



Saskatchewan College of Psychologists

1026 Winnipeg Street
Regina SK S4R 8P8
Tel: (306) 352-1699
Fax: (306) 352-1697
Email: skcp@sasktel.net
www.skcp.ca

Annual Report

Spring 2024

ACTING PRESIDENT'S REPORT

It is with regret we accepted the resignations of Darcia Evans, Member-at-Large, and Mike White, President, partway through their terms. Each provided personal and understandable reasons for their decision to step down. Their contributions to council and the profession have been significant. Mike White served as treasurer from 2015-2017, President-Elect and President. Darcia Evans served as MAL from October 2020 to August 2023, and on the Privacy Issues Committee. Thanks to Dr. Michelle Shaw for filling in for the rest of Darcia Evans' term. On behalf of the college, we thank them sincerely for their work and wish them well in all future endeavors. Our administrative office assistant, Sarah Barker, moved on to greener pastures. We thank her for her work and wish her well. Replacing Sarah Barker, we welcome Jillian Coady, B.A., to the college office.

Wendy Petrisor, our Deputy Registrar, has served the college since October 21, 2003. She is the longest serving staff member – essentially from the beginning of the college (which opened in March of 2002). She holds the corporate memory of the college and provides outstanding work, beyond what would normally be expected of someone in her position. As is common with individuals who have worked in a position for a long time – she gets more done than anyone else might, due to efficiencies that come with time and practice.

Carmel Kleisinger, Registrar, has taken a deep dive into refreshing the infrastructure of the college. She has led the process for upgrading and revitalizing governance procedures. With the assistance of an expert consultant and our college lawyer, she has been examining regulatory bylaws and policies to conform to the legislation. And, she has diligently worked on the college's priority areas. Just one of her accomplishments has been the development of electronic forms – a long overdue upgrade that is still in process. More detail is provided in the Registrar's report.

Carmel and Wendy assumed extra service by covering administrative assistant duties and hiring a new support person, along with performing their regular functions. Council is very happy with what they accomplished this year, under trying circumstances, both personal and professional. Carmel and Wendy were successful in finding a replacement for Sarah. Well-deserved and overdue increases in wages and benefits were approved by council for all three positions.

Many thanks to our Public Representatives - Christel Gee, Deanna Barlow and Debbie Brown. They take a keen interest in our profession and have demonstrated their commitment to ensuring that the needs of the public are heard. They remind us that everyone at the "virtual" table is there to promote the interests of the public, not the interests of the profession – which can be a challenge at times.

The annual pre-AGM meeting of all committee chairs was not possible this year. Council will meet with them post-AGM as soon as schedules permit.

The college's finances are solid. As you know, everything seems to cost more. This is no different for the college. And yet, while some jurisdictions are increasing their fees, your fees remain the same again this year. Please see the treasurer's report for details.

The Association of Canadian Psychology Regulatory Organizations (ACPRO) held their regular two annual meetings. The most recent was held virtually in February. Topics of national interest include: working on memorandums of understanding regarding cross-jurisdiction telepsychology services; internationally trained applicants; communicating discipline decisions to the public (e.g., the Jordan Peterson case); supervision of applicants for registration; the demand that psychological test materials be released in legal situations. These meetings also involve liaison communications with CPA, the Council of Professional Associations of Psychologists (CPAP), and the Association of State and Provincial Psychology Boards (ASPPB). You may recall ASPPB is responsible for the EPPP (Part 1 – Knowledge) and the soon to be implemented, EPPP (Part 2 – Skills). Your college will be utilizing both.

Council met nine times. One meeting was a hybrid – in person/zoom, the rest were zoom only.

