



# *Saskatchewan College of Psychologists*

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## Annual Report

Spring 2023

### **PRESIDENT'S REPORT**

The role of the college is sometimes confused with providing services to college members. However, this is not the role of the college. The college's sole purpose is to serve the public by ensuring minimal standards for entry to the profession, that members remain up to date in their areas of practice, and to respond to concerns and complaints from members of the public.

Council met nine times. All meetings were held via Zoom.

The college staff performed admirably again this year, Carmel Kleisinger as Registrar, Wendy Petrisor as Deputy Registrar, and Sarah Barker as Administrative Assistant. Staff evaluations were completed recently, and all received high marks. Well-deserved, and overdue increases in wages and benefits were approved by council.

Sincere appreciation is extended to those who volunteered to serve on council and college committees. Your council consisted of Past President - Rori Lee; President Elect - Mike White; Secretary - Rebecca Wells; Treasurer - Timothy Leis; Member-at-Large - Tara Labuik; Member-at-Large - Darcia Evans; Member-at-Large - Marley Kotylak; and Public Representatives - Christel Gee and Deanna Barlow.

Special thanks go to our public representatives, Deanna and Christel who had to work extra hard because the Saskatchewan Government did not fill the third public representative position this year.

Special appreciation is extended to the Ad Hoc Committee on Truth and Reconciliation. The core members of this committee were Drs. Holly Graham and Deb Parker-Loewen, who acted as co-chairs, and Rori Lee. One of the committee's valuable recommendations will be presented at the AGM for your consideration and ratification.

Prior to Covid, the AGM consisted of a breakfast meeting for all committee chairs. This has not happened recently, but will be re-instated. This year council met with the chairs of the Professional Conduct Committee and the Discipline Committee. The purpose was to have council updated on committee functioning and to provide a space to deal with any concerns. Consistent with all regulatory bodies, these committees remain at arm's length from council as council is the appeal of last resort before contentious issues proceed to court of King's bench for resolution.

The college is undertaking a project to update, revise, and improve regulatory bylaws, policies, and advisories. Over the years there has been a reliance on policies for governance and this project will rebalance those governance structures with the goal of streamlining processes and data management. This will improve the

overall functioning and efficiency of the college. The result should be an improved experience for members and members of the public.

Regulation of psychology service providers is ever changing such as the issue of providing telepsychology services across jurisdictions. The college is in the planning stages of acknowledging reciprocity telepsychology agreements with specific provinces to facilitate cross-jurisdictional service provision. This is an issue at the national level as well.

As you will find by reading the following reports, the college is in good financial shape. Complaints and registration of new members are being dealt with expeditiously, with more improvements to come. Many challenges remain. One example is consideration of who and how might regulation of non-psychological therapies be undertaken and if there is a role for psychology in this process. (i.e., therapies facilitated by music, art, and equine and canine interactions, among others).

We look forward to your attendance at the annual general meeting and the pre-meeting educational session on increasing awareness of Indigenous issues.

**Financial status:** Annual Expenditure **\$203.98**

Respectfully submitted by:  
*Glenn Pancyr, Ph.D., R.D. Psych.*  
*President*

## **REGISTRAR'S REPORT**

This past year has been action-packed, with an enormous amount of work and progress made by College staff, members of Council<sup>1</sup>, and members of various committees in an effort to meet the College's sole mandate to protect the public. Following are some highlights:

### **Bill 120**

A significant occurrence this year was the announcement of Saskatchewan's Bill 120. This Bill is the product of the work of the Network of Interprofessional Regulatory Organizations (NIRO), which is a forum for the Saskatchewan Ministry of Health and self-regulating health professions to convene and discuss issues of common interest and concerns regarding protection of the public. A couple of years back, NIRO presented to the provincial government their united concerns regarding the template regulatory legislation of health professions in Saskatchewan. While there are differences amongst the various health professions Acts in Saskatchewan, the legislation overall can be considered "template legislation." There were significant concerns that NIRO had regarding the template legislation. Such was the reason for the proposed amendments to the Acts of the health self-regulatory bodies in Saskatchewan. The provincial government's response to the proposed amendments submitted by NIRO was Bill 120, An Act to Standardize Certain Provisions of the Health Profession Acts of Saskatchewan and to make consequential amendments to other Acts. Once proclaimed, the Act may be cited as *The Miscellaneous Statutes (Health Professions) Amendment Act, 2022*. This means that, when Bill 120 is passed, *The Psychologists Act, 1997* will be in force. I invite you to review Part 18 Amendments to *The Psychologists Act, 1997*; pages 154–162; <https://publications.saskatchewan.ca/#/products/119859>.

<sup>1</sup> Although the title Executive Council has been used since the establishment of the Saskatchewan College of Psychologists, *The Psychologists Act, 1997* strictly uses the title "Council". This was discussed with legal counsel in early 2021, at which time I was advised that the correct terminology is Council (not Executive Council). When the term, "the executive of Council" is used, it refers to the three council presidents (the current president, the past president, and the president-elect).

