



SASKATCHEWAN COLLEGE OF PSYCHOLOGISTS

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Annual Report

Spring 2022

REPORT FROM THE PRESIDENT

It seems that the themes this past year were challenge, change and adjustment. As we continue to deal with uncertainty, and as we move forward, I am hoping it is helpful to keep in mind that this too shall pass. I am ever optimistic that renewal and growth will flourish. It is never too late to learn new things and make adjustments.

Over the year, the College has been very busy and keeping with the theme, challenging. The College has moved into a time of renewal and building upon a secure base. Thus, a review of policies, forms and processes has begun with a focus on ensuring adherence to *The Psychologist's Act, 1997*. This, at times, leads to correction of processes and may catch some of us by surprise. I want to assure you that the College staff are working diligently to ensure that the process of registration is smooth for all applicants and is within the legal mandate of the College. They are also working hard to align practice with the Act and Strategic Plan.

This past year has confirmed to me that it is even more important for psychologists to be involved with their profession. With so many competing needs, it is crucial to keep your professional self healthy with connection to colleagues through sharing of resources, knowledge, and ethical decision making. Once again, volunteering for Council and/or committees can be professionally fulfilling while giving back to the profession. I have benefited immensely from my involvement with Council over the past 8 years.

I would like to thank my fellow Council members for their commitment to the workings of the College and their support during my presidency. I also want to extend my heartfelt thank you to Carmel, Wendy and Sarah for their continued commitment to the College.

EC Financial status: Annual Expenditure **\$363**

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

REGISTRAR'S REPORT

Over this past year, members of the Saskatchewan College of Psychologists' (College) Council and Committees, in collaboration with the College staff have done exceptional work ensuring that the College is fulfilling its sole mandate of protecting the public. I am extremely pleased to report that we have made some significant strides forward in ensuring adherence to the legislation, both *The Psychologists Act, 1997* (Act) and the Regulatory Bylaws. I have also worked closely with the College's legal counsel, Merrilee Rasmussen, in interpreting the legislation and developing proposed regulatory bylaw amendments. This is an ongoing project, and will take some time before the proposals are finalized and ready for submission to the Provincial Government.

Council has recently passed a motion for the development of *Interpretative Directives* for all relevant legislation. As Interpretive Directives are developed, they will be posted to the website so that members of the College and the public are provided clarity on how the College, in consultation with legal counsel, has interpreted different sections of the Act and the bylaws. This is an exciting change, and as the project progresses, the College will be sure to update its membership.

The form revision project is underway, as Nancy Kennedy (contract worker) and I continue to work together to revise several of the College's very outdated forms (e.g., provisional application forms). The aim of this project is to create forms that only include relevant information and questions, are streamlined and easy to use by applicants, members, College staff, and members of the Registration Committee, and are exclusively completed and submitted electronically. I anticipate that by the end of 2022, most, if not all forms will be revised and ready for implementation.

The College is in the process of developing our very first newsletter, which will provide members with important legislative updates, highlights of other developments, and general news, such as new committee appointments. It is anticipated that you will receive the first newsletter via postal mail within the next couple of months. As always, any delays are generally due the limited number of personnel employed at the College, personnel who always have plenty of regulatory tasks to accomplish.

The various College meetings have continued to be conducted largely online given the pandemic. As the trend for provinces and states is to move away from pandemic-related health mandates and toward greater normalcy (while learning to live with COVID-19), the College we likely continue to use a virtual platform, while slowly introducing some in-person meetings. At this point, there is no movement toward fully returning to holding in-person meetings.

Oral examination interviews for provisional members have been conducted exclusively on the virtual platform Zoom since July of 2020, and they are held on an as-needed continual basis. This system, managed by Ms. Wendy Petrisor, Deputy Registrar, has become analogous to a very well-oiled machine, and to date, we have not had a waiting list for any provisional members to sit their oral exam. Most provisional members have their exam scheduled within a month to five weeks after they submit their application. Feedback has suggested that a substantial number of provisional members and oral examiners prefer this system over the twice-a-year in-person sittings.