Financial status: Annual Expenditure **\$863.50**

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

REGISTRAR'S REPORT

It was another year of intensive work at the College. Beyond the daily and demanding regulatory work, the College staff continue to engage in various special long-term projects, such as the form revision project, the policy revision project with our expert consultant, and the drafting of proposed regulatory bylaw amendments with our legal counsel. Following are some highlights:

College Organizational Structure

In November of 2023, Sarah Barker, Administrative Assistant resigned her position, which was a huge loss for the College. Wendy Petrisor, Deputy Registrar and I immediately assumed dual responsibilities to ensure that daily operations were well maintained. Sarah's resignation led the Finance & Personnel Committee to reconsider the position in terms of salary, degreed applicants, and succession planning. The result included a revised salary scale, and a search for applicants with a degree or diploma in business management and/or finances.

After two months of working alone in the office, a couple of external postings, and numerous interviews held by Wendy and me, I would like to give a very warm welcome to the College's new Administrative Assistant, Ms. Jillian (Jill) Coady. Jill comes to the College with a Bachelor of Arts Honours Degree in English Literature and Middle English from Trent University in Peterborough, Ontario. Jill is currently finishing her Business Diploma at Saskatchewan Polytechnic. It has been an absolute pleasure to have

Jill join us at the College. Beyond her excellent knowledge and skills, she brings a great sense of humour and plenty of laughter which helps to nicely balance our work days.

Policy Revision Project

As described in last year's AGM report, a contract with Dr. Pierre Ritchie, consultant and policy expert, was finalized. The intent of this project is to ensure that policy is consistent with both the Act and the regulatory bylaws, and does not impose requirements on our members that extend beyond our legislated authority without a logically sound rationale that can endure a judicial review process by the King's Court.

Virtual meetings between Dr. Ritchie (who resides in Quebec) and me began in August of 2023. This is a labour-intensive project, whereby both Dr. Ritchie and I are taking a deep dive into all relevant Acts (e.g., *The Psychologists Act, 1997*; *The Professional Corporations Act*; *The Labour Mobility and Fair Registration Practices Act*), regulatory bylaws, and regulations (e.g., Saskatchewan College of Psychologists Regulatory Bylaws 2021; *The Labour Mobility and Fair Registration Practices Regulations, 2022*; *The Professional Corporations Regulations, 2002*). This deep dive includes a thorough review of relevant legislation/regulations/bylaws to determine sections/clauses that are pertinent to specific policy areas, such as registration and membership, the oral interview, professional conduct and discipline, and administration.

This project was placed on temporary hold for approximately two months after the provincial government introduced a proposed Health Regulated Professions Act (RHPA; described in the section immediately following this section). Work has again resumed, but we have now included the RHPA, which adds another layer of complexity to this project.

Provincial Government's Proposed Umbrella Legislation - The Regulated Health Professions Act

On October 24, 2023, the College received an email from the Ministry of Health regarding the provincial government's draft umbrella legislation for all regulated health professions. In essence, the goal of this proposed legislation is to ensure consistency across regulated health professions, thereby aligning Saskatchewan with other Canadian jurisdictions. This umbrella legislation would consolidate individual Acts under one Act. As such, *The Psychologists Act, 1997* (which was amended in May 2023) would be repealed upon proclamation of *The Regulated Health Professions Act*. While maintaining the concept of professional self-regulation, the government's principal goals revolve around the sole regulatory mandate to protect the public:

- Regulate reserved (authorized) practices that could potentially harm members of the public.
- Strengthen focus on client safety and interest over member interest and advocacy.
- Improve regulatory accountability between regulated health colleges and the provincial government.
- Introduce *Regulations*, in addition to the regulatory bylaws.

With Dr. Pierre Ritchie's expert assistance and Merrilee Rasmussen's legal advice, and within an extremely tight timeline, Council and I worked on responding to a series of stakeholder consultation questions issued by the government. A finalized draft of the response, approved by Council, was submitted to the government by the deadline. It is currently understood that the government continues to review responses from the regulated health professions stakeholders, and that the proposed umbrella legislation may come into force in the Fall of 2024; albeit, this is not a definitive timeline.