Briefly, some changes to the Act include a section on: a) *Duty and objects of the College* (e.g., to serve and protect the public; to assure the public of the knowledge, skill, proficiency and competency of members in the practice of the profession; to exercise its powers and discharge its responsibilities in the public interest and not in the interests of the members); and b) *Examination to assess whether curtailment of practice should be ordered* (e.g., If the Registrar or the Professional Conduct Committee has reasonable grounds to believe that a member may be suffering a physical or mental ailment, an emotional disturbance or an addiction to alcohol or drugs that impairs the member's ability to practice in the profession and causes the continued practice in the profession by the member to constitute a danger to the public, the Registrar or Professional Conduct Committee may direct the member to submit to a physical or mental examination, or both, by a person or at a facility specified by the Registrar or Professional Conduct Committee. There are also significant changes to the Professional Conduct Committee and some changes to the Discipline Committee.

Introduction and first readings of Bill 120 in the Saskatchewan Legislative Assembly was held on December 1, 2022, and the second reading was held on March 8, 2023. There has yet to be a third reading and debate, after which time *Royal Assent* by the Lieutenant Governor is expected to occur. Proclamation (date of coming into force) of the Act will be completed sometime thereafter.

With changes to *The Psychologists Act, 1997* also comes the massive task of drafting accompanying regulatory bylaws. In addition to proposed regulatory bylaw amendments vis-à-vis Bill 120, the Deputy Registrar and I have been and will continue to thoroughly review the regulatory bylaws as they currently read, and in consultation with the College's legal counsel, a comprehensive proposal of the amendments will be drafted.

### ***Expert Policy Review***

After a two-year review of College policy, it has become apparent to me and to Council that an expert on policy and professional regulatory legislation is required in order to move the College to a place whereby documents are streamlined and consistent, are clearly linked to legislation, and do not interpret legislation without a sound, and preferably empirical, rationale. It is with immense gratitude to Dr. Timothy Leis, Council Treasurer, for his introduction of Dr. Pierre Ritchie to the executive members of Council and to me. As a brief biography, Dr. Ritchie is Professor Emeritus at the University of Ottawa. He received his Ph.D. at Duke University, completing an internship at the William S. Hall Psychiatric Institute. During his career at the University of Ottawa, Dr. Ritchie was Director of the Center for Psychological Services and Research, and responsible for clinical training in the Ph.D. program in Clinical Psychology for the School of Psychology. Among his contributions to the profession, Dr. Ritchie served as the Executive Director of the Canadian Psychological Association, President of the Ontario Psychological Association, founding President of the Canadian Register of Health Service Psychologists, member of the Ethics and Jurisprudence Committee of the College of Psychologists of Ontario, as well as chair of the Education and Training Committee of the Ordre des Psychologues du Québec. Dr. Ritchie also has extensive international experience, including service as the Main Representative (Psychology) to the World Health Organization, Secretary-General of the International Union of Psychological Science, and delegate to the General Assembly of the International Council for Science.

After several meetings between Dr. Ritchie and the executive of Council, and Dr. Ritchie and me, he has agreed to provide his expert consultative services to the College. Over approximately the next year and a half, Dr. Ritchie has agreed to work closely with me, as Registrar, to develop a policy framework, redraft all policies as required, and to align the College's documentation into a cohesive, consistent, and streamlined framework. The goal is to have as few documents as possible, all with vital information, that is in accordance with all legislation. This will make the task of a small organization better equipped to ensure that documents (e.g., policy & procedures, advisories, legislation, handbooks, etc.) remain updated and consistent as the College advances. It is anticipated that Dr. Ritchie and I will begin our work together this June.

### ***Form Revision Project***

The form revision initiative has been longstanding and extremely important, but typically one that I find myself having to “steal” time to devote in order to move the project forward. I am extremely pleased to advise, however, that progress, while slow, has been and continues to be made over the past two years. Nancy Kennedy, who was contracted to locate a web-based fillable form system, input the edited text, and ensure the system allows for multiple signatures has now completed a draft of the following forms:

- Application Form for Provisional Registration
- Consent for Release of Information
- Consent for Release of Information to Supervisor(s)
- Employment Verification
- Declared/Intended Areas of Competency
- MRA Reference Form
- Supervision Agreement
- Supervision Plan (previous goals & objectives document is now rolled into the Supervision Plan)
- Supervisor Evaluation of Provisional Member’s Core Psychological Competencies (1500 hours of supervised practice)
- Self-Report of APE Competence

The Registration Committee must still provide feedback regarding the forms that are applicable to their work (e.g., Supervision Plan, Self-Report of APE Competence), Council must still approve the forms, and College staff must ensure that the forms meet their needs to enable efficiency in their daily regulatory work. College staff must also develop procedures to systematically implement the electronic forms. We plan to start the implementation process with the simplest of forms (e.g., employment verification, consents for release of information, declared/intended areas of competency) on a trial basis. We anticipate that there will be some glitches along the way that we will correct as they arise, and, as such, we kindly ask for your patience.

### ***Telepsychology MOU Between Saskatchewan and Manitoba***

During the February 25, 2023 Council meeting, Council members passed a Memorandum of Understanding (MOU) between Saskatchewan and Manitoba. Essentially, the MOU is very circumscribed in that it is only for the “express purpose of providing psychologists and their immediate family members with psychological services outside their ‘home jurisdiction’ and does not allow the provision of services to other citizens of the ‘receiving jurisdiction’.” The rationale behind this circumscribed purpose for telepsychology services is due to the relatively small populations of Saskatchewan and Manitoba. In other words, psychologists in Saskatchewan, or members of their immediate families, who require psychological services may not feel comfortable accessing services in their home province.