On a national level, there continues to be discussions amongst the members of the Association of Canadian Psychology Regulatory Organizations (ACPRO) regarding a pan-Canadian telepsychology agreement. On February 24, 2022, ACPRO held a series of telepsychology-related presentations for its members and the legal counsel for each jurisdiction. As discussions continue, the College membership will be updated; however, there will likely be very little forward movement within the next year, as legally this is a massive undertaking. On an international level, the Association of State and Provincial Psychology Boards (ASPPB) is holding their midyear meeting this year in New Orleans in April. I am pleased to advise that both Dr. Glenn Pancyr, President Elect, and I will be attending. I have also been

invited to present at one of the ASPPB sessions with three state regulators on the regulation of members who are licensed under a master's degree.

In closing, I wish to extend my sincerest appreciation to members of Council and all of the College's Committees in continuing the interesting, albeit sometimes challenging, work of regulating the professional practise of psychology in Saskatchewan. Finally, a very warm thank you to Ms. Wendy Petrisor, Deputy Registrar for her unwavering commitment to the College and tremendous contributions, and to Ms. Sarah Barker, Administrative Support, for her steadfastness and wonderful ability to keep me so organized.

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

FINANCE & PERSONNEL COMMITTEE

Members: Rori Lee, M.Ed., R.Psych. (President); Glenn Pancyr, Ph.D., R.D.Psych. (President-Elect); Timothy Leis, Ph.D., R.D.Psych. (Treasurer); Carmel Kleisinger, M.A., R.Psych. (Registrar, ex-officio); Public Representative (waiting for government to appoint)

Number of meetings held: 1

Highlights/items addressed

- oversaw the retirement of the previous Registrar
- appointed present Registrar
- conducted performance review of Registrar
- appointed present Deputy Registrar
- working with Registrar and Deputy Registrar to update Organizational Structure
- ongoing work to ensure salaries and benefits for office personnel are comparable to industry standards

Financial status: No annual expenditure

Highlights/Concerns: Concerns continue about the amount of work that is required for the College to run efficiently and effectively. The College is still understaffed.

Recommendations for next year: Human Resource Policy will need to be developed

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

TREASURER'S REPORT

I wish to express my appreciation to Carmel Kleisinger and Wendy Petrisor for their assistance in my role as Treasurer. This past year revenue from registrations was down slightly in relation to budget. However, revenue overall increased substantially due to the collection of legal fees in discipline. Expenses in relation to discipline were down in relation to budget. In addition, expenses of the Professional Conduct Committee were down from historical averages. Even so, discipline remains an area of net expenditure as might be anticipated given the College's primary regulatory function. The above revenues and expenses are difficult to accurately forecast as they relate to specific events which unfold each year.

Other factors which impacted budget performance related to human resources. Notably, the Executive Director position was vacant for eleven months of the year. At the operational level, travel was lower than budget due to the pandemic.

As a result of the above factors, the College posted a surplus of approximately \$150,000 this past year. A portion of these funds have been added to the reserve which is necessary to backstop our ongoing operations.

We do not anticipate such a surplus will represent an ongoing trend. More specifically, we expect a need for specialized resources to update and improve our regulatory and policy framework over the next year. In addition, the College office is not yet fully staffed.

Respectfully submitted,
Timothy Leis, Ph.D., R.D. Psych.
Treasurer

REGISTRATION COMMITTEE

Members (in alphabetical order): Murray Abrams, Ph.D., R.D.Psych. (Chair); Michelle Bourgault-Fagnou, Ph.D., R.D. Psych.; Melissa Derow, M.Sc., R.Psych.; Christel Gee (Public Representative); Tammy Ferguson, M.Sc., R.Psych.; Carmel Kleisinger, M.A., R.Psych. (Registrar – ex-officio member); Beverley Lane, M.Ed., R.Psych.; Cindy McFadyen, M.Ed., R.Psych.

The Registration Committee's role is to support the College in its public protection mandate by guiding new members through the licensure process, by providing consultation to registered members seeking to declare new competency areas, through oversight of Alternative Dispute Resolution and discipline sanctions when requested, through the establishment of licensure processes and procedures, and through provision of recommendations to the Council regarding licensure policy and standards that aligns with legislation.

In 2021, the Committee has met on 10 occasions.