Regulatory Bylaw Amendment Project

Merrilee Rasmussen and I began a comprehensive and much-needed review of the College's regulatory bylaws in 2023. This project is ongoing, and once the draft is finalized, it will be submitted to

stakeholders for their feedback. This will include the membership, which no longer vote on the approval of proposed regulatory bylaw amendments, as per the amended 2023 Act. A glimpse of some of the proposed amendments to be submitted to the government for review and approval include:

- An English language requirement for applicants as set by Council.
- Provision for satisfactory evidence that applicants for provisional membership possess the core competencies of interpersonal relationships, assessment & evaluation, intervention & consultation, research, and ethics & standards, as identified in the Mutual Recognition Agreement of the regulatory bodies for professional psychologists in Canada.
- A practicum/internship requirement, with a minimum of 300 hours in the practice of psychology.
- Authorization for doctoral applicants who have successfully completed a CPA- or APA-accredited residency to engage in supervisory practices during their provisional membership.
- Mandatory professional liability insurance for all members.
- A telepsychology section for psychologists from other Canadian jurisdictions.

Form Revision Project

There has been a pause on this project since the resignation of our previous Administrative Assistant. A few electronic forms are currently on the College website. Additional forms will be added to the website once all of the “bugs” of the current forms are corrected, and once our new Administrative Assistant, Jillian Coady, is sufficiently trained and able to oversee the maintenance of the forms.

National and International Regulatory Tables – Brief Updates

1. Association of State and Provincial Psychology Boards (ASPPB)

Last year, the Council President and I attended the midyear meeting in Denver, Colorado in April, and the annual meeting in Cleveland, Ohio in September. Some highlights of the meetings include:

- Tele-therapy and tele-supervision and regulation
- Equity, diversity, inclusion (EDI) and application forms for membership
- The American Psychological Association’s initiative to accredit master-level programs in professional psychology
- Regulating master’s-prepared members (presentation by Carmel Kleisinger)
- Part 2 (Skill) of the EPPP

The 2024 midyear meeting is to be held in Boston, Massachusetts from April 24 – April 28, 2024. Dr. Glenn Pancyr and I will be in attendance.

2. Association of Canadian Psychology Regulatory Organizations (ACPRO)

A **Canadian Telepsychology Memorandum of Understanding** was signed in 2024 by eight jurisdictions: British Columbia, Alberta, Saskatchewan, Manitoba, Ontario, Newfoundland and Labrador, Prince Edward Island, and the Northwest Territories. Three jurisdictions – Quebec, Nova Scotia, and New Brunswick – have determined that telepsychology services to residents in their jurisdictions by psychologists from other jurisdictions can be appropriately regulated by the psychologist’s home jurisdiction in the event of a complaint.

At present, the Saskatchewan College’s regulatory bylaws (2021) only allow for a temporary licence (section 15). This means that any psychologist from another Canadian jurisdiction who wishes to provide telepsychology services to residents in Saskatchewan must apply for a temporary licence. Merrilee Rasmussen, legal counsel, will include a section specific to telepsychology in the draft of proposed amendments to the regulatory bylaws.

In closing, I wish to express my heartfelt gratitude to all members of the College’s various committees in volunteering their time and expertise. Your extensive contributions are highly valued. Committee

members are integral to the operations of the College, and without such dedicated members, the College could not exist. We are always open to welcoming members to volunteer on committees (e.g., Registration Committee, Professional Conduct Committee, Discipline Committee, Nominations Committee, ad hoc committees such as the Competency Declaration Review Committee). Please reach out to any of the three staff members at the College office should you decide that you may wish sit on a committee.

A special thank you is extended to Wendy Petrisor, Deputy Register, who I rely upon daily for her extensive corporate memory and to consult with regarding regulatory issues. Her dedication after all these years of service remains unwavering, and her expertise only continues to grow. Thank you to Jillian Coady, Administrative Assistant, for joining us in the regulation of professional psychology in Saskatchewan. I have no doubt that Jill's contributions will be stellar, and I look so forward to working with her.