Once the MOU is signed by both the Saskatchewan and Manitoba Registrars, and next steps regarding the implementation are delineated, a President’s Note (or another method of communication) will be circulated to ensure that the membership is informed as to the specifics of the agreement between the two provinces.

### ***Authorized Practice Endorsement and Provisional Members***

It became evident that there was contradictory information on the College’s website, in the form of practice advisories, vis-à-vis section 13 (Authorized Practice Endorsement; APE) of the regulatory bylaws. This section of the Registrar’s AGM Report is an attempt to provide clarity to the legislation, legal interpretation, and Council direction regarding provisional members practicing the APE.

## Authorized practice endorsement

13 ...

(4) For the purposes of subsection 23(4) of the Act, a person who is a provisional member or a member who is a pre- or post-doctoral resident or intern may perform an authorized practice under the **direct supervision** of a member who has obtained an Authorized Practice Endorsement.

Legal opinion explicitly stated that **direct supervision** should be interpreted as meaning that the supervisor who has their APE designation must be present, either in person or via a virtual platform, when a provisional member or a pre- or post-doctoral resident or intern is performing an authorized practice. This is contrary to a practice advisory that had been placed on the website some years ago indicating that the supervisor was not required to be present, nor was the supervisor expected to provide written documentation prior to the communication of the diagnosis by the provisional member or pre- or post-doctoral intern/resident. After reviewing the respective bylaw, advisories (which have since been removed from the website), and legal opinion, it was Council's decision to assume the position of legal counsel. As such, no provisional member or pre- or post-doctoral resident or intern is permitted to verbally communicate a diagnosis except when under direct supervision; that is, the provisional member or resident/intern must be in the presence of the supervisor who has their APE designation, either in person or virtually.

As noted above in this report, regulatory bylaws will be thoroughly examined, and proposed amendments drafted for eventual submission to the provincial government, hopefully in the not-too-distant future. It will be at this time that the Registrar, Council members, and legal counsel will have the opportunity to review this specific bylaw in greater depth and to determine whether there is adequate justification and legal authority to amend this bylaw to include some exclusionary clauses.

## ***National and International Regulatory Tables – Brief Updates***

*Association of State and Provincial Psychology Boards (ASPPB)*

ASPPB's midyear meeting will be held in Denver, Colorado from April 27–30, 2023 this year. Dr. Glenn Pancyr, President of Council and I are registered to attend. This spring's discussion will focus on the following:

- Regulation in a virtual world
  - Tele-supervision
  - Tele-therapy considerations
  - Tele-assessment and how to regulate
  - Emerging technologies
  - Online therapy businesses and implications for regulation
- Ethical code updates
- Equivalency task force
- EPPP
- Diagnostic deep dive results
- Regulating master's level registrants

I have been asked by ASPPB to, again this year, present on regulating registrants at the master's level, defining scope of practice, and the benefits and potential issues of licensing members at the master's level.

## ***Association of Canadian Regulatory Organizations (ACPRO)***

ACPRO continues to focus on two central issues: 1) Pan-Canadian telepsychology agreement; and 2) the national standard. Canadian regulators have been discussing these two issues for several years, issues that are extremely complex to implement given the diversity of legislation amongst jurisdictions. A draft of a pan-Canadian telepsychology agreement has been developed by a select committee of ACPRO. The College's legal counsel will provide her legal opinion, and such will be shared with the

members of ACPRO for potential amendments to the draft proposal. Greater discussion will be held during the midyear ACPRO meeting to be held in Toronto on June 22–23, 2023, which the incoming President, Michael White and I will attend.

The Saskatchewan College of Psychologists is not currently in a position to move forward on the national agreement, given the number of top priority projects that have been identified by the Registrar, Deputy Registrar, and Council. For those interested in learning more about the national standard, please visit the following webpage:

<https://acpro-aocrp.ca/wp-content/uploads/2020/03/ACPRO-Position-Statement-National-Standard-November-2014.pdf>

In closing, I wish to extend my sincerest appreciation to all members of the College's committees in continuing the interesting, albeit sometimes very difficult, work of regulating the professional practice of psychology in Saskatchewan. The College could not adequately function without your dedication and expertise. A very warm thank you is extended to Ms. Wendy Petrisor, Deputy Registrar for her unwavering dedication to the College, and her numerous insights, particularly when I need to bounce ideas around. She has a keen ability to keep me grounded at times. I cannot thank Ms. Sarah Barker, Administrative Support, enough for all that she does on a daily basis. Always a quick learn, she keeps both me and the office extremely organized. I am very aware that members of Council immensely appreciate the work of both Wendy and Sarah, as do I.

Finally, an immense thank you to all Council members: Glenn Pancyr, Ph.D., Mike White, M.Ed., Rori Lee, M.Ed., Timothy Leis, Ph.D., Rebecca Wells, Ph.D., Darcia Evans, M.Ed., Tara Labuik, M.Ed., Marley Kotylak, Ed.S., and our two Public Representatives, Christel Gee and Deanna Barlow. My tendency is to lean heavily upon Council members for their knowledge and insights into some very complicated issues. Between Council meetings, I have discussions, as needed, with the executive members of Council. Glenn Pancyr has been a tremendous support for me this past year, as Rori Lee was the previous year. Mike White, as incoming President, I think that you now know what to expect, and my desire to consult on a fairly regular basis. I look forward to working more closely with you over this upcoming year.