Due to the COVID-19 pandemic, file review has occurred mainly via videoconferencing. In the past year the Registration Committee engaged in the following activities:

- Oversight of licensure steps for Provisional members
- Review of oral examination failures
- Consideration of accommodation requests for candidates sitting the EPPP examination

- Consultation regarding various questions concerning issues related to licensure policy, declaration of new competencies, and continuing education deferrals.

In total, the Committee completed 137 file reviews in 2021.

Issues of Continued Focus:

- Review and revision of forms employed for registration process.
- Practice competency declarations continues to be an area of concern in that the Committee has fielded requests for competency declarations that are not consistent with an individual's academic background and supervised training. We are striving to bring competency declaration in line with academic training and supervision experiences.
- Timelines for completing licensure. In consultation with the Registrar, the Committee has addressed processes for several members who were past the specified time allowed to complete all registration steps.
- Allowance for virtual supervision under certain circumstances has been extended to provisional members.

Financial status: Annual Expenditure for 2021: **\$114**

Recommendations for next year:

- Development of procedures regarding request to change/add declared competencies.
- Provide consultation regarding revision of registration forms/documents.

I thank the Committee members for their commitment to the important work of the Registration Committee.

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.; Jayne Naylen Horbach, RN, BScN, MHS (Public Rep); Wendy Petrisor (ex-officio/Deputy Registrar).*

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

Investigator: Amanda Haas, RN BN MN

Legal Counsel: Ronni Nordal, Q.C.

Past Year Members: Thank-you to all committee members who have served on the PCC in the last year. The PCC would like to give acknowledgement to Marion McKenzie our public representative. Marion stepped down from the committee in June 2021 to enjoy retirement. Marion served on the PCC

for approximately three years and the committee truly benefitted from her straightforward, practical, and no-nonsense communication approach. We wish her all the best in Alberta.

Karen Prisciak, Q.C., has been acting as the lawyer for the PCC since 2007. Karen stepped down in June 2021 to enjoy retirement. Karen provided the PCC with guidance and direction which enabled the PCC to move forward in bringing closure to outstanding files. Karen was always open to meeting the PCC at monthly meetings and providing the PCC with regular updates on files that had moved to the hearing stage of the disciplinary process. The PCC would like to express gratitude for Karen's involvement in the work of the Saskatchewan College of Psychologists and wish her the very best in this next part of her life.

New Members: Since December 2021, the PCC has welcomed Jayne Naylen Horbach to the committee. Jayne is a nurse educator who works as faculty with the Saskatchewan Collaborative Bachelor of Science in Nursing (SCBScN). For the past 15 years, she has spent time coaching, educating, and mentoring on ethics, and professional practice. Jayne reports a keen interest in professional practice standards, ethics, and various professional practice issues. The PCC is fortunate to have Jayne involved as the Public Representative.

Amanda Haas has also been actively involved in the PCC over the 2021 year. Amanda is acting in the role of Investigator. She is a registered nurse and has a Master of Nursing in Education and Leadership. Additionally, she is a nationally certified Investigator and Inspector with the Council on Licensure, Enforcement and Regulation. Amanda has been supporting the investigation of complaints throughout 2021 and will continue to support the PCC in being as efficient as possible in gathering information for complaint resolution.

The PCC has also welcomed Ronni Nordal, Q.C. in the role of lawyer for the PCC. Ronni has a law practice focused on labour law and professional discipline. She obtained arbitrator investigation training through Osgoode Hall Law School and has recently transitioned her practice to prioritize mediation, arbitration, professional discipline, and workplace investigations. Ronni is highly involved in the community and sits on many volunteer boards and organizations, with a focus in the areas of addictions, mental health, and recovery. Ronni has been a tremendous asset to the PCC since her involvement in June 2021.

Number of meetings held: Ten monthly Zoom meetings were held (Jan, Feb, Mar, Apr, May, Jun, Aug, Sep, Oct, Dec).

Number of hours per month: Ten monthly meetings (approximately 25 hours); on average 3-4 additional hours each month preparing files for the monthly meetings.