Finally, I extend great gratitude to all Council members: Glenn Pancyr, Ph.D., Timothy Leis, Ph.D., Rebecca Wells, Ph.D., Marley Kotylak, Ed.S., Michelle Shaw, Ph.D., Nathalie Berard, Ph.D., and our three Public Representatives, Christel Gee, Deanna Barlow, and Debbie Brown.

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

FINANCE & PERSONNEL COMMITTEE

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

The Finance & Personnel Committee met prior to Council meetings. All meetings were held via Zoom. Personnel performance reviews were conducted, and all staff are performing above expectations. A review of salaries and benefits was undertaken resulting in Council approving salary and benefit increases to bring them into a competitive range for similar services provided in other organizations. This decision was particularly timely and relevant when we had to advertise for a new administrative assistant. The committee also took the lead in communications with a company that offers consultation for issues such as succession planning, governance and risk management, and other issues of relevance to the college's top priorities.

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

Respectfully submitted by:
Glenn Pancyr, Ph.D., R.D. 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 2023 and during the 2024 budget planning cycle. This past year revenue from registrations was up \$9700 in relation to budget. In addition, application fees exceeded the budget by \$6,730. The collection of recovered costs from discipline orders was approximately \$2,000 above budget. Legal fees exceeded the budget by \$11,232, reflecting additional work to support the College's analysis of the new regulatory legal framework put forward for consultation to the College. Expenses in relation to discipline were down \$33,889 in relation to budget, reflecting the ongoing trend towards a reduced number of cases. As mentioned previously, 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.

At the operational level, travel for attendance at meetings continued to fall below budget. For example, coordination meetings were approximately \$20,000 below the 2023 budget, reflecting the ongoing savings achieved through virtual meetings. As a result, once again, in 2024 we have adjusted our budget closer to what we expect in the new normal.

The 2023 budget was aligned with existing staffing, as opposed to staffing the Executive Director position, and as a result, no surplus or deficit was observed in Human Resources. However, contract work to support the review of our regulatory framework was not completed entirely as planned due to contractor availability, resulting in a surplus of approximately \$32,000. However, the work completed demonstrated the value of the project and inspired confidence going forward. As you have noted in past reports, the College is reviewing HR requirements in the office to support current operations as well as the requirements of the anticipated legislative regulatory framework. Increased spending for staff to support College operations is expected going forward.

As a result of the above factors, the College posted a surplus of \$171,649.52 this past year which includes interest income on reserve funds to December 31, 2023. 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 or to offset future expenses. Compared to several jurisdictions which are under financial pressure and/or increasing fees, the Saskatchewan College remains in a favorable stable position. Financial operations have been confirmed for compliance with our excellent results in the annual audit.

In conclusion, membership fees will not increase again this year, and we forecast a balanced budget for 2024. We continue to invest in updating our regulatory and policy framework in the short to medium term and to prepare for compliance with the anticipated new regulatory requirements going forward.

Respectfully submitted,
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.; Beverley Lane, M.Ed.; Lisa Lejbak, Ph.D.; Cindy McFadyen, M.Ed.; Christel Gee (Public Representative); Carmel Kleisinger, M.A. (Registrar – ex-officio member)

The role of the Registration Committee is to support the College’s 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 2023, the Committee has met on 8 occasions.

In the past year the Registration Committee engaged in the following activities:

- Oversight of licensure steps for Provisional members
- Review of oral examination failures
- Responding to accommodation requests for candidates sitting the EPPP examination
- Consultation regarding questions concerning issues related to licensure policy, competency declarations, and continuing education deferrals.

In total, the Committee completed 131 file reviews in 2023.

Issues of Continued Focus:

- Review and revision of forms employed for registration process.
- Competency declarations continue 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 continue to work on developing policies to ensure competency declarations are consistent with academic training and supervision experiences.

Recommendations for next year:

- Continue work on developing procedures regarding requests 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.