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

## **FINANCE & PERSONNEL COMMITTEE**

**Members:** Michael White, M.Ed. (Chair); Glenn Pancyr, Ph.D.; Timothy Leis, Ph.D.; Deanna Barlow (Public Rep); Carmel Kleisinger, M.A. (Registrar - ex officio)

This past year the Finance & Personnel Committee had several meetings to discuss performance evaluation processes for College staff. In November we conducted the annual performance reviews of senior staff and made recommendations to council for appropriate salary adjustments. We have also begun the process for our periodic market review of staff salaries, including comparison to other regulators, and we will look to a more thorough review of staffing levels within the organization.

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

Respectfully submitted by:  
*Mike White, M.Ed., R. Psych.*  
*Chair, Finance & Personnel Committee*

## TREASURER'S REPORT

I wish to express my appreciation to Wendy Petrisor for her assistance in my role as Treasurer for 2022 and during the 2023 budget planning cycle. This past year revenue from registrations was up \$6,600 in relation to budget. In addition, revenue overall increased due to the collection of recovered costs from discipline orders, approximately \$22,000 above budget. Expenses in relation to discipline were down \$45,815 in relation to budget, reflecting a lower number of cases more generally. Similarly, expenses of the Professional Conduct Committee continued to be lower than historical averages. Even so, considering the many volunteer hours of the professional conduct and discipline committees, as well as College staff time, discipline remains an area of net expenditure as might be anticipated given the College's primary regulatory functions. 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 the entire year, resulting in a significant saving. At the operational level, travel for attendance at meetings slightly exceeded budget. Budget was increased by \$9,000 for 2022 in relation to the previous year of pandemic. Given increased travel costs and a return to the new normal, we anticipate a further increase in expenditure this year.

As a result of the above factors, the College posted a surplus of \$207,765 this past year, over half of which related to understaffing in the College Office. A portion of these funds have been added to the reserve of the College which may serve to support the College in the event of unexpected events.

Against this background, membership fees have not increased this year in an inflationary environment, and we are in a position to forecast a balanced budget for 2023 while adjusting investigation and legal expenditures to lower levels for the year. In addition, we continue to identify the need for specialized resources to update and improve our regulatory and policy framework in the short to medium term. In addition, as we operate at less than three full-time equivalents currently, we are aware we need to increase staffing at the College both to address the need for specialized expertise and general workload as well as to support knowledge transfer during times of transition.

Respectfully submitted by:  
*Timothy Leis, Ph.D., R.D. Psych.*  
*Treasurer*

## REGISTRATION COMMITTEE

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

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.

In the 2022 year, the Committee has met on 10 occasions.

Due to the COVID-19 pandemic, the Committee has continued to meet 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, competency declarations, and continuing education deferrals.

In total, the Committee completed 170 file reviews in 2022.

Issues of Continued Focus:

- Review and revision of forms employed for the registration process is ongoing. When complete, the revised forms will be brought before the Committee for review.
- Practice competency declarations continue to be an area of concern with the Committee receiving further requests for competency declarations that are not consistent with the registrant's academic background and training. To address this ongoing issue, with the approval of Council an *ad hoc* committee was struck to review the process of competency declarations and develop policies to ensure competency declarations are consistent with academic training and supervision experiences.
- Timelines for completing licensure
- Allowance for virtual supervision and a degree of time-line flexibility continues to be extended to provisional members.

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

Recommendations for next year:

- Provide consultation regarding revision of registration forms/documents.
- Provide assistance/consultation to Competency Declaration Review Committee.

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:** *Bree Fiissel, Ph.D. (Co-Chair); Tara Garratt, M.A. (Co-Chair); Sheila Bellrose, M.Ed.; Danielle DeSorcy, Ph.D.; Terra Hootz, M.Ed.; Keira Stockdale, Ph.D.; Megan Tuttle, Ph.D.; Maggie Phillips, Ph.D.; Jaime Williams, Ph.D.; Jayne Naylen Horbach, RN, BScN, MHS (Public Rep); Wendy Petrisor (Deputy Registrar – ex officio)*

**Alternates:** *Bryan Acton, Ph.D.; Shantelle Szuch, M.Sc.*

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

**Legal Counsel:** *Ronni Nordal, K.C.*



**Past Year Members:** Thank-you to all committee members who have served on the PCC in the last year. Specifically, the PCC would like to give acknowledgement to Kevin Tunney and Danielle Rozon. Kevin served on the committee since 2016 and became Chair of the Professional Conduct Committee in 2018. During Kevin's time as Chair/Co-Chair, he worked to improve efficiencies in file timelines, facilitated PCC meetings that supported a collaborative approach to decision making, and promoted a committee that continued to evolve. Danielle joined the committee in October 2019 and was actively involved in various investigations and committee decisions. Danielle's last meeting was in February 2023. Both members will be missed and we wish them well as they move to different horizons within psychology in Saskatchewan.

