2011.07 December 9, 2011

PRESENT:

Milan Pomichalek, Ph.D., C.Psych, President Robert Gauthier, M.Ed., C.Psych.Assoc., Vice-President Ian D. R. Brown, Ph.D, C.Psych. Abby L. Goldstein, Ph.D., C.Psych Allyson Harrison, Ph.D., C.Psych Mustaq Khan, Ph.D., C.Psych. Jane Ledingham, Ph.D., C.Psych Lise Mercier, Ph.D, C.Psych Dalia Slonim, Psy.D., C.Psych. Glenn Webster, M.Ed., C.Psych. Assoc Judy Cohen, Public Member Vincent Lacroix, Public Member W. Peter McKegney, Public Member Ivan McFarlane, Public Member Cheryl Rampersad, Public Member Ethel Teitelbaum, Public Member

Staff:

Catherine Yarrow, MBA, Ph.D., C.Psych.,
Registrar & Executive Director

Rick Morris, Ph.D., C.Psych,

Deputy Registrar & Director: Professional Affairs

Connie Learn, Director: Registration & Administration

Barry Gang, Dip.C.S., C.Psych. Assoc.,

Director: Investigations & Hearings

Stephanie Morton, Manager: Administration

Prema Shankaran, Assistant to Registrar, Recorder

2011.07.00 Call to Order

The President called the Council Meeting to Order at 9:05AM and welcomed the observers.

2011.07.01 Approval of the agenda:

It was MOVED Ledingham
That the agenda be approved as presented.

.01b Minutes:

(1) Minutes of the **IN CAMERA** meeting at the Council Meeting 2011.02 on June 17, 2011

It was MOVED Brown

That the minutes of the IN CAMERA meeting at the Council Meeting 2011.02 on June 17, 2011 be approved as presented.

CARRIED

(2) Minutes of the **IN CAMERA** meeting at the Council Meeting 2011.04 on September 23, 2011

It was MOVED Harrison

That the minutes of the IN CAMERA meeting at the Council Meeting 2011.04 on September 23, 2011 be approved as presented.

CARRIED

(3) Review of Action List from the Council meeting 2011.04 on September 23, 2011

The Council noted that the minutes from the Council meeting 2011.04 on September 23, 2011 were approved at the Council teleconference on October 25, 2011.

At this meeting, the Council reviewed the Action List from the Council meeting 2011.04 on September 23, 2011.

Action Item CY

to provide information to Council on whether a Policy is Governance related or whether it is Administrative or Operational

Status - Deferred to the next Council meting

The following item was added to the Action list:

Action item Taskforce on Shaping the Future of Psychology Regulation In Ontario
Direction from Council to consider the question of whether there would be
representation on Council for MA Psychologists

(4) Minutes of the Council Teleconference 2011.05 on October 25, 2011

It was MOVED Lacroix

That the minutes of the Council Meeting 2011.05 by Teleconference on October 25, 2011 be approved as presented.

(5) Minutes of the Council Teleconference 2011.06 on November 18, 2011

It was MOVED Rampersad

That the minutes of the Council Meeting 2011.06 by Teleconference on November 18, 2011 be approved as presented.

CARRIED

2011.07.02 Consent Agenda items

The Agenda item .02a(1) Report from the ASPPB Meeting was moved out of the Consent agenda to .06a(3) for further discussion.

The Agenda item .02b(3) Report from the Quality Assurance Committee was moved out of the Consent agenda to .06a(4) for further discussion.

It was MOVED Mercier

That the Consent agenda items as amended be approved.

CARRIED

2011.07.03 Strategic Issues

.03a There were no agenda items for discussion under this section.

2011.07.04 **Policy issues**

.04a Report from the Task Force on Shaping the Future of Regulation of Psychology in Ontario

The Task Force on Shaping the Future of Regulation of Psychology in Ontario met on November 10, 2011 to consider the responses gathered in the consultations and developed the following proposal that was brought to the Council for review:

Those who are currently registered as Psychological Associates and those who become registered as Psychological Associates during the transition period would be issued forthwith with certificates registering them as Psychologists; the new certificate would be for the same authorized areas of practice and client groups, as well as subject to the same terms, conditions and limitations as the Psychological Associate certificate

Registration of Masters level Psychologists will cease as of Dec. 30, 2020.

