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## **Annual Report**

**Spring 2025**

### **PRESIDENT'S REPORT**

The college is undergoing a major renewal. New legislation governing our profession is in place, and more new legislation is pending.

Our website is outdated as is the information to be found there. A review of our bylaws, policies, advisories and practice guidelines is long overdue. Reference materials and forms are being refreshed, and digital fillable forms are replacing paper.

Regretfully, we accepted the resignation of our registrar, Carmel Kleisinger effective March 12, 2025. She provided excellent service for several years and many of the renewal projects are due to her efforts and insights. She was committed to the profession and everything she did put the college in the best light with our stakeholders: the public, members, provincial and national regulatory bodies. She was well respected by regulatory organizations across Canada. On behalf of members (soon to be registrants), council thanks her for her service and wishes her well in her future endeavours.

There are five renewal initiatives:

1. A professional recruitment firm has been contracted to secure a new registrar;
2. Our college succession planning and strategic plan are being updated;
3. We contracted services from a psychologist who is expert in psychological regulation legislation to provide guidance as we adapt to new provincial law;
4. We have hired the services of a group of regulators – i.e. the former registrar and three deputy registrars of the BC College of Psychologists to bring our current practices in line with each other, and to provide interim/parttime registrar services until a new registrar is secured; and,
5. We are working with our webmaster to give our site a fresh look.

Our goal is to bring the level of functioning of the college to one of the best in country. We are looking to increase turnaround time on applications, supervision plans and other processes. These are major expenditures but sorely needed. Even with these expenses and inflation, registration and renewal fees have not increased since 2022.

This past year your council consisted of myself in two roles – president and past president; Dr. Timothy Leis, President Elect; Dr. Karen Todd, Treasurer; Dr. Rebecca Wells, Secretary and Marly Kotylak, Dr. Nathalie Berard and Dr. Bruce McMurtry, members-at-large. We are fortunate to have retained the same

public representatives this year, who bring a wealth of experience to council meetings and the various committees on which they serve. Many thanks to Debbie Brown, Christel Gee, and Deanna Barlow. Dr. Leis made a very significant investment of time in developing the renewal initiatives. Without his commitment, these projects would not have come about when they did.

Our website lists the people involved in maintaining the functions of the college. Some have performed these roles for years, to the benefit of us all. A self-regulating profession such as ours is becoming a luxury when many jurisdictions are deciding individual colleges are unnecessary and can be combined into “super” colleges where several disparate disciplines are brought together under one piece of legislation. Thank you to all our college committee chairs and committee members.

Wendy Petrisor is our steadfast deputy registrar providing exceptional service, efficiency, and a wealth of knowledge from being with the college since October 21, 2003. We welcome Jillian Coady in the role of administrative assistant. It was determined she would be the best fit for our plan to expand the executive assistant role to include management of daily financial matters.

Thanks to new provisions in our legislation, the college has remedies to deal with complaints it did not have previously. This has significantly reduced the need for discipline hearings.

Most committees and council conduct their business through zoom. However, there are real advantages to face-to-face meetings and one hybrid meeting was held by council this past year, with more to come. Council met eight times. One meeting was a hybrid – in person/zoom, the rest were zoom only.

**Financial status:** Council Annual Expenditure **\$2230.**

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

## **REGISTRAR’S REPORT**

No Registrar’s report available – Registrar resigned February 2025.

Some information usually found in the registrar’s report will be addressed at the Annual General Meeting.

## **FINANCE & PERSONNEL COMMITTEE**

**Members:** Timothy Leis, Ph.D. (Chair); Glenn Pancyr, Ph.D.; Deanna Barlow (Public Representative); Karen Todd, Ph.D. (Treasurer); Carmel Kleisinger (Registrar - ex officio).

The Finance & Personnel Committee typically met prior to Council meetings. All meetings were held via Zoom. Performance reviews were conducted for all staff. Salary ranges were increased 2.7% in keeping with inflation.