**New Members:** The PCC is happy to welcome new members Maggie Phillips, Ph.D. and Jaime Williams Ph.D.

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

**Number of hours per month:** Nine monthly meetings (approximately 22.5 hours); on average 3-4 additional hours each month preparing files for the monthly meetings.

**Complaints:** Four (4) complaints were received in 2022 compared to six (6) in 2021. There were five (5) files that transferred from previous years (1 from 2018; 1 from 2019 and 3 from 2021). Two (2) files that transferred from previous years were waiting to go to discipline and three (3) remained under investigation.

Of the four (4) cases in 2022, three (3) have been closed as they did not merit disciplinary action. One (1) is still under investigation. Of the five (5) files that transferred from previous years, only one (1) is remaining waiting to be submitted to discipline (lawyers are currently discussing).

**Highlights/Concerns:** PCC recognizes that each complaint needs to be addressed as quickly and as thoroughly as possible. The PCC committee continues to explore ways to reduce redundancy and increase efficiency. It is encouraging that the PCC completed processing on eight (8) files this year (3 new complaints and 5 files that transferred from previous years).

Also worth noting, Jayne Naylen, PCC's public representative, has been instrumental in introducing a territorial land acknowledgement at the beginning of all PCC meetings. This land acknowledgement honours the original keepers of the land and expresses the committee's commitment to reconciliation.

**Recommendations for next year:** The PCC will continue to focus on effective and efficient management of files when complaints are received. Related to this, the committee is currently discussing Alternate Dispute Resolution (ADR) and working to better understand the barriers of ADR and how an ADR process might be used more as an option to resolve complaints. Further discussion will occur at regular monthly committee meetings.

**Financial status:** Annual Expenditure: \$8,895.01

Respectfully submitted by:

*Bree Fiissel, Ph.D., R.D. Psych.*

*Tara Garratt, M.A., R. Psych.*

*Co-Chairs, Professional Conduct Committee*

## **DISCIPLINE COMMITTEE**

**Members:** *Renee Schmidt, Ph.D. (Chair); Doris Schnell, M.A.; Kristin Bellows, M.Ed.; Gabriela Pitariu, Ph.D.; Christel Gee (Public Rep)*

**Alternates:** *Marc Sheckter, Ph.D.; Val Harding, Ph.D.; Krista Smith, M.Ed.; Kristina McAvoy, M.Ed.; Terry Levitt, Ph.D.*

**Legal Representative:** Merrilee Rasmussen, K.C.

**Meetings:** The Discipline Committee does not adhere to a specific regulated schedule of meetings. Meetings occur based on pre-hearing, hearing, and post-hearing needs. Ad hoc matters may require additional arrangements.

**Member Commitment:** As noted, the Discipline Committee does not hold an ongoing schedule. Instead, members volunteer for hearings following professional conduct investigations led by the Professional Conduct Committee. Following hearings, members review the legal summary. Preparation of the annual report is an additional task for the committee chair.

**Highlights:** In 2022, the Discipline Committee heard two cases, coming to decisions in June and April 2022, and in one of the cases, a penalty decision in September 2022. Hearing and penalty decisions posted to the public are open for review on the College website. Disciplinary actions are filed with the Registry of the Association of State and Provincial Psychology Boards (ASPPB) and will be released to other licensing boards or regulatory colleges upon request if the particular psychologist applies for admission to another jurisdiction.

**Gratitude:** Committee work relies upon committed members, alternates, and public representatives. Many thanks go to the committee members and the public representative who have offered their time, diligence, and deliberation in hearings and penalty decisions. Appreciation and thanks go to the Professional Conduct Committee for work on the investigation and preparation of cases for review in discipline hearings. Our legal counsellor continues to provide thoughtful support to the committee. Wendy Petrisor continues to be a deeply valued support of the committee efforts.

**Process:** A hearing is followed by deliberation typically lasting one to two hours; full hearings may last one to three days. As such, the number of hours each member serves varies depending on the number of hearings and the members' availability.

**Recommendations:** The Discipline Committee will endeavour to meet any upcoming hearings slated for 2023. Meetings convene as required.

**Financial status:** Annual Expenditure **\$54,184.99**

Respectfully submitted by:  
*Renee J. Schmidt, Ph.D., R.D. Psych.*  
*Chair, Discipline Committee*

## ORAL EXAMINATION COMMITTEE

**Members:** Kristin Bellows, M.Ed.; Lorrie Anne Harkness, M.Ed.; Dawn Phillips, Ph.D.; Crystal Springer, M.A.; Kristi Wright, Ph.D.; Judy Wright, M.Ed.; Deanna Barlow, Public Representative; Carmel Kleisinger, M.A. (non-voting member)

### **Members who Resigned:**

Conor Barker, Ph.D., Chair

- Conor resigned from the committee and as committee chair effective October 21, 2022 due to other numerous obligations. Despite his immense workload, Conor agreed to continue to act as a chair for some oral examination interview panels. This is an enormous contribution to the College, and College staff are forever grateful to Dr. Barker. A warm thank you to Dr. Barker for his commitment and insights to the committee over the past several years. The Committee has still to appoint a Chair.

Sacha Lingenfelter, M.C.

- Due to other obligations, Sacha resigned from the committee effective October 29, 2022. College staff and committee members are so very thankful for Sacha's wonderful contributions and commitment to the committee over the years.