The Task force also provided to the Council the wording of the proposed amendment to the amended Registration Regulation that was approved by Council October 25, 2011 and submitted to the Ministry of Health and Long-Term Care.

Addition of new section **5.**(10) **Transition** (10) Notwithstanding sections **5.**(1) to **5.**(9), and subject to section **6.**(1)

i. a member holding a current certificate of registration as a Psychological Associate at the time that this section comes into force, shall be issued an equivalent certificate of registration as a Psychologist, which certificate shall be subject to the same terms, conditions and limitations as the certificate of registration as a Psychological Associate held by the member;

ii.a person to whom a certificate of registration as a Psychological Associate is issued, from the time that this section comes into force until December 31, 2020, shall be issued an equivalent certificate of registration as a Psychologist, which certificate shall be subject to the same terms, conditions and limitations as the certificate of registration as a Psychological Associate held by the member.

The Chair of the Task Force commented that the proposal uncouples the transition of Psychological Associates to Psychologists from the issue of closing the Masters level Registration. The College will continue to gather data on numbers of terminal masters programs and graduates and make future recommendations based on the data collected.

The Council discussed the proposed amendment to the Registration Regulation and whether the changes in the proposal are substantive and need to be recirculated to the membership and stakeholders for consultation or if the proposed amendment can be submitted to the Ministry.

The Council noted that:

- The College has had extensive consultations on proposed amendments to Registration Regulation.
- The College has responded to the feedback received in the consultations
- The proposal leaves room for considering the issue of Masters level registration at a future date.

- The proposal addresses the issues of title and fairness and the concerns of the Office of the Fairness Commissioner and the Ministry of Health and Long-Term Care about completely closing a class of Registration.
- International applicants will have the opportunity to have their credentials and training evaluated.

The Council agreed that the proposed amendment to the Registration Regulation does not require further stakeholder consultation and can be submitted to the Ministry of Health and Long-Term Care.

In the Registration Submission template, the Registrar will respond to the question of whether the College has held consultations on this issue and received feedback and acted upon it. The Registrar commented that the Ministry has the authority to require that the College conduct a consultation on the proposed amendments.

It was MOVED McKegney

That from the time of proclamation of the related amendment to the registration regulation until December 31, 2020, any member holding a current certificate of registration as a Psychological Associate, or who is issued a new certificate of registration as a Psychological Associate, be forthwith issued an equivalent certificate of registration as a Psychologist, which certificate shall be subject to the same terms conditions and limitations as the Psychological Associate certificate held by, or issued to, the member.

All in Favour Public members in Favour 6 CARRIED

.04b HPRAC Referral letter

The Minister, Health and Long Term Care, has referred the following issue to the Health Profession Regulatory Advisory Council (HPRAC) for advice.

Zero Tolerance Policy towards sexual abuse in the Regulated Health Professions Act (RHPA) in the specific context of treatment of spouses by health professionals

The members of the task force appointed by Council, the Vice President and Public member Mr. Vincent Lacroix met with the

Registrar by teleconference to discuss the College's response to this consultation and provided an oral report to the Council meeting.

The Council agreed that although this issue may arise very rarely in providing psychological services, it would be a good to have the College develop a policy regarding the treatment of spouses by members of the College. The policy may include a clause with respect to mitigating circumstances in the rare case of a referral to the Discipline Committee in this matter.

HPRAC has started stakeholder consultations on this referral and submissions are due on or before January 18, 2012. The Council directed that the taskforce meet to develop the College's submission to HPRAC.

Action Item HPRAC Ad-hoc Task Force

To develop the College submission to Health Profession Regulatory Advisory Council

.04c Definition of "Majority Vote"

The College meetings are conducted in accordance with the process in "Modern Parliamentary Procedure" by Ray E. Keesey in which a "Majority Vote" is described as a majority of votes cast. Under the current process, a major Council motion may be passed by a majority of one vote in favour, counting the number of votes against the motion and abstentions.

The Registrar commented that unless defined in by-law, a majority is defined as the majority of those present and voting. Some of the other FHRCO Colleges require that Council motions dealing with policy be provided in advance of the meeting to Council members. Some Colleges require a 2/3 vote in favour of major motions.