Complaints: Six (6) complaints were received in 2021 compared to fifteen (15) in 2020. There were twelve (12) files that transferred from previous years (3 from 2016; 1 from 2017; 3 from 2018; 3 from 2019 and 2 from 2020). All files that transferred from previous years were waiting to go to discipline except one (1) remained under investigation.

Of the six (6) cases in 2021, three (3) have been closed as they did not merit disciplinary action. Three (3) are still under investigation. Of the twelve (12) files that transferred from previous years, all have been either closed or gone through the discipline process and only three (3) remain waiting for discipline.

Highlights/Concerns: The PCC recognizes that each complaint needs to be addressed as quickly and as thoroughly as possible. The PCC continues to explore ways to reduce redundancy and increase efficiency. It is encouraging that the PCC completed processing twelve (12) files this year (3 new complaints and 9 files that transferred from previous years).

Recommendations for next year: The PCC continues to develop ways to work as efficiently and effectively as possible when complaints are received. Further to this, the committee is discussing the best ways to communicate to membership about various practice learnings from the investigations conducted. Further discussion will occur at regular monthly committee meetings.

Financial status: Annual Expenditure **\$10,511**

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

DISCIPLINE COMMITTEE

Members: *Renee Schmidt, 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.; Krista Smith, M.Ed., R. Psych.; Kristina McAvoy, M.Ed., R. Psych.; Terry Levitt, Ph.D., R.D. Psych.*
Public Representative: *Christel Gee*

Past Members: *Tom Robinson, Ph.D., R.D. Psych. (Chair, ending Dec 31/21)*

Legal Representatives: *Merrilee Rasmussen, Q.C., Jaime Carlson, B.A., LLB*

Number of meetings held: The Discipline Committee does not adhere to a specific regulated schedule of meetings. Meetings occur based on pre-hearing, hearing and post-hearing detail and any additional ad hoc matters.

Highlights: In the past year, Council approved no new members; however, Tom Robinson completed his work as Discipline Committee Chair as of Dec. 31, 2021. Renee Schmidt has been appointed the role of Discipline Committee Chair as of Jan. 1, 2022.

We are extremely grateful for Tom Robinson's remarkable work on the committee for the last 11 years (Chair for 6 ½ years). Tom has been a diligent conscientious leader and thoughtful mentor for the committee.

Consistency and continuity of committee work relied upon committed members, alternates, and public representatives. Deep gratitude is extended to Ms. Christel Gee for her performance as Public Representative on the Discipline Committee in the past year. The ongoing commitment of the Public Representative is crucial for this Committee to function in the public interest, and we are very fortunate to have her working with us.

Thank you to our legal counsellors, Merrilee Rasmussen and Jaime Carlson for extremely supportive and expert guidance for the committee members and legal matters related to the work of the committee.

Number of hours per month: The Discipline Committee does not hold an ongoing schedule. Rather, members volunteer for hearings which conclude Professional Conduct Committee investigations that

require a disciplinary hearing. Following hearings, members review the legal summary. The annual report is the additional task to the chair.

Counsel and Process: Disciplinary hearings vary in length. Full hearings may last from one to three days. Each hearing is followed by deliberation which typically lasts from one to two hours; as such, the number of hours served by each member is quite variable depending on the number of hearings and the member's availability.

Items addressed/PCC-number of cases Completed: The DC have completed four hearings in 2021 and one in Jan 2022. There is one case waiting to be scheduled.

Recommendations for next year: Discipline Committee will be making effort to meet any upcoming hearings for 2022.

Financial status: Annual Expenditure **\$106,299**

Respectfully submitted by:
Renee J. Schmidt, 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., 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 Examination Committee (OEC). Our role is to develop and facilitate the oral exam, which is the final stage in the licensure to become full member psychologists in Saskatchewan. We have continued to deliver oral examinations through an online format, with rolling exam dates. With the support of our deputy registrar, Wendy Petrisor, we have been able to shorten the period from oral exam application to examination to about 5 weeks. In the online format, candidates access the exam at the SCP office, while the examiners participate remotely by video platform. In 2021, we held 21 exams (17 full exams, 1 APE only and 3 no APE) with 3 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 standardize the examination of Authorized Practice Endorsement (APE), particularly for individuals who separate their licensure exam from their APE exam. Our membership on the OEC has declined, so we are actively recruiting any members willing to service on the OEC and act as chairs for the examination panels to assure that we have consistency on our examination.