Financial status: Annual Expenditure **\$306.05**

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

PROFESSIONAL CONDUCT COMMITTEE (PCC)

Members: Tara Garratt, M.A. (Chair); Terra Hootz, M.Ed.; Keira Stockdale, Ph.D.; Megan Tuttle, Ph.D.; Maggie Phillips, Ph.D.; Jaime Williams, Ph.D.; Rachel Burton, Ph.D.; Cosmin Coltea, Psy.D.; Rachelle MacSorley, M.Ed.; Kathy Thorpe, M.Ed.; Debbie Brown-public rep; Wendy Petrisor (Deputy Registrar – ex officio)

Alternates: Bree Fiissel, Ph.D., Danielle DeSorcy, Ph.D.; Bryan Acton, Ph.D., Shantelle Szuch, M.Sc.

Investigator: Amanda Haas, RN BN MN

Legal Counsel: Ronnie Nordal, KC

Past Year Members: Thank-you to all committee members who have served on PCC in the last year. The PCC would like to give acknowledgement to several people: Bree Fiissel who came onto the committee in December 2017, become Co-Chair in September 2020 and became an Alternate in Dec. 2023; Sheila Bellrose served as member of this committee from February 2016 until February 2024 and Danielle DeSorcy who served as member of this committee from December 2019 until December 2023 and then became an Alternate in 2023. These members will be missed and we wish them well as they move to different horizons within psychology in Saskatchewan. We will also miss Jayne Naylen Horbach who served as our public representative from January 1, 2022 until January 1, 2024.

New Members: The PCC is happy to welcome Rachel Burton, Ph.D., Cosmin Coltea, Psy.D., Rachelle MacSorley, M.Ed., Kathy Thorpe, M.Ed. and Debbie Brown, public rep.

Number of meetings held: Ten monthly Zoom meetings were held (Jan, Feb, March, April, May, Jun, Aug, Sep, Nov, 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: Ten (10) complaints were received in 2023 compared to four (4) in 2022. There were also two (2) files that transferred from previous years: 1 from 2021 that was transferred to Discipline in 2023 and 1 from 2022 that required a legal opinion and was resolved this year.

Of the ten (10) cases received in 2023, eight (8) have been closed as they did not merit disciplinary action, one (1) is still under investigation and one (1) remains in Abeyance. Both of the files that transferred in from previous years were also closed.

Highlights/Concerns: The committee 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 ten (10) files this year (8 new complaints and 2 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. Bill 120 has significant ramifications for this committee. We are awaiting the review and revisions of Regulatory Bylaws by the Registrar and Legal before doing specific procedures. Further discussion will occur at regular monthly committee meetings.

Legal counsel for the PCC and DC are preparing a webinar learning session to be delivered in April for the members of both committees to focus both on the importance of their independence for ensuring

procedural fairness for any member who is the subject of a complaint or charged with a discipline offence as well as the impact of Bill 120 to these two committees.

Financial status: Annual Expenditure **\$7794**

Respectfully submitted by:
Tara Garratt, MA, R. Psych.
Chair, Professional Conduct Committee

DISCIPLINE COMMITTEE

Members: Renee Schmidt, Ph.D. (Chair); 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.

Past Members: Doris Schnell, M.A.

Legal Representatives: Merrilee Rasmussen, KC

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

Occasionally, the Chair attends to details related to receiving updates of the fine work of the Professional Conduct Committee, engaging with Legal Counsel, and communicating with the DC members, staff, and/or Council. Writing the annual report is also a function of the Chair.

Highlights: Over 2023, there was one discipline hearing. Gratitude is extended to the Professional Conduct Committee for their work, which prevented the necessity for other hearings. Although this is an anomaly to have so few discipline hearings over the course of the year, this does not necessarily indicate a norm moving forward.

Council met with the Discipline Committee Chair for discussion about process within committee work. The Chair recommended to Council training for the members of the Discipline Committee to offer growth, preparation, training for members choosing to engage committee service, and succession planning.