The Council agreed that major motions passed by the College should be strongly supported by a majority of the Council members. It is important for Council members to be provided with sufficient information regarding a proposed motion so that they can be prepared to vote. The Council also agreed that Council members should have the option of abstaining if they wish to do so.

It was MOVED Brown

That a By-law be developed defining the majority for the purpose of voting as the majority of the eligible voting members present.

CARRIED

Action Item CY

to bring the proposed By-law defining the majority to the next Council meeting

.04d Requirement for members to carry "Personal Insurance" In September 2010, the College amended By-Law 22; Professional Liability Insurance in response to amendments to the *Regulated Health Professions Act, 1991* (RHPA) to require members to carry "Personal Insurance against Professional Liability" in addition to the insurance provided by their employers. These amendments were to take effect in June 2011 but this section of the RHPA has not yet been proclaimed.

The Registrar provided to the Council a copy of the letter received from the Ontario Secondary School Teachers Federation (OSSTF) about the College's requirement that members carry personal insurance and a copy of By-law 22: Professional Liability Insurance and excerpts from the *Regulated Health Professions Act* (RHPA) on Professional Liability Insurance.

Some of the regulatory Colleges in Ontario have enacted this requirement to be personally insured. Some have specified that the requirement to be personally insured will come into force when the relevant section of the RHPA is proclaimed. Some of the Colleges have determined that employer insurance is adequate and additional insurance is not required.

The Council noted that the amendment to By-Law 22 was circulated to the membership for consultation and approved by Council in September 2010 to be effective June 1, 2011. The Registrar commented that the College has By-Law making authority and the College's By-law is more rigorous than the present RHPA requirement. The Council agreed that under certain circumstances, the Employer Insurance coverage may not be adequate.

The Council agreed not to make any changes to the provisions required under By-Law 22; Professional Liability Insurance.

.04e 'Psychotherapist" title

The Ministry of Health and Long-Term Care has suggested that the Colleges whose members will be using the title "Psychotherapist" may need to develop a "Titles Regulation". The Registrar commented that this is not a priority but may be required in the future. The Council agreed that no action is required by the College at this time.

The members of the College of Psychologists of Ontario will be permitted to use the title "Psychotherapist". The provisions in the RHPA specify that when providing psychotherapy services, the member must use their professional title as well as the title "Psychotherapist".

Responding to a question regarding public education on the title "Psychotherapist", the Registrar commented that when the new College of Psychotherapists is established, there may be an opportunity to provide public education.

.04f Proposed Amendments to Quality Assurance Regulation for submission to the Ministry of Health and Long-Term Care The Deputy Registrar provided to the Council a presentation on the feedback from the consultation with members on the proposed amendments to Quality Assurance Regulation. The Council also received electronic copies of the feedback received from members and other stakeholders.

In these proposed amendments, the Quality Assurance (QA) Committee reconsidered the section related to Continuing Education after reviewing the proposed Guidelines on Continuing Professional Development from the ASPPB taskforce on Maintenance of Competencies and Licensure (MOCAL).

In March 2011, the Council approved the proposed amendments to Quality Assurance Regulation for member consultation. The QA Committee deferred the consultation to October 2011 because the College was seeking member feedback on proposed amendments to Registration regulation at the same time.

The feedback from members suggested that the College develop a way for members to track their CE credits on the College website.

The QA committee will develop a section on Frequently Asked Questions (FAQ) which will help members.

It was MOVED Mercier

That the proposed amendments to Quality Assurance regulation be approved for submission to the Ministry of Health and Long-Term care.

All in Favour All Public members in Favour CARRIED

The Council commended the QA Committee on their work in revising the Quality Assurance Regulation.

Action item Staff:

To submit the Quality Assurance regulation to the Ministry of Health and Long-Term Care

.04g Telepsychology Standards

The Deputy Registrar provided to the Council a copy of the *Model Standards for Telepsychology Service Delivery* developed by the Association of Canadian Psychology Regulatory Organizations (ACPRO). ACPRO adopted these model standards in June 2011.

The Client Relations Committee reviewed the model Standards and recommended to Council that the Standards be adopted by the College as an advisory for College members. The Council agreed that the practice of telepsychology is still new and for the present the College could provide advice to members on providing telepsychology services and in the future the College could develop a Standard which would be enforceable.

It was MOVED Khan

That the *Model Standards for Telepsychology Service* be adopted as an *Advisory for Psychological Practice* and distributed to members of the College.