Another exciting news item is that our committee has partnered with St. Francis Xavier University, and the University of Regina, to conduct a systemic review of the oral examination process over the past 10 years. This review will examine candidate performance of the exam, and the content validity of past examinations. Results from this review will result in recommendations to candidates, supervisors, trainers of psychologists, and regulators in the preparation and delivery of the oral examinations. This research has received funding from the Social Studies and Humanities Research Council (SSHRC)

Partnership Engage Program, and results from this review will be shared with Council and membership in 2022-2023.

Our work is only possible with the volunteer hours provided by our examiners, and the work of the OEC members. I would also like to send our thanks to Carmel for leadership in assuring our procedures are consistent with legislation and policy, and to Wendy who manages the logistics of the exams.

Financial status: Examination Revenue \$10,450; Annual Expenditure \$0.00

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

Number of meetings held: Two virtual meetings were held on December 6, 2021 and January 4, 2022. Teleconference/email: December 2021, January 2022, February 2022, March 2022

Number of hours per month: The committee met approximately one hour/month (included as total for all members). Outside of meetings, there is follow-up and preparation specific to election process and emails/telephone calls “behind the scenes” to confirm planning and work related to the committee.

Items addressed: The primary focus of the Nominations Committee has been and continues to be the planning and completing of the Council Elections Process. For the 2022-2023 the following positions are required: President Elect (3-year term: 1st yr-President Elect; 2nd yr-President; 3rd yr-Past-President), Secretary (2-year term) and two positions - 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 remains 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 2022 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 24, 2021. This report summarizes highlights from the October 30, 2021 meeting. The next Senate meeting will be held on April 23, 2022.

Number of hours per month: The senate meets twice a year.

Highlights/Concerns:

Non-Confidential Agenda for October 30, 2021 University Senate meeting held electronically:
<https://governance.usask.ca/documents/2021-10-senate-ageda.pdf>
(Reports are included with each agenda item)

Some agenda highlights:

AGENDA ITEM 11

Subject: **Living our Values Policy**

Principles:

The principles set out in the Mission, Vision and Values statement create a conceptual framework for the kind of university we want the University of Saskatchewan to be. These principles include academic freedom, which is the foundation for innovation and inquiry in an academic institution. This policy is not intended to modify or undermine the university's commitment to the principle of academic freedom or the other principles adopted in the Mission, Vision and Values statement. Being accountable for how we conduct ourselves is contingent upon good judgement and sensitivity to the way others see and interpret our actions. All members of the University community have a priority responsibility to live our values and reflect them back in our daily interactions and decisions.

Definitions:

Collegiality: A cornerstone of our University, collegiality is evidenced when we are congenial and work cooperatively to achieve a common purpose. A collegial approach assumes an equitable and democratic responsibility for the good of each particular discipline and our institution as a whole. A spirit of collegiality allows for a diversity of views and perspectives expressed within a climate of respect.

Fairness and Equitable Treatment: Fairness is achieved when all members of the community are treated even handedly. As a value, equity recognizes and appreciates everyone's unique contributions and encourages full participation through the elimination of discriminatory practices and behaviors. It entails an appreciation of and respect for the personal attributes that are essential to the identity of others. These may include, for example, race, gender or sexual orientation, but include all of the broad range of elements that make people who they are.

Inclusiveness: Inclusiveness is achieved through embracing diversity and appreciating everyone's unique contributions, and makes it possible for each member of the community to participate fully in the fulfillment of the university's mission. It fosters a welcoming and accessible environment.

Integrity, Honesty and Ethical Behavior: The values of this university require everyone to maintain a high standard of personal integrity, which includes upholding and observing truthfulness, transparency, responsibility and openness.