A contract was developed for a consulting firm to review the college's functions and review emerging areas of risk such as Artificial Intelligence. A contract was also established for a firm to pursue the recruitment of a Registrar. Provisions were also made to contract with psychologists familiar with the regulation of psychology to review the functions and policy advisories of the College in the context of legislative renewal and to support ongoing operations. The above initiatives were undertaken by members of the Committee and approved by the Council for implementation.

Respectfully submitted by:

*Timothy Leis, Ph.D.*

*Chair, Finance & Personnel Committee*

## **TREASURER'S REPORT**

I want to express my deep appreciation to Wendy Petrisor, who provided invaluable assistance and guidance during my time as interim Treasurer this past year. Wendy's years of experience lends to College operations being in exceptionally knowledgeable and responsible hands. I also wish to extend appreciation to Carmel Kleisinger, who left her position as Registrar in March 2024. Carmel provided committed and responsible service to the College and its stakeholders for many years. We all wish her the best in future endeavors.

At year end 2024, the College remained in a sound financial state, with interest rates last year increasing our reserve funds. Additionally, the College posted a surplus at year end of \$109,710.28, with this reserve transferred to short-term interest-bearing GIC's. This surplus was due in large part to retaining funds allotted to the Professional Conduct and Discipline committees, neither of which accrued costs last year, with the exception of \$359.84 for the PCC Investigator. PCC and Discipline committee costs, however, could change in 2025, given potential for discipline hearings. Auditor and bank fees saw an increase in 2024, and there was an increase in Council meeting costs due to one hybrid (i.e., in-person/virtual) meeting, which was a much-valued opportunity to meet in person. Council and other meetings continue to be very cost effective due to the virtual platform.

Early in 2025, the College entered into three new contracts: with Kogawa Consulting, a group of regulators from the former College of Psychologists of British Columbia, and a professional recruitment firm. These contracts, and services provided, will assist the College with priority transition, succession and strategic planning. The College is also grateful for the assistance of Dr. Pierre Ritchie, who assisted the Registrar this past year on policy review. Associated contractual costs have concluded for Dr. Ritchie's work.

College revenue for 2025 is estimated to be \$679,032, which falls short of estimated expenses of \$725,698. It is expected, however, that the projected deficit will be absorbed via costs savings in other areas.

As the College moves forward in 2025, priorities remain on regulatory mandates, preparing for anticipated legislative changes, and continued quality operations. The College remains in a sound and secure financial state which helps ensure stability and growth.

With sincere thanks to College staff, Council and Committee members, all the best for 2025 and beyond.

Respectfully submitted by:

*Karen L Todd, Ph.D.*

*Treasurer*

## REGISTRATION COMMITTEE

**Members:** Murray Abrams, Ph.D. (Chair); Michelle Bourgault-Fagnou, Ph.D.; Melissa Derow, M.Sc.; Sarah Friesen, M.Ed.; Christel Gee (Public Representative); Beverley Lane, M. Ed.; Lisa Lejbak, Ph.D.; Cindy McFadyen, M.Ed.; 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 2024, the Committee has met on ten occasions.

In the past year the Registration Committee has 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 167 file reviews.

Issues of Continuing Focus:

- Review and revision of forms used for the registration process.
- Competency declarations remain an area of ongoing concern in that the Committee has fielded requests for competency declarations 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.

**Financial status:** Annual Expenditure **\$297.**

**Recommendations for next year:** With the resignation of Registrar Carmel Kleisinger and during the transition to a new Registrar, the committee will work in consultation with Council on areas of ongoing concern including:

- Continuing work on developing procedures regarding requests to change/add declared competencies.
- Provision of consultation regarding revision of registration forms/documents.

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

Respectfully submitted by:

*Murray Abrams, Ph.D.*

*Chair, Registration Committee*

## PROFESSIONAL CONDUCT COMMITTEE (PCC)

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

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

**Investigators:** Amanda Haas, RN BN MN; Taryn Lorencz (alternate investigator)

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

**Past Year Members:** Thank-you to all committee members who have served on PCC in the last year. This year the Committee remained stable as we had no changes in membership.