CARRIED

.04h By-law 20: Election to Council

The Council received a copy of a letter sent to the President of the College from the legal Counsel to the Ontario Association of Psychological Associates (OAPA). The letter requested that By-law 20: Elections to Council be amended so that members of the College having a Masters degree and registered as a Psychologist be permitted to vote in Electoral District 7.

The College has registered as Psychologists about 30 members who have come from other provinces and hold a Masters degree. Electoral District 7 in which eligible Psychological Associates stand for election and vote was created to ensure representation of Psychological Associates on Council. The provisions of By-Law 20 at this time would disqualify members holding a title as Psychologist from representing or voting in District 7. The Council agreed that it would be premature at this time to amend the By-law since less than 1% of the membership falls into this category.

The Council directed that the Taskforce on Shaping the Future of Psychology Regulation in Ontario include consideration of the letter from the legal Counsel for OAPA in their consideration of whether there would be representation on Council for MA Psychologists as directed by the Council at their meeting in September 23, 2011.

Action item

Taskforce on Shaping the Future of Psychology Regulation In Ontario Direction from Council to include the letter from the legal Counsel for OAPA in their consideration of whether there would be representation on Council for MA Psychologists as directed by the Council at their meeting in September 23, 2011.

Council Meeting 2011.07 December 9, 2011

2011.07.05 Business Issues

.05a Reports from Committees and Task Forces:

Registration Committee

(a) Committee Activities from September 2011 to December 2011 The Council received a report on the activities of the Registration Committee from September 2011 to December 2011. The Registration Committee reported that there has been a change in the business of the Committee. There are fewer reviews of Academic credentials and more reviews of retraining plans. There has been an increase in number of applicants in anticipation of changes to registration regulations.

It was MOVED McFarlane

That the report on the activities of the Registration Committee from September 2011 to December 2011 be received.

CARRIED

The Council expressed their appreciation to the Director: Registration & Administration on her contribution to the College and congratulated her on her upcoming retirement. The Registrar confirmed that the College is planning to host a reception on January 19, 2011 to felicitate the Director: Registration & Administration on her retirement.

(2) Inquiries, Complaints and Reports Committee (ICRC)
Committee Activities from September 2011 to December 2011

The Council received a report on the activities of the Inquiries, Complaints and Reports Committee (ICRC) from September 2011 to December 2011. The Chair of ICRC reported on two small changes to the report.

It was MOVED McFarlane

That the report on the activities of the Inquiries, Complaints and Reports Committee (ICRC) from September 2011 to December 2011 be received.

CARRIED

.05b Financial Reports

(1) Variance Report to August 31, 2011

The Registrar provided the Variance report for the period ending August 31, 2011 and commented on the line items that were above or below the budget by more than \$1,000.

It was MOVED Brown

That the Variance report to August 31, 2011 be received.

- (2) Report from the Finance and Audit Committee (FAC)
 - (a) On-Line Journal Database

The College surveyed the membership to find out how many members were using the On-Line Journal Database. The FAC reviewed the results of the survey and found that not many members were using the College's On-Line Journal Database. Many members have access to On-Line Journal Databases through their places of employment. The FAC recommended to Council that the College not renew the subscription to the APA On-Line Journal Database.

It was MOVED Brown

That the College not renew the subscription to the On-Line Journal Database offered by the American Psychological Association.

CARRIED

Action Item Staff

Inform APA that the College will not renew subscription to the On-Line Journal Database

Notify members that the College will not offer access to the APA On-Line Journal Database to members starting January 2012

- (b) Reserve Fund Recommendations
- (c) CRA and Tax Exempt Status for Not-for-Profit organizations

The Council received a copy of the correspondence from Mr. Vinay Raja, Clarke Henning LLP, the Auditors for the College, regarding Reserve Funds held by the College. The Auditor suggested that the College review the Reserve Fund policy in light of guidelines of the Canada Revenue Agency on Tax Exempt Status for Not-for-Profit organizations.

The FAC recommended to Council that the College create a By-law that the College will keep 18 months of operating expenses in reserve.

It was MOVED Brown

That the College create a By-law that the College will keep 18 months of operating expenses in reserve.

CARRIED

Action Item CY

To create a By-law that the College will keep 18 months of operating expenses in reserve.