Respect: nīkānītān manāchitowinihk | ni manachīhitoonaan ("Let us lead with respect") is the name gifted by the Indigenous community to the University Plan 2025; nīkānītān manāchitowinihk in Cree and ni manachīhitoonaan in Michif reflects the humility and boldness that inextricably define the University of Saskatchewan's spirit. A respectful environment is free from unlawful discrimination and harassment, however, it involves more than compliance with human rights legislation and other laws. Respectful approaches support the productivity, the safety, and the

dignity and self-esteem of every member of the University community by **fostering positive relationships through kindness, empowerment and cooperation.**

AGENDA ITEM 12 (highlights)

Subject: Senate

Senate is a major connection point to USask's communities throughout the province. As one of the three governing bodies of the university (along with the Board of Governors and Council), Senate plays a critical role in governance and decision-making as defined in The University of Saskatchewan Act 1995. The foundation of good governance at USask is embedded in the university's Mission, Vision and Values.

Senate Engagement and Planning for the Future

In USask's recent history, there has not been a specific, intentional plan for Senate. Its activities are partly determined by legislation (i.e., the Act 1995) and the Senate Bylaws. The Governance Office strategic plan identified that there is an ongoing desire to develop a collaborative engagement plan for (and with) Senate—thus, one of the main goals within the key priority area of Stakeholder Engagement is: "Working with stakeholders, lead the development of a strategic engagement plan for Senate."

Setting our sights on the future, there are a multitude of opportunities for Senate members to participate in and contribute to core priorities of the university's aspiration to be the University the World Needs (nīkānītān manācihitowinihk ni manachīhitoonaan), including: Sustainability; Indigenization; Innovation; Equity, Diversity, and Inclusion.

Guiding Foundation

The process of developing a Senate Engagement Plan is guided by the university's mission, vision, and values, and the aspirations and goals of the University Plan 2025. The University's strategic plan 2025 was gifted with the name nīkānītān manācihitowinihk in Cree and ni manachīhitoonaan in Michif, which translates as "Let us Lead with Respect."

Central to this plan are its 2025 Aspirations that underly the desire to be the university the world needs:

- Transformative decolonization leading to reconciliation
- Productive collaboration
- Meaningful impact
- Distinguished learners
- Global recognition

Engagement

Working definition: "In the context of University of Saskatchewan Senate, meaningful and authentic engagement is reflected in a two-way relationship characterized by mutual respect, open communication, and mission-focused actions. This relationship is realized and strengthened through trust, collaboration, and a clear sense of purpose and role in together striving toward the University of Saskatchewan being the University the World Needs."

Recommendations for next year:

Deadline for Senators to submit a motion is March 23, 2022 for the April 23, 2022 meeting using the following motion/information item template:

<https://governance.usask.ca/documents/form-to-submit-a-motion.docx>

(Note: to date I have not received a motion or information item from SK College of Psychologists to present at the University of Saskatchewan's Senate meetings)

UNIVERSITY SENATE

REQUEST TO ADD MOTION/REQUEST TO ADD INFORMATION ITEM

This form is to be used to submit a motion or information item to the Senate executive committee to determine whether the motion will be added to the requested Senate agenda. Please note that if the executive committee refuses to place the motion on the agenda, the motion and supporting materials shall be made available to Senate prior to the meeting, if requested by the member that submitted the request.

DATE: [Must be received in the Governance Office 30 days prior to Senate meeting date]
FROM: [Must be a member of Senate]
MEETING DATE: [Date of Senate meeting]
ACTION REQUESTED: _____ **Information** _____ **Decision**
TITLE OF REQUEST:
PROPOSED MOTION/INFORMATION ITEM:
[Include the mover and seconder if submitting a motion.]

BACKGROUND/RATIONALE:

[Include a summary of key points to support the decision and any information that connects the request to the actual powers available to the Senate.]

PRIOR CONSULTATION:

IMPACT OF DECISION:

[List any actions that will be required if approved, if an ad hoc committee will be needed, if any other governing bodies will be involved, what kind of communications strategy may be needed and if the matter is confidential or public.]

ATTACHMENT(S):

[Please list any attached documents considered essential to the decision marked Attachment 1, Attachment 2, etc.]

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. The Saskatchewan College of Psychologists has engaged representation of the public in Council and staff interview panels, as well as through committees such as the Discipline Committee, licencing and Registration Committee, and Finance and Personnel Committee. Public representatives are reimbursed for expenses incurred through their work with the College by Saskatchewan Health.