**New Members:** Although not a new member to the committee, Jaimie Williams, Ph.D. did agree to become our co-chair.

**Number of meetings held:** Ten monthly Zoom meetings were held (Jan, March, April, May, Jun, Aug, Sep, Oct, 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:** Seven complaints were received in 2024 compared to ten in 2023. There were also three files that transferred from previous years (one from 2022 that was being monitored, and two from 2023). Of the two from 2023 carried over, one is in Abeyance and one required PCC Sanctions.

Of the seven cases received in 2024, four have been closed as they did not merit disciplinary action, two are still under investigation and one has been sent for legal opinion. The file from 2022 has been closed. Regarding the 2023 files, one remains in Abeyance and the other remains open until sanctions are completed.

**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 five complaints (four new complaints and one file that transferred from previous years).

Legal council for the PCC and Discipline Committee prepared a webinar learning session that was delivered in April for the members of both committees. The focus of this webinar was 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.

**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 creating specific procedures. Further discussion will occur at regular monthly committee meetings.

**Financial status:** Annual Expenditure **\$4640**.

Respectfully submitted by:

*Tara Garratt, MA*

*Co-Chair, Professional Conduct Committee*

## DISCIPLINE COMMITTEE

**Members:** Renee Schmidt, Ph.D. (Chair); Kristin Bellows, M.Ed.; Gabriela Pitariu, Ph.D.; Terry Levitt, Ph.D.; Marc Sheckter, Ph.D. (alternate); Val Harding, Ph.D. (alternate); Kristina McAvoy, M.Ed. (alternate); Krista Smith M.Ed. (alternate); Christel Gee (Public Representative)

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

**Meetings:** Two (however, not all members attended).

**Number of hours per month:** There are no fixed hours per month; the hours are variable and not specific to each committee member. When there are hearings, the number of hours is hearing specific.

Not all members are involved in reviewing incoming Professional Conduct Committee (PCC) reports of public-complaint investigations and resolutions. The Chair reviews PCC reporting. Further, the Chair participated in planning for the training event in Spring 2024. The Chair may have used 10 hours across the year in her duties to serve the SCP - DC. As noted, because no hearings were required there was no subsequent engagement of DC committee members.

**Highlights/items addressed:** No public complaints against SCP members required DC adjudication in 2024.

There is an anticipated member case to be heard in 2025; PCC has reviewed the public-complaint, and a DC-hearing is warranted. The date of the hearing has not been set. DC members will be contacted as soon as the PCC and DC legal counsel engages the member counsel to determine a hearing date.

**Highlights/Concerns:** The involvement of the PCC process in reviewing and investigating complaints raised by the public against SCP members has been very effective in staving off DC hearings and subsequently reducing costs. This year may be an anomaly in terms of not having any complaints reach a discipline committee hearing.

**Recommendations for next year:** A training event would be useful to prepare DC members, and any interested prospective DC members interested to ready for the steps involved in a hearing process.

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

Respectfully submitted by:

*Renee J. Schmidt, Ph.D.*

*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:** 17 oral exams held in 2024

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

## NOMINATIONS COMMITTEE

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

**Number of meetings held: 2**

Two virtual meetings were held:

- December 9, 2024 – to review call for nominations letters and other supporting documents. Changes were made and communicated with SCP.
- March 18, 2024 – to review emails regarding informing membership about two candidates for Member At Large, and follow-up email with the voting link. Further discussion regarding polling day, procedures and needed personnel. Annual report was drafted.

**Number of hours per month:** There is ongoing correspondence through email regarding notices to members regarding process and procedures for nominations for executive positions, to review biographies of nominated candidates, to approve acclamation letters, for election correspondence and to develop the final report.

**Highlights/items addressed (PCC-number of cases):** The primary focus of the Nominations Committee has been and continues to be the planning and completing of the Council Elections Process. For 2024 – 2025 the following positions were required, President Elect, Treasurer and one Member-at-Large.