In the absence of a current chair, it is my pleasure to report on behalf of the Oral Examination Committee (OEC). The role of the committee is to facilitate and chair oral examination interviews, as well as to discuss various topics related to the oral exam (e.g., standardization of exam processes, feedback of handbook revisions). Three committee meetings were held in 2022.

In 2022, the pandemic prompted the OEC and staff members to reconfigure the exam process. This was the impetus behind implementing oral exams on a virtual platform. Initially, committee members conducted examinations on a rolling basis with great dedication. Wendy Petrisor, Deputy Registrar, efficiently scheduled and organized the rolling exams to occur within a five- to six-week period, from point of written application to the actual examination. This examination process was extremely demanding of the OEC members, who most frequently act as chairs for the examinations. As such, the system was reassessed during an early 2022 meeting, and committee members decided to hold oral exams once monthly (generally the last Friday of the month), ensuring that two examinations were completed every month. No exams are held in July and December. While the average wait now is approximately three to four months for oral examination candidates, it is still less for several exam candidates than when exams were held in-person twice yearly. OEC members will continue to monitor this new system for efficiency.

In 2022, oral exams were as follows:

- 26 exams in total
  - 19 competency and APE
  - 5 competency-only
  - 2 APE-only
- 22 the 26 exams resulted in licensure status changing from provisional membership to full membership
- 4 of the 26 exams resulted in a failure (one of the competency portion, and three of the APE)

I wish to express a very warm thank you to each committee member for your dedication to the oral examination process, your commitment to the College, and your very hard work. A very warm thank you to our members not on the OEC who also act as oral exam panel chairs, and to all of the members who sit on exam panels. It is the incredible work of our volunteer members who make this process work so well. And, finally, thank you to Wendy Petrisor, Deputy Registrar for organizing exams and fielding questions in such a professional and proficient manner.

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

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

## **NOMINATIONS COMMITTEE**

**Members:** Leslie Young, M.Ed. (Chair); Heather Switzer, Ph.D.; Cindy Focht, M.Ed.; Rori Lee, M.Ed.

**Number of meetings held:** Email communication began in early November 2022 to schedule a virtual meeting. Two virtual meetings were scheduled on November 25, 2022 and December 5, 2022. Teleconference/email: January 2023, February 2023, March 2023.

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

**Highlights/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 2023-2024 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 remains optimistic that members will work to seek and nominate colleagues who are interested in being part of Council, and that electronic balloting will increase member participation in the voting process. The Nominations Committee looks forward to reporting to membership on this process for the 2023 election.

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

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

## **TRUTH & RECONCILIATION COMMISSION AD HOC COMMITTEE**

**Members:** Deborah Parker-Loewen, Ph.D. (Co-Chair); Holly Graham, Ph.D. (Co-Chair); Rori Lee, M.Ed.

We, the members of the TRC AD HOC Committee of the Saskatchewan College of Psychologists (SCP) want to extend our sincere appreciation to Judy Pelly, Knowledge Keeper and to all members of the College who volunteered to participate with us in this very important work of our College. Your contributions to this process were invaluable and your courage and authenticity in this endeavor were admirable.

The TRC AD HOC Committee was mandated by the SCP Council to: *Make recommendations to the SCP Council regarding how to operationalize the Truth and Reconciliation Commission of Canada Report Calls to Action.* On our recommendation, the SCP acknowledged, in the 2022 Annual Report, that, as a discipline, we have a history of having caused harm toward Indigenous Peoples and subsequently posted the following apology on the SCP website:

### **An Apology to Indigenous peoples and a Pledge to be Anti-Racist**

The Saskatchewan College of Psychologists and all members of our professional organization and with other psychology regulatory organizations in Canada, formally and unequivocally apologize to the Indigenous peoples (First Nations, Métis, Inuit) and communities who have experienced racism while engaging with the Saskatchewan College of Psychologists or with the psychology professionals we regulate.

We know that, as psychologists, we rarely listened carefully enough to Indigenous peoples. We rarely respected traditional skills, expertise, world views and unique wisdom of Indigenous peoples.

We sincerely apologize for psychological services that have not and do not honour cultural beliefs and world views and that convey inaccurate and misleading conclusions.

To demonstrate our sincere commitment to this apology, we pledge to work together with Indigenous partners and move ahead in a good way.

We formally submitted our completed report, with recommendations, to Council of the SCP in October 2022. Our recommendations to Council were based on the Association of Canadian Psychology Regulatory Organizations (ACPRO) list of steps intended to demonstrate leadership and dedication to our apology. These steps are as follows:

- Be anti-racist leaders who will foster a speak-up culture, where stereotypes, discrimination and racism are called out and eliminated.
- Establish clear accountabilities for cultural safety and humility within their Colleges/Boards and for their registrants.
- Draw on Indigenous Knowledge Keepers and professionals to guide their work.
- Provide relevant and specific continuing competency training and explicit guidance on standards of practice to ensure Indigenous people receive culturally safe services from their registrants.
- Work to remove barriers and include supports to ensure that Indigenous people do not feel isolated or unsafe when filing a complaint.
- Ensure board, staff, and committee members are trained in cultural safety and humility, anti-racism, unconscious bias, and, as appropriate, trauma-informed care.
- Strive to broaden Indigenous participation on our boards and committees and staff teams.
- Promote anti-racism and Indigenous cultural safety and humility as core competencies for current and future health-care providers.
- Build partnerships with Indigenous-led organizations to promote system change and dismantle racism.
- Work with all other psychology regulators across Canada to promote increased awareness and appropriate changes in professional standards related to research and practice.
- Identify and support changes in legislation and bylaws to deconstruct colonialism, value Indigenous ways of knowing, and eliminate harm for Indigenous people.