2024 will bring to fruition the hopes and planning for Discipline Committee member training. Because of the complementary function between the Discipline and Professional Conduct Committees, both committee groups will be invited to this learning session in support of the process and legal considerations between and unique to each committee. Council indicated interest to attend. For SCP members interested to attend this learning session, with anticipation of joining either committee, please contact the Chairs for either committee to receive invitation for attendance.

Gratitude is extended to our Discipline Committee members and Public Representative who are always at the ready for any upcoming hearings.

Thank you to our Legal Counsellor, Ms. Merrilee Rasmussen for consultation and discussion regarding hearings, preparation of discipline documentations, and for the preparation of the upcoming learning

session. Ms. Ronnie Nordal, Counsel for the Professional Conduct Committee will also support and deliver this training; we thank her for her efforts and guidance as well.

With wishes for all the best going forward, the Discipline Committee members thank and commend Ms. Doris Schnell for her many years of service to the Discipline Committee. Her commitment to professional guidance and service as a committee member has been valued. Her insight and readiness to support SCP in Discipline Committee hearings will be missed.

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 for discipline completed: As noted, one member was required to participate in the discipline hearing process. Legal counsel for the Professional Conduct Committee and for the claimant had drawn up a proposal for discipline, thus the hearing process was not protracted. Discipline Committee Counsel provided guidance related to comparable regulatory hearing cases, regulatory legal standards, and attends to drafting and, upon the hearing committee participants verification, finalizes the discipline decision for publication with SCP.

Members time commitment: The Discipline Committee had not met regularly throughout 2023. Typically, Discipline Committee members volunteer for hearings which conclude Professional Conduct Committee investigations. As noted, one virtual hearing was required in 2023; the Public Representative, a Committee Member, and the Chair were present for this hearing. Additionally, the Discipline Committee Counsel attends the hearing. Following the virtual hearing there was member communication to review and confirm the discipline decision. Members and the Public Representative attending this hearing likely committed upward to fifteen (15) hours. The committee Chair typically engaged several additional hours in support of additional duties, reviews, communication, readings, and preparation of the annual committee report.

Recommendations for next year: The Discipline Committee will make effort to meet any upcoming hearings for 2024-2025. We will seek to recruit additional members to serve the committee and consider succession planning for those members whose terms will be lapsing. As highlighted, the Discipline Committee and Professional Conduct Committee legal counsellors will offer training relevant to committee roles, with our first session in April 2024.

Financial status: Annual Expenditure **\$26,112** for 2023.

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., Kristi Wright, Ph.D., Judy Wright, M.Ed., Kathy Thorpe, M.Ed., Crystal Springer, M.A., Dawn Phillips, Ph.D., Deanna Barlow-public rep

Number of meetings held: None held

Number of exams: 19 oral exams held in 2023

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

NOMINATIONS COMMITTEE

Members: Glenn Pancyr, Ph.D. (Chair); Cindy Focht, M.Ed.; Olivia Dargas, M.Ed.

Number of meetings held: All communication occurred via email.

Items addressed: The planning and completion of Council Elections took place for the 2024-2025 year of operation. The following positions were open for nominations: President-Elect (3-year term: 1st yr-President Elect; 2nd yr-President; 3rd yr-Past-President), Secretary (2-year term), and two Member-at-Large (MAL) positions (2-year term). One nomination was received each for President-Elect, Secretary and one MAL. These nominees have been acclaimed into their respective positions. A member to fill the remaining MAL position will be appointed by Council. Your new Council will be introduced at the AGM in May 2024.

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

Respectfully submitted by:
Glenn Pancyr, Ph.D., R.D. Psych.
Chair, Nominations Committee

COMPETENCY DECLARATION REVIEW AD HOC COMMITTEE

Members: Christel Gee (Public Rep; Chair), Kristi Wright, Ph.D., Lisa Lejbak, Ph.D., Rebecca Wells, Ph.D., Murray Abrams, Ph.D., Sarah Friesen, M.Ed., Tara Labuik, M.Ed., Terry Levitt, Ph.D., Carmel Kleisinger, M.A. (Registrar; non-voting member)

Number of meetings held: Three meetings were held in 2023 – January 6th, April 4th, and June 29th.