**Highlights/Concerns:** The Nominations Committee remains optimistic that members will work to seek and nominate colleagues who are interested in being part of the Executive Council. This year we had an election, and the electronic voting process was used which saves a significant amount of time as no need to mail out ballots and physically count them. Nomination Committee members were present to count the electronic ballots, and a scrutineer was arranged and present as required by the Bylaws.

**Recommendations for next year:** That the Nominations Committee continue to meet in the Fall to ensure the information sent out to members is accurate and then meet again after the nomination deadline to determine what steps need to be taken to review acclamation letters, and to review correspondence for the election process if needed.

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

## COMPETENCY DECLARATION REVIEW AD HOC COMMITTEE

No Report.

## UNIVERSITY OF SASKATCHEWAN SENATE

**Number of meetings held:** This report summarizes highlights from the April 20, 2024 and October 26, 2024 meetings. The next Senate meeting will be held on April 26, 2025.

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

**Highlights/Concerns: Non-Confidential agenda for October 26, 2024 University Senate with minutes from April 20, 2024** - 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. April 20, 2024 Senate Elections to the Board of Governors**

The elections process was explained to senate members. Candidates for the Board of Governors gave presentations for election that followed. Voting took place over a period following the meeting and two new board members were elected - Mike Marsh and Corinna Stevenson.

**AGENDA ITEM 6.1. October 26, 2024 Update Report - Sustainability at the U of S: Reports of the Chief Sustainability Officer - Janelle Hutchinson**

<https://governance.usask.ca/documents/senate/agendas/agenda-items/6.1-update-report-sustainability-at-usask.pdf>

Sustainability is currently a key strategy at the University with the goal of integrating sustainability into teaching and learning practices across disciplines so that USask graduates will have the skills and competencies upon graduation to build and support a sustainable future. This direction includes mental health and well-being as a key strategy for both students and instructors, recognizing that “Integrating student wellness into course design and prioritizing it throughout university creates an environment that supports academic achievement and personal growth and sets the stage for students’ future success.”

Following is a link to an open education resource created by a group of faculty fellows that outlines ways in which faculty can enhance sustainability teachings into their curriculum. It is called “Cultivating Change: A Prairie Guide to Sustainability Teaching and Learning Practices”

<https://openpress.usask.ca/sustainability/>

**AGENDA ITEM 7. October 26, 2024 Presidential Search - USask Strategic Goals and Direction**

<https://governance.usask.ca/documents/senate/agendas/agenda-items/7.1-presidential-search-process-overview.pdf>

Peter Stoicheff will complete his extended term as the President of the University of Saskatchewan on December 31, 2025. This has initiated the search process for the next president which will be guided and governed by the Search and Review Procedures for Senior Administrators,

<https://governance.usask.ca/documents/governing/search-review.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 25th, 2025 (submission deadline is March 27th). Please use the motion template found on this site - click on Submit a Motion or Information Item:

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

Forms can be sent to [maymeline@saskpolytech.ca](mailto:maymeline@saskpolytech.ca)

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

Respectfully submitted by:

*Gail May-Melin, M.Ed.*



## PUBLIC REPRESENTATIVES

As public representatives on the Council of the Saskatchewan College of Psychologists, we are honored to contribute to the oversight and governance of the profession in service of the public interest. Our role is to ensure transparency, accountability, and the highest ethical standards in the regulation of psychological services across the province.

Throughout the past year, we have actively engaged in discussions and decisions that safeguard the well-being of Saskatchewan residents by upholding professional standards, addressing public concerns, and promoting continuous improvement in the practice of psychology. We remain committed to fostering trust between the profession and the communities it serves.

The Saskatchewan College of Psychologists continues to demonstrate its dedication to maintaining the integrity of the profession while adapting to evolving societal needs and challenges. We commend the dedication of registrants who strive to provide high-quality, evidence-based psychological services.

As we move forward, we will continue to advocate for transparency, ethical practice, and the protection of the public in all aspects of the College's work. It is a privilege to serve in this capacity, and we appreciate the opportunity to contribute to the ongoing success of the College in fulfilling its mandate.

**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*