The Council is in the process of reviewing the recommendations and we anticipate that Council will advise the SCP members regarding next steps at a future date.

The TRC AD HOC Committee will be dissolved after the May 6, 2023 AGM, as the mandate has been fulfilled.

Once again, we want to thank all of you for your input into this very important initiative. It has been an honour to participate in this process on behalf of our College.

**Financial status:** Annual Expenditure **\$565.07**

Regards:

*Deborah Parker-Loewen, Ph.D., R.D. Psych.*

*Holly Graham, Ph.D., R.D. Psych.*

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

## **COMPETENCY DECLARATION REVIEW AD HOC COMMITTEE**

The Competency Declaration Review Ad Hoc Committee was delegated by the Council of the Saskatchewan College of Psychologists in October of 2022, with the authority to act in accordance with all relevant legislation (Act and regulatory bylaws). The primary work of the committee is to support the regulatory work of the College, with a mandate to protect the public. The committee's task is to review and make recommendations to Council regarding declared areas of practice competency, including populations served.

Committee members are comprised of representation from: Council, the Registration Committee, the Oral Examination Committee, and one other member with a master's degree in educational psychology. Committee members include: Murray Abrams, Ph.D.; Lisa Lejbak, Ph.D.; Rebecca Wells, Ph.D.; Kristi Wright, Ph.D.; Sarah Friesen, M.Ed.; Tara Labuik, M.Ed.; Carmel Kleisinger, M.A., Registrar (non-voting member), and Christel Gee, Public Representative, who will act as committee chair. This committee will report to Council through the Registrar. The committee members will serve for a two-year term with the possibility of renewal by Council.

Expected outcomes of this committee will:

- provide general guidelines for parameters of each area of competency that is ideally based on research.
- provide members information related to academic coursework, supervised practice, supervisor attestation, and other requites (e.g., oral examination interview, supervision plan, etc.) to make appropriate competency declaration(s).
- review regulatory bylaws vis-à-vis competency declarations and suggestions for amendments.
- provide the number of competency areas a member may intend to practice during their provisional practice period.

The Registrar/Registration Committee shall use these guidelines to make decisions regarding the approval of declared competency declarations for both provisional and full practice members.

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

Respectfully submitted by:

*Christel Gee, Public Representative*

*Chair, Competency Declaration Review Ad Hoc Committee*

## UNIVERSITY OF SASKATCHEWAN SENATE

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

**Number of meetings held:** This report summarizes highlights from the April 23, 2022 and October 29, 2022 meetings. The next Senate meeting will be held on April 22, 2023.

**Number of hours per month:** Limited to review of information sent from the Governance Office pertaining to U of S news and operations along with a review of agenda items prior to attending bi-annual meetings. A hybrid meeting format has been adopted with opportunities to connect via Zoom or attend in person. Meetings typically start at 9:00 am and run to approximately 2:30 pm with a break for lunch.

### Highlights/items addressed:

Non-confidential Senate Agenda & Minutes for April 23, 2022 meeting:

<https://governance.usask.ca/documents/senate-agenda-2022-04-23-non-confidential.pdf>

President Peter Stoicheff's 10-page report summarizes some of the major accomplishment of students, faculty, staff, colleagues, departments, and research units on campus. Dr. Stoicheff starts with "optimism for a post-pandemic world" highlighting some of the lessons learned from the pandemic and significant obstacles that were overcome. At the same time, he reminded us that Russia's invasion of Ukraine has overshadowed excitement for a post-pandemic world. Please refer to USask's Supports Ukraine <https://updates.usask.ca/ukraine/> website for additional information and resources.

In the Undergraduate Students' report (USSU) there was an acknowledgement that a return to in-person classes on campus also placed some additional demands on various forms of support services, especially Access and Equity Services.

The Graduate Student Association's (GSA) report included genuine concerns that many graduate students experience in the section entitled "Working towards enhancing resources to support students' mental health and well-being during the pandemic." This report makes a clear connection between students' "deteriorating mental health and well-being" with their financial crisis. The GSA supports a freezing of tuition along with increasing minimum guaranteed funding for PhD and Masters students.

The Student Attendance Report indicated a 0.8% overall increase in enrolment during the 2021/2022 academic year. The following areas of increase were noted: undergraduate (+0.6%); graduate (+1.5%); non-degree (+0.3%); medical residence (+2.35%).

Discussion of a lengthy Senate Engagement Plan served as the last item of business. You are encouraged to check out the last item (14.1) provided in the hyperlink for the agenda to gain a more in-depth understanding of Senate's role as a "major connection point to USask's communities." In the Purpose and Intention section the following questions are posed:

"...beyond the formal requirements set out in legislation and bylaws, what is the underlying intention of Senate – its reason for being, its contribution to the university mission and the understanding of its purpose? How will Senate help USask achieve its aspiration to be the university the world needs?"