The FAC further recommended that a sum of \$450,000 be moved to the Contingency Reserve Fund and a sum of \$100,000 to the Web-Site and Database Development Reserve Fund from the Premises Reserve Fund.

It was MOVED Brown

That a sum of \$450,000 be moved from the Premises Reserve Fund to the Contingency Reserve Fund and a sum of \$100,000 to the Web-Site and Database Development Reserve Fund.

CARRIED

Action Item CY

to move the funds from the Premised Reserve Fund to the Contingency Reserve Fund and the Web-Site and Database Development Reserve Fund.

The Council noted that the College approved a deficit budget in 2011-2012 and is not recommending an increase in Fees in the year 2012-2013. The College will use the funds from the Contingency Reserve Fund as needed and will wait until 2013-2014 to consider an increase in Fees.

(3) Budget Planning

Committee Audits:

The Registrar informed the Council that the Jurisprudence and Ethics Examination Committee had requested that an audit of the Jurisprudence and Ethics Examination be scheduled in 2012-2013. The Examination was previously audited in 2004.

The Council directed that an allocation be made in the Budget for 2012-2013 for the audit of the Jurisprudence and Ethics Examination.

(4) Signing Officers

The Council noted that with the upcoming retirement of the Director: Registration a new Signing officer needs to be added to the list of Signing officers effective January 20, 2012.

It was MOVED McKegney

That, in light of Connie Learn's retiring from the College effective January 19, 2012, her name be removed from the list of College signing officers and Lesia Mackanyn's name be added to the list of College signing officers, both changes effective January 20, 2012.

CARRIED

The Council received a copy of the Corporate Resolution from the TD Bank.

It was MOVED Lacroix

That the following Corporate Resolution from the Toronto Dominion Bank be adopted:



TD Canada Trust Corporate Resolution

Resolution of the Directors of	THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO	(the Corporation)
carrying on business under the name of		(the Business Name)
Whereas it is in the interest of the Corporation other financial services with The Toronto-Dor (collectively, the "Bank") and to provide secu	n to enter into arrangements for the provision of accounts for the deposit and withdrawal of function Bank, TD Mortgage Corporation, TD Pacific Mortgage Corporation and The Canada rity and agreements therefore;	unds, credit facilities and Trust Company
Be it resolved that:		
The Corporation is authorized to: (a) open, maintain and operate one or me (b) enter into credit agreements from time credit facilities described in such agreements.	ore accounts with the Bank and to do all things in relation thereto; ne to time with the Bank using the Bank's standard forms and to borrow money from the Bank reements: and	k pursuant to the

- (c) enter into further arrangements for the provision of financial services with the Bank.2. The Corporation is authorized and directed to create, execute and deliver in favour of the Bank;
 - (a) the Bank's standard documentation for the opening and operation of accounts for each account opened:
 - (b) the credit agreements referred to above and any additional agreements described in such credit agreements; and
 - (c) such further instruments and agreements as may be reasonably required to carry out the agreements described herein; and by doing so, to bind the Corporation and create the security set out in such agreements.
- 3. In accordance with any restrictions set out below, the officers, directors and employees of the Corporation listed hereafter as signing officers are hereby authorized for and on behalf of the Corporation to execute and deliver all of the documents and instruments described in paragraph 2, and any others that may be reasonably required from time to time to carry out the transactions contemplated, subject to such amendments as the authorized representatives may approve, such approval to be conclusively evidenced by the execution of the said documents or instruments. In accordance with any restrictions set out below, such persons are also authorized to conduct all aspects of the Corporation's banking relationship with the Bank and, notwithstanding the generality of the foregoing.:
 - (i) to give the Bank instructions and perform transactions on behalf of the Corporation in connection with the ongoing operation of the accounts, credit facilities and other financial services contemplated by this resolution; and
 - (ii) to authorize any person or persons to do any one or more of the following:
 - to receive from the Bank any (a) cash or securities, (b) bills of exchange (including cheques), promissory notes, orders for payment of
 money, securities, coupons, clearing items or other value items, and other instruments (each of which individually called an "Instrument") or
 (c) other property, or to give instructions to the Bank for the delivery or other transfer of any such cash, securities, Instruments or other
 property to any party named in those instructions;
 - (2) to deposit with, negotiate or transfer to the Bank, for the credit of the Corporation, cash or any security, Instrument or other property, endorsed (by rubber stamp or otherwise) with the Corporation's Business name; and
 - (3) to settle the Corporation's accounts with the Bank and to receive from the Bank, and provide receipt of, statements, passbooks, debit vouchers and any other items (including paid and unpaid cheques). The Bank is entitled to rely on such documents, Instruments, instructions and transactions as duly and validly authorized and binding on the Corporation. The Bank does not need to make any further inquiry into the authority of the authorized representatives to bind the Corporation.