Saskatchewan Health allocates three public representatives to the Saskatchewan College of Psychologists; however, the College is waiting for appointments of two additional public representatives. Public representatives should possess a strong interest in health care professions and be able to dedicate their time as needed to serve as members of the Council as well as committees such as finance, discipline, and licencing and registration as well as other duties as assigned.

It is my pleasure to have served as a public representative of the Saskatchewan College of Psychologists for the past four years. During that time, I have been involved in a number of committees that taken me on a journey of learning and exploration into your profession of psychology. During this

time, I have gained a great deal of respect and appreciation for the work of psychologists and the importance of your work within the health care profession. Your work has been increasingly challenging over the past two years due to the covid-19 pandemic. Not only have you been a support to the general public, but invaluable to first responders and frontline health care professionals working in uncharted territories while trying to balance their home and work lives.

I wish to express my thanks to the members serving on committees for the guidance and learning opportunities that I have experienced during my time as a public representative.

It has been a pleasure to work with you to protect the public. We wish you all the best as you begin another new year in your profession.

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

Respectfully submitted by:
Christel Gee

TRUTH AND RECONCILIATION COMMISSION AD HOC COMMITTEE (formerly referred to as the TRC Task Force)

The SCP informally established the Truth and Reconciliation Task Force (TRC Task Force) in November 2018 with a mandate to make recommendations to the SCP Council regarding how to operationalize the *Truth and Reconciliation Commission of Canada Report Call to Action* relevant to the regulation of the practice of professional psychology in Saskatchewan. This informal Task Force initially started to undertake the mandate with Rori Lee (President-Elect at the time) assuming the role of Chair. The work of the Task Force was delayed due to COVID-19 and other factors. In May 2021, the Task Force was informally reconvened, and in December 2021, it was formally approved by Council as the Truth and Reconciliation Commission Ad Hoc Committee. Current membership consists of Deborah Parker-Loewen and Holly Graham as Co-Chairs, and Rori Lee (now Council President). Judy Pelly, Knowledge Keeper has been participating as an invited guest. During 2021, the TRC Ad Hoc Committee convened two meetings which included invited participants, revised and subsequently approved the Terms of Reference, reviewed the actions of other regulatory psychology bodies in Canada, and attended various sessions at the Canadian Psychology Association (CPA) annual conference regarding psychology responses to the Calls to Action. We have relied on the May 2018 report of the CPA in which they acknowledged that, as a discipline, we have a history of having caused harm to Indigenous Peoples. Responsibility for working together with Indigenous Peoples to facilitate a true reconciliation process and ensure that our future conduct is ethical while incorporating the guiding principles of cultural allyship, humility, collaboration, critical reflection, respect, and social justice is a priority for psychologists (*Psychology's response to the Truth and Reconciliation Commission of Canada's Report*, 2018).

https://www.cpa.ca/docs/File/Task_Forces/TRC%20Task%20Force%20Report_FINAL.pdf).

In addition, the SCP is a member of the Association of Canadian Psychology Regulatory Organizations (ACPRO) and in August 2021, we, with the other members of ACPRO formally apologized ([An Apology to Indigenous People and a Pledge to Be Anti-Racist \(acpro-aocrp.ca\)](#)) as follows:

As the Association of Canadian Psychology Regulatory Organizations (ACPRO), an association of organizations that regulate the profession of psychology in Canada, we apologize to the Indigenous people (First Nations, Métis and Inuit) and communities who have experienced racism while engaging with the individual psychology regulatory organizations or with the psychology professionals we regulate.

We want to sincerely thank the members of our College who identify as Indigenous Peoples for their courageous and frank participation in this process. We also thank the many members of the College who have also volunteered to contribute to this work. We want to move forward in a spirit of truth telling and action. In 2022, we anticipate identifying how we can reduce barriers and increase supports for Indigenous persons who are currently members of our College and those who aspire to become members. The Calls to Action so clearly articulated in the Truth and Reconciliation Commission of Canada's report are a foundation of this work.

Financial status: Annual Expenditure **\$850**

Respectfully submitted by:

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