Note: only 3 U-15 Canadian universities have a Senate (U of Saskatchewan, U of Alberta, U of Calgary) that is considered part of a tricameral governance structure (Senate, Board of Governors, University Council); the remaining 12 U-15 universities employ either a bicameral or unicameral governance structure.

Non-confidential Senate Agenda & Minutes for the October 29, 2022 meeting:

<https://governance.usask.ca/documents/senate-agenda-october-29-2022-non-confidential.pdf>

In his report, President Peter Stoicheff acknowledged the tragic acts of violence at James Smith Cree Nation and the Village of Weldon that occurred on September 4<sup>th</sup>, 2022. The Gordon Oakes Red Bear Student Centre was a safe gathering place for the campus community and offered culturally appropriate services through their Elders and wellness staff.

Additionally, President Stoicheff provided a summary of a major science initiative funding totalling \$170 million from the government of Canada's Ministry of Innovation, Science, and Industry (MSI). That announcement retains operating funding for three existing USask centres – The Canadian Light Source (CLS), Vaccine and Infectious Disease Organization (VIDO) and the Super Dual Auroral Radar Network (Super DARN) while adding a fourth, the Global Water Futures Observatories (GWFO).

President Stoicheff reported the 2022 Times Higher Education (THE) University Impact rankings with USask ranked at 58<sup>th</sup> among 1400 universities worldwide in its efforts to advance sustainable development. These rankings measured universities' contributions to the United Nations' Sustainable Development Goals (SDG). THE's Impact Rankings assess university commitment to sustainability across four broad areas: research, stewardship, outreach, and teaching.

A snapshot of the 2022 fall term's enrolment numbers was provided and indicated there was a slight drop (0.4%) in total enrolment when compared to 2021 with student numbers reaching 22,863 in October 2022. Some notable upward trends were reported in the following areas: Indigenous Graduate Students (+4.8%); Indigenous Medical Residents (+25%); International Students (+4.2%).

USask's Indigenous membership/citizen verification policy was approved previously. The policy's name is "deybwewin (Saulteaux)/ taapwaywin (Michif)/ tapwewin (Cree) and means truth – truth to self, truth to each other, truth to the ancestors and truth to the land. Interim Vice-Provost Indigenous Engagement, Angela Jaime, presented a detailed update on USask's new Indigenous membership/citizenship verification policy and procedures. A copy of that policy can be obtained at the Office of the Vice-Provost Indigenous Engagement's website: <https://indigenous.usask.ca/indigenous-initiatives/indigenous-membershipcitizenship-verification-taskforce.php>

**Recommendations for next year:** Consider adding information items to the U of S Senate's agenda that would increase the public's understanding of SK College of Psychologist's role while promoting an increased awareness of psychologists' significant contributions in their delivery of a wide range of needed services throughout the province.

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

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

## **PUBLIC REPRESENTATIVES**

Periodically, the Saskatchewan Health Authority (SHA) 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 assigned by Saskatchewan Health Authority are reimbursed for expenses incurred through their work with the College by the Saskatchewan Health Authority.



SHA allocates three public representatives to the Saskatchewan College of Psychologists; however, the College currently functions with two public representatives at this time. 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 and other duties as assigned.

The Saskatchewan College of Psychologists has engaged representation of the public in Council, Professional Conduct Committee (PCC), Discipline Committee, Registration Committee and Finance and Personnel Committee. In addition to these committees, public representatives have served on staff interview panels and chairing sub-committee meetings as assigned.

**Meet the Public Representatives:**

We are pleased to welcome Deanna Barlow, who is in the first year of her term. Deanna has retired from the nursing profession with forty-five years as a nurse/RNNP (registered nurse, nurse practitioner) in rural and urban settings.

Deanna worked for twenty-five years as a registered nurse at the kidney transplant ward at Royal University Hospital in Saskatoon and in Labour and Delivery and Emergency Departments in Melfort Union Hospital. She spent the remainder of career as a RNNP, working in Sandy Bay, Pinehouse, Pelican Narrows, and Cumberland House before moving to Regina to work in a number of sites that included the Regina Community Clinic as a Refugee Health Coordinator, and the Regina Lutheran home to develop the role of the RNNP in long term care.

She has also served on councils and various boards such as SRNA and as President and Vice President of the Nurse Practitioners of Saskatchewan.

Looking back on Deanna's first year with the College, she has found her first year interesting and educational. She is beginning to understand the scope and work of the council of psychologists and the important role the psychologist has in health care in Saskatchewan.

Deanna currently sits on the Finance and Personnel Committee and the Oral Examination Committee.

Christel Gee has served as a public representative of the Saskatchewan College of Psychologists for the past four years. She wishes to thank all of the psychologists that have provided her with the many learning experiences in the psychology profession. These experiences have allowed her to gain an appreciation for the work of psychologists and the importance of their work in mental health provided to the Saskatchewan people. The work of the psychologist has been increasingly challenging over the past three 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 your own home and work lives.

We, as public representatives, wish to express our thanks to the psychology members, who we have worked with serving on committees, for their guidance and learning opportunities that we have experienced during our time as public representatives.

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

**Financial Status:** All costs for the government appointed public representatives are borne by the provincial government.

Respectfully submitted by:

*Christel Gee and Deanna Barlow*