Number of hours per meeting: Approximately 1.5 hours per meeting.

Committee Terms of Reference: The committee is tasked with drafting recommendations for Council regarding:

- general guidelines as to the specific parameters for each competency, beyond the foundational knowledge and skills common across competencies (e.g., clinical vs school vs counselling, etc.);
- specific guidelines delineating formal academic coursework, supervised practice, supervisor attestation, and any other requisites (e.g., oral interviews, supervision plans, etc.) for provisional and full practice members to make competency declarations;
- review of regulatory bylaws regarding competency declarations and suggestions for amendments; and
- prescribing the number of competency areas a provisional member may intend to practice.

Highlights/items addressed:

- Review of how Canadian regulatory bodies of professional psychology regulate provisional/restricted practice according to academic training (e.g., degree in clinical psychology versus a degree in counselling psychology); and what various academic institutions/faculties/departments state the specific degree prepares one to practice (e.g., clinical psychology vs school/educational psychology vs counselling psychology).
- As led by one committee member, the committee is currently drafting a statement regarding the distinguishing practice features between counselling psychology and clinical psychology.
- Discussion of general queries from the membership regarding competency areas and differential diagnosing.
- Review of clinical neuropsychology as a very specialized field of practice for those with training in clinical psychology.

Recommendations for next year: Continue to address and define the primary differences between competency areas, and begin to focus on setting academic and supervised practice parameters for practice within specific competency areas.

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

Respectfully submitted by:
Christel Gee, Public Representative
Chair, Competency Declaration Review Ad Hoc Committee

UNIVERSITY OF SASKATCHEWAN SENATE

Number of meetings held: This report summarizes highlights from the November 4, 2023 meeting. The next Senate meeting will be held on April 20, 2024.

Number of hours per month: The senate meets twice annually from 9:00 a.m. to 4:00 p.m.

Highlights/Concerns:

Non-Confidential agenda for November 4, 2023 University Senate with minutes from April 22, 2023 - meeting held in person with the option of attending electronically
<https://governance.usask.ca/senate/meetings.php#top>
(Reports are included with each agenda item)

Some agenda items of interest:

AGENDA ITEM 6.1 Senate Education Session: Generative Artificial Intelligence (AI) and USask - Presented by Dr. Susan Bens, Dr. Wendy James, Dr. Nancy Turner, Dr. Scott Tunison and Dr. Jane Alcorn

This presentation was an informative summary of the reality of GenAI (Generative Artificial Intelligence) in all walks of society but particularly how to address it in education. The presenters compared concerns and opportunities surrounding the technology and the challenges it poses to academic integrity. In addition, the audience was led through a demonstration of one of the most commonly known tools, ChatGPT. They emphasized the need to accept that this is the way of the future and to find ways to work with it and use it appropriately, rather than trying to police the seemingly insurmountable task of prohibiting it in academia. The U of S continues to hone its guidelines and academic policies around the use of GenAI. Following is the link to the presentation as well as a link to U of S guidelines around the use of Generative AI.

<https://news.usask.ca/articles/colleges/2023/additional-training-seats-added-to-usask-health-programs.php>

<https://academic-integrity.usask.ca/gen-ai.php#GuidelinesatUSask>

AGENDA ITEM 8.1. Senate Education Session: Growth of USask Health Programs

Background - "Saskatchewan is rolling out multiple initiatives guided by a four-point Health Human Resources (HHR) Action Plan to *recruit, train, incentivize and retain* health care providers to stabilize and steadily grow the provincial workforce. This plan will see hundreds of additional professionals joining the health system over the next two years."

