prisciak, Q.C.; Ronnie Nordahl, Q.C.

**Number of meetings held:** Eight monthly meetings were held (Jan, Mar, May, Jun, Aug, Sep, Oct, Dec) with locations rotating between Regina and Saskatoon until March 2020. Meetings since then have been conducted virtually.

**Number of hours per month:** Eight monthly meetings (approximately 24 hours); on average 3-4 additional hours each month preparing files for the monthly meetings.

Fifteen complaints were received in 2020 compared to nine in 2019. We have received one new complaint in 2021 as of February 2021.

Of the fifteen cases in 2020, 14 have been closed as they did not merit disciplinary action. The one file that remains open is going to discipline.

There are eight files that remain open from years prior to 2020. One is under investigation and seven are going to discipline (four of these involve a single member).

**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. At the current time (February 2021), we have one file under investigation.

**Recommendations for next year:** Several recommendations for next year have been discussed at PCC monthly meetings. Primarily, the committee wants to continue to work as efficiently and effectively as possible when complaints are received. As stated above, this may involve process changes to adapt to any increased complaints.

Secondly, the committee is exploring the best ways to communicate to the membership about various practice learnings from the investigations conducted. This may include a variety of communication strategies such as a PCC general update on themes or more specific practice advisory suggestions. Further discussion will occur at regular monthly committee meetings.

<b>Financial status:</b>	Annual Expenditure	\$ 1810
	Legal Fees	2313
	Investigator Fees	5512
	Public Rep	900
	<b>Total</b>	<b>\$10535</b>

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

## **DISCIPLINE COMMITTEE**

**Members:** *Tom 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.*

**Public Representatives:** *Christel Gee; David Butt*

**Number of meetings held:** The Discipline Committee does not adhere to a schedule of meetings.

**Highlights/Concerns:** In the past year, Executive Council approved no new members. We have been fortunate in that we have not lost any members in the past year, and this continuity is a great benefit to the work of this Committee.

On behalf of the College, I welcome the opportunity to publicly express our appreciation and profound respect to Ms. Christel Gee and Mr. David Butt for their performance as Public Representatives on the Discipline Committee in the past year. The dedication of the Public Representatives is crucial for this Committee to function in the public interest, and we are very fortunate to have these wonderful individuals working with us.

We are grateful to our legal counsellors, Merrilee Rasmussen, QC, and Jaime Carlson, BA, LLB, for their expert guidance, and expertly-honed decisions, available online through the College website.

**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. As such, the number of hours served by each member is quite variable depending on the number of hearings and the member's availability.

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

Completed: The DC have completed five hearings in 2020 and one in Dec 2019.

In progress: The DC has scheduled three hearings in April-May 2021. There are two more waiting for scheduled dates.

**Recommendations for next year:** Discipline Committee are working to clear any backlog on their list.

**Financial status:** Annual Expenditure **\$116,660**

Respectfully submitted

*Tom Robinson, Ph.D., R.D. Psych.*

*Chair*

**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.; Judy Wright, M.Ed., R.Psych.; Carmel Kleisinger, M.A., R.Psych. (ex-officio).*

It is my pleasure to report on behalf of the Oral Examinations Committee (OEC). Our role is to develop and facilitate the oral exam, which is the final stage in the licensure of Full Practise Member psychologists in Saskatchewan. COVID-19 has resulted in significant changes for the oral exams. After having a March 2020 exam session, we had to cancel our May in-person examination period. With the continuing pandemic restrictions in place, we developed a virtual exam that allowed the exams to continue while maintaining standardization and security for the exam. In the new format, candidates access the exam at the SCP office, while the examiners participate remotely by teleconference. We have been able to provide three exam periods, in March (in-person), July and November (virtual), 2020. In 2020 we held 25 exams (20 complete, 3 APE only and 2 no APE) with 8 fails (complete and partial).

Our work as the OEC continues as we look to further refine our examination process, and work towards a standardized and defensible measure of clinical competency. We are also looking to standardized the examination of Authorized Practice Endorsement (APE), particularly for individuals who separate their licensure exam from their APE exam. With our current exam process, we are also looking at providing a rolling exam period which may allow for a shorted provisional period for some candidates.

Our work is only possible with the volunteer hours provided by our examiners, and certainly the work of the committee. We are presently seeking additional members to the OEC, so please reach out if you are interested. I would also like to send our thanks to Carmel who piloted our first administration of oral exams this summer, and to Wendy who manages the logistics of the exams.

**Financial status:** Annual Expenditure **\$1592**

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., Rori Lee, M.Ed., R.Psych.

**Number of meetings held:** Two virtual meetings were held on December 9, 2020 and January 12, 2021. Teleconference/email: December 2020, January 2021, February 2021, March 2021

**Number of hours per month:** Committee met approximately one hour/month (included as total for all members). Outside of meeting there are follow-up and preparation specific to election process and e-mails/telephone calls “behind the scenes” to confirm planning and work related to the committee.