Signing Officers

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO

SCHEDULE A (attach to the Corporate Resolution)

Authorized Representatives effective January 20, 2012

BARRY GANG DIRECTOR, INVESTIG & HEARINGS ROBERT GAUTHIER VICE PRESIDENT

ABBY L GOLDSTEIN MEMBER COUNCIL

LESIA MACKANYN DIRECTOR, REGISTRATION

RICK MORRIS DEPUTY REGISTRAR

MILAN POMICHALEK PRESIDENT

CATHERINE YARROW REGISTRAR/ EXECUTIVE.

DIRECTOR

STEPHANIE MORTON MANAGER ADMINISTRATION

Signing Restrictions for account.

- 1) FOR AMOUNTS UP TO \$7500.00, THE REGISTRAR AND THE DEPUTY REGISTRAR; OR EITHER THE REGISTRAR OR THE DEPUTY REGISTRAR PLUS EITHER THE DIRECTOR, REGISTRATION, THE DIRECTOR, INVESTIGATIONS AND HEARINGS OR THE MANAGER: ADMINISTRATION
- 2) ANY AMOUNT: REGSTR OR DPTY.REGSTR + ONE OF PRES., VP OR 1 COUNCIL MEMBER
- 3) UP TO \$35,000: THE REGISTRAR AND THE DEPUTY REGISTRAR; OR EITHER THE REGISTRAR OR THE DEPUTY REGISTRAR PLUS EITHER THE DIRECTOR, REGISTRATION, THE DIRECTOR, INVESTIGATIONS AND HEARINGS OR THE MANAGER: ADMINISTRATION FOR A) MANDATORY EMPLYR REMIT. TO CAN.CUSTOMS &REV. INCL.PYRL DEDUT'N & EMPL. CONTRIBUTIONS B) COLLEGE PREM. MTHLY RENT/MTGE PYMTS; C) MTHLY EMPLOYEE BENEFITS PREM.
- 4) NO SIGN.OFFCR CAN SIGN CHEQUES FOR HIM/HERSELF, PAYROLL EXEMPT.

Dated this9TH	Hday d	ofDECEMBER	
2011			
Χ	Χ		
Authorized Signatur	 e	Authorized Signature	

The Schedule A should be dated the same date as the Corporate Resolution and should be signed by the same two titled officers.

.05c Report from the meeting of the Association of Canadian Psychology Regulatory Organizations (ACPRO)

The Deputy Registrar provided to the Council a report on the meeting of the Association of Canadian Psychology Regulatory Organizations held in Chicago in October 2011. The Council reviewed the report and

It was MOVED Mercier

That the report on the meeting of the Association of Canadian Psychology Regulatory Organizations be received.

CARRIED

2011.07.06 Other Business

06a

(1) Dates for the next Council meetings The Council noted that the following dates were confirmed for Council meetings:

- Council Training Day Thursday March 22, 2012
- Council Meeting Friday March 23, 2012
- Council Meeting Friday June 1, 2012
- (2) Set date for Council Elections in 2012

It was MOVED Slonim That the Council Elections in 2012 be held on March 30, 2012. CARRIED

(3) Report on ASPPB Activities
This agenda item .02b(3) was moved from the Consent agenda to .06a(3) for further discussion.
There was no further discussion of this agenda item.

(4) Report from the Quality Assurance Committee This agenda item .02c(3) was moved from the Consent agenda to .06a(4) for further discussion. This item was discussed with .04f.

2011.07.07 Adjournment

There being no further business

It was MOVED Rampersad That the Council meeting be adjourned.

The Council meeting was adjourned at 2:30PM.
Milan Pomichalek, Ph.D., C.Psych, President
Robert Gauthier, M.Ed., C.Psych.Assoc., Vice-President
Minutes approved at the Council meeting 2012.01 March 23, 201