Excerpt taken from <https://www.saskatchewan.ca/residents/health/health-human-resources/action-plan>

A power point was presented to senate members outlining the University's expansion of training seats in health-related programs including Nursing, Physical Therapy, Clinical Psychology and Undergraduate Medicine as well as the consideration of implementing new programs such as Speech and Language Pathology, Occupational Therapy and Physician Assistant. This is part of Saskatchewan's Health Human Resource Action Plan in which the provincial government has initially invested \$5.5 million to create more than 550 post-secondary seats to help address the urgent need for specialized health care professionals that we are currently facing in Saskatchewan.

Of particular interest to the SCP is the addition of 15 seats, making a total of 20 per year, in the clinical psychology training program.

Following is an excerpt from Dr. Peta Bonham-Smith, dean of the USask College of Arts and Science, quoted from this article <https://news.usask.ca/articles/colleges/2023/additional-training-seats-added-to-usask-health-programs.php>

"Increasing the number of training seats offered through our clinical psychology program is a significant step towards improving mental health services for the people of Saskatchewan, and will help to advance research in this area,"

Following is a link to the presentation:

https://governance.usask.ca/documents/senate/agendas/8.1_hhr_presentation_nov4-23.pdf

Recommendations for next year:

Any member wishing to submit a motion or information item from the College of Psychologists should submit to me before March 19, 2024 (submission deadline is March 21st). Please use the motion template on found on this site - click on Submit a Motion or Information Item:

<https://governance.usask.ca/senate/meetings.php#Deadlines>

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

Respectfully submitted by:

Gail May-Melin, M.Ed.

PUBLIC REPRESENTATIVES

Periodically, Saskatchewan Health Authority (SHA) puts out a call for members of the public to apply to serve for a 3-year term on self-regulating health councils in Saskatchewan. Public reps can do two terms on council.

The goal of public representatives is to ensure the best interests of Saskatchewan residents are represented by health councils. Self-regulating councils main priority is to protect the public.

Public reps are assigned by Sask Health Authority and confirmed by order in council of the Lieutenant Governor.

Public reps are reimbursed for expenses incurred through their work by Sask Health.

The college is allowed three public reps and we are happy to report all three positions are now filled. All of us come with a varied perspective from our previous community work.

We are all on a journey of learning and exploration into the profession of psychology, with its many complexities associated to this self-regulated profession. We deeply respect and appreciate the much needed work psychologists provide to the health care profession.

Debbie Brown is in the first year of her term. Debbie was appointed April 20, 2023- 2026. She began her working journey as an interpreter for the hearing impaired in the educational system but has spent most of her career in agricultural health and safety. Debbie worked as a rural stress line counsellor for 12 years with Sask Agriculture & food as well as Ag safety. She spent 12 years working with EMS team serving the Holfast area. Deb has sat on various councils and boards such as the Patient Advisory council for Prairie Mountain Health Region. This first year has been a steep learning curve filled with interesting topics. Sask College of Psychologists is an invaluable organization. She is pleased to have the opportunity to work with a likeminded group of professionals in the best interest of the Saskatchewan people.

Committees: Administrative council meets 8 times or more a year. Professional Conduct Committee meets monthly for 10 months.

Christel Gee has been appointed for a second term. Re-appointed April 20, 2023-2026. Biography for Christel can be found in previous annual reports.

Committees: Administrative council meets 8 times or more a year. Discipline Committee meets for cases as required. Licensing and Registration Committee meets monthly for 10 months. Competency Declaration Committee has met three times last year.

Deanna Barlow was appointed May 19, 2022-2025. Biography for Deanna can be found in the 2023 report.

Committees: Administrative council 8 times a year or more a year. Finance and Personnel Committee meetings 10 months or more as needed. The Oral Exam Committee has not met yet this year.

We would like to express our thanks to all council members for your guidance, patience, understanding, and teaching opportunities as we fulfil the task before us as public representatives.

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

Respectfully submitted by:
Christel Gee, Debbie Brown, Deanna Barlow
Public Representatives