**Highlights/items addressed:** The primary focus of the Nominations Committee has been and continues to be the planning and completing the Executive Council Elections Process. For the 2021-2022 the following positions are required: **President Elect (3-year term: 1<sup>st</sup> yr-President Elect; 2<sup>nd</sup> yr-President; 3<sup>rd</sup> yr-Past-President), Treasurer (2-year term) and a Member-at-Large (2-year term)**. In the event that no nominations are received, the positions will move to an appointment process.

**Highlights/Concerns:** The Nominations Committee is optimistic that electronic balloting will increase member participation in the voting process, and the committee looks forward to reporting to membership on this process for the 2021 election.

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

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:** My last report included a summary of the April 25, 2020 virtual meeting. Since that time, I attended the October 24, 2020 virtual meeting and the 3<sup>rd</sup> Annual Senate Forum on February 11, 2021 via Zoom. The next Senate meeting will also be held electronically on April 24, 2021.

**Number of hours per month:** More time is spent reviewing agenda items and reading reports during the two months of the year when Senate meetings are held (April, October). Additionally, the University Secretary, Leslie Leonhardt sends out frequent notices, announcements and links of interest to all Senate members on a regular basis.

**Highlights/Concerns:**

<https://governance.usask.ca/senate/#Members>

**Senate Responsibilities**

The senate is the university's window on the province and the province's window on the university. Under [The University of Saskatchewan Act, 1995](#), Senate is responsible for:

- approving admission requirements and quotas (on the recommendation of council);
- recommendations regarding the establishment or disestablishment of any college, school, or department;
- appointing examiners for and making bylaws respecting the conduct of examinations for professional societies;
- the granting of honorary degrees; and
- non-academic student discipline

**Non-Confidential Agenda for October 24, 2020 University Senate** meeting held electronically:

<https://governance.usask.ca/documents/senate/2020-10-senate-agenda-non-confidential.pdf>

(reports are included with each agenda item)

The following is a summary of just one agenda item that may be of interest:

### **9. Indigenous Strategy**

Presented by: **Dr. Jacqueline Ottmann, Vice-provost Indigenous Engagement**

Some highlights of the **Indigenous Engagement Strategy**:

#### **Background**

The University of Saskatchewan's (USask) Indigenous Strategy emerged exclusively from the voices of Indigenous peoples. Indigenous peoples from the city of misâskwatômina (Saskatoon), the province of kisiskâciwan (Saskatchewan) and beyond; Indigenous students, staff, faculty, and leaders with a direct connection to the university; and kiseyiniwak (Elders), oskâpêwak (Elder's Helpers), Knowledge- and Language-Keepers who recognize the university's role in building communities across this province and nation have given voice to this strategy as an expression of self-determination, an invitation to reset relationships, and as a gift in the form of a framework for reconciliation for the University of Saskatchewan.

#### **Strategy as Voice**

Written by and with Indigenous peoples, this strategy's voice reverberates with Indigenous language, philosophy, tradition, and spirituality.

#### **Four Guiding Questions**

Who are we? Where do we come from? Where are we going? What are our responsibilities?

#### **Seven Commitments**

Seven themes emerged from the voices of the Indigenous peoples guiding the creation of the Indigenous Strategy and these themes have been reframed as interdependent and mutually reinforcing commitments that **contribute to the self-determination of Indigenous peoples — consequently, benefitting all peoples**. These commitments are **Safety, Wellness, Stewardship, Representation, Right Relations, Creation, and Renewal**. From these seven commitments, eighteen guiding principles emerged, with thirty-seven calls to action, and thirty-four markers to indicate progress towards the strategy's goals.

#### **Decolonization as Success**

By accepting this Indigenous Strategy as a gift and upholding the spirit and intent of the relationship through implementing the calls to action, **the University of Saskatchewan will know that we have achieved our markers when Indigenous Peoples have indicated success and when:**

- The relationship between Canada's First Peoples and all Canadians is based on the principles of recognition, respect, sharing and mutual responsibility.
- The stories told will be vastly different—embedded with possibility, hope and strength.

- Indigenous knowledges live in programming, curricula, strategies and practices.
- Indigenous leadership is secured in governance structures—role models for everyone are evident and commonplace, at all levels.
- Learning and relationships are richer because of Indigenous methodologies and pedagogies.
- “Why?” is replaced with “When?” and “Now what?”
- Our children anticipate the University experience and look forward to being agents of change.
- The University of Saskatchewan is a place and space of transformation and great influence (teachers, lawyers, nurses, doctors, engineers, entrepreneurs), and will be known as the epicenter of Indigenousization and Reconciliation.

### Questions and responses from October 24, 2020 Senate Meeting

<https://governance.usask.ca/documents/senate-questions-and-responses-october-2020.pdf>

General Question:

*I regret being unable to contextualize my question by, in person positively commenting on the President's and other leadership on the U of S pandemic response, the dedicated Indigenous Strategy, EDI Policy and concrete Sustainability Strategy. So much work well done merits praise.*

*That said, the biggest issue of concern I am aware of regarding the U of S is the reporting of many resignations of professors in the College of Education, (and elsewhere?) and the environment there. Within the limits available could Senate please have some further light shed on this issue?*

An excerpt of a response from **Melissa Just, Interim Provost and Vice-president Academic**:

“Over the past several weeks, many discussions were held with College of Education faculty, staff, and administration which will help us to better understand any issues and/or challenges and implement the necessary actions for a unified path forward in the college. These discussions included the vice-provost Indigenous engagement, the provost, and the university president, and were very constructive, collegial, and candid conversations. The points recently raised regarding Indigenous faculty and staff retention were openly discussed and constructive actions are being carefully explored. Based on the meetings we've had within the college, we are proceeding with a thorough process of further dialogue with all Education Indigenous faculty, staff and students. To lead these conversations and ensure we have the fullest picture possible, we have secured the services of nationally recognized third-party consultants. The benefit of engaging external consultants is that it brings independent perspectives and processes to identifying the issues and reduces the perception of bias of the process.

Recognizing that all voices need to be heard, the College of Education assessment process that is conducted by the consultants will include hearing from everyone within the college through surveys and more selective interviews. In the final stage, we would move directly to engagement of active processes and action that address any and all areas of concern. We are confident the process will help restore the trust and positive working relationships of all within the college and partners beyond. These open, honest, and collegial conversations are needed to better learn and understand the situation, and the findings from the college assessment will help us take all necessary steps to ensure that our teaching, learning and research spaces are inclusive and respectful.

In addition to this discovery and healing process within the College of Education, the president, provost and vice-provost Indigenous engagement will begin an ongoing series of meetings with Indigenous faculty and staff across to ensure we fully understand all opportunities and challenges in implementing change that fosters reconciliation at USask.”

### Senate Forum

#### 3rd Annual Senate Forum

- **Race Against COVID: Innovation the World Needs**

- Attended February 11, 2021 virtual meeting, 1-3 p.m. via Zoom
- [Program](#)
- [Recorded video of forum](#)

USask experts from VIDO and the College of Medicine presented the latest information on COVID-19 vaccine research and development, as well as the challenges and implications of vaccine administration across the health care system.

Presenters:

- Dr. Volker Gerdts, Director and CEO, Vaccine and Infectious Disease Organization (VIDO)
- Dr. Trina Racine, Associate Director - Vaccine Development, Vaccine and Infectious Disease Organization (VIDO)
- Dr. Cory Neudorf, Professor, Department of Community Health and Epidemiology, College of Medicine

Moderated by:

- Dr. Doug Brothwell, Dean, College of Dentistry and Interim Director, School of Public Health

**VIDO: Leading COVID-19 research as a centre for pandemic research.** (check their website for COVID-19 updates, vaccine development and clinical trial information).

<https://www.vido.org/covid19>

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

University of Saskatchewan's Reopening Implementation Plan – Overview

<https://covid19.usask.ca/documents/winter-term-implementation-plan-2.5.pdf>

Stages of reopening are guided by Provincial recommendations and guidelines, but the University of Saskatchewan may decide to move more conservatively in some areas to ensure the health and safety of students, faculty and staff.

**USask is currently in [Stage 3](#) of reopening.**

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

Respectfully submitted by:

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

## **PUBLIC REPRESENTATIVES**

Periodically, Saskatchewan 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 by health councils. Public representatives are reimbursed for expenses incurred through their work with the College by Saskatchewan Health. The College of Psychologists has engaged representation of the public in executive council and staff interview panels, as well as through committees such as the Professional Conduct Committee, Discipline Committee, Licencing and Registration Committee, and Finance and Personnel Committee. Saskatchewan Health allocates three public representatives to the College of Psychologists; however, have only had two government appointed representatives in the past two years. A third representative has been appointed by Executive Council to serve on a specific committee.

The public members possess a strong interest in health care professions. Public Reps who are currently serving the College of Psychologists include:

- Marion Mackenzie, who begins her second term on the Professional Conduct Committee, where she has served for the past two years. As Marion is appointed by Executive Council and not government appointed, her term is two years.
- Christel Gee, who has served for the past three years on Executive Council, interview panels, Discipline Committee and licensing and Registration Committee.
- David Butt, who we are saying farewell to as he has served two three-year terms. During his term, David has served on the Executive Council and as an alternate for the Discipline Committee. David, it was a pleasure to work with you over the past six years. Your positivity and energetic enthusiasm will be missed.

David reflects: "I am forever grateful for the opportunity to know the most dedicated people I have had the privilege to work with. I never missed an Executive Council, committee or Annual General meeting."

On behalf of the public representatives, we express our thanks to the members serving on those committees for guiding us through our roles and all that we have learned over this past year. It has been a pleasure to work with you to protect the public. We wish you all the best in your work during these challenging times.

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

Costs for the Public Representative on the Professional Conduct Committee: **\$900.**

Respectfully submitted by:  
*Christel Gee*