



JANUARY 2025
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IN THIS ISSUE >

- President's Message
- Registrar's Message
- Zeitgeist
- Reminder: Consultation on Proposed Amendments to College By-Laws
- Applied Behaviour Analysis Regulation Update
- Election to Council 2025
- Equity, Diversity and Inclusion (EDI) Update
- Communication Reminder
- Quality Assurance (QA) Update
- Information from the Practice Advice Service
- Council Highlights - December 13, 2024
- Oral Examiner Thank You
- Inquiries, Complaints and Reports Committee (ICRC) Report
- Discipline Committee Report
- Changes to the Register

PRESIDENT'S MESSAGE

**Joni Mitchell wrote in *Big Yellow Taxi*,
“Don't it always seem to go, that you
don't know what you've got till it's gone?”**



Many of us at the College are feeling those lyrics these days, as Barry Gang has moved on. Barry has been a central figure here for many years. Many of us first got to know him when he became Director of Investigations and Hearings in 2000. The respect he earned in that role led to his transition to Deputy Registrar/Director of Professional Affairs in 2015, a position he held until his retirement in December.

Barry's long tenure meant that, like many who have been around for a long time, we didn't always fully appreciate just how much he did for us. His quiet, thoughtful, and measured approach made him someone we relied on immensely. Much of his work was behind the scenes—organizing and managing the critical functions that kept the College running smoothly. Now that he has stepped away, we are beginning to feel the impact of his absence.

Of course, Barry ensured that everything was well secured before his departure—his professionalism wouldn't allow for anything less. But his deep commitment and contributions to

the College are becoming even clearer as we adjust to this transition.



This isn't to say that those stepping into his role won't make their own mark. Zimra Yetnikoff, our new Deputy Registrar, brings a wealth of experience and will continue her role as Director of Investigations and Hearings. Having worked with her over the years, I am grateful for her willingness to take on this important position.

We are also pleased to welcome Jennifer Kitchen as our new Director of Professional Affairs. As part of the interview team for this role, I saw firsthand the strength of the candidate pool. Jennifer stood out, particularly due to her experience with the College of Physicians and

Surgeons of Ontario, which demonstrated the valuable skills she brings to our Senior Leadership Team.

Our College has been fortunate to maintain strong leadership retention. Zimra is only the fourth Deputy Registrar since Dr. Catherine Yarrow first assumed the role in December 1991. This continuity allows us to respond to challenges with the judgment and perspective that come from experience.

At the same time, this longevity means that when someone as integral as Barry moves on, we feel the loss deeply. His leadership has ensured that we are in a strong position moving forward. And as with any healthy organization, leadership evolves, bringing in both continuity and fresh perspectives.

We are fortunate to have dedicated leaders like Zimra taking on new responsibilities and to have been able to bring in talented professionals like Jennifer to strengthen our team. While transitions mean saying goodbye to those who have shaped our past, they also prepare us for the future.

Many thanks to all involved in this important work.

Ian Nicholson, Ph.D., C.Psych.
President

REGISTRAR'S MESSAGE

Dear Registrants,



I dedicate this edition of the Registrar's message to Barry Gang, who recently retired as Deputy Registrar and Director of Professional Affairs at the end of December 2024. Prior to Barry joining the College's senior leadership team, he was already an accomplished clinician and healthcare leader. Despite his success in the field, he chose to embark on a journey that is far less travelled, to work for the College. Barry dedicated a quarter of a century of his life to serving the public interest through ethical and dignified regulation. Barry's 25-year career with the College started as the Director of Investigations and Hearings in March 2000. Barry went on to earn his MBA from the Schulich School of Business in 2010, and became the Deputy Registrar & Director, Professional Affairs in December 2015.

Barry's legacy at the College will live on through his solid work and through the lives he has touched. There are too many accomplishments to list, but most recently, Barry's leadership on the 2024 revision to the Standards of Professional Conduct and on the completion of the Ministry of Health's College Performance Measurement Framework are two significant highlights. Barry will also be remembered as an operational leader of several College departments, with most recently, the Quality Assurance and Client Relations Committees. Many of you, however, would have come to know Barry through his leadership of the Practice Advice Service, and his reflective and ethical approach to managing professional issues.

When I joined the College as Registrar in early 2023, Barry welcomed me with kindness, professionalism, and loyalty. I personally owe Barry a debt of gratitude for his support; whether it be his listening ear or him taking on another project, Barry has been an exceptional teammate and confidant.

The consensus is that there are so many wonderful things to say about Barry, and working with him, but he is quoted by his senior leader colleagues as "...above all else, an incredibly kind and thoughtful person. He is a wonderful role model to staff in his commitment to excellence in his work." This is how Barry and his illustrious career will be remembered.

ZEITGEIST

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

Purging filing cabinets, shredding outdated memos, and trying to put things in order for my successor have propelled me down memory lane. I began a usually interesting, and mostly rewarding career as a mental health professional almost 40 years ago. CBT was gaining in popularity and was being seen by some as a panacea. SSRIs were just receiving government approval. We were also coming to grips with the unintended consequences of deinstitutionalization policies. As an obedient supervisee, I adhered to what my supervisors said were best practices.

Barry's legacy will also be reflected in the College's incoming Deputy Registrar, Zimra Yetnikoff. A graduate of the University of Toronto's Faculty of Law, Zimra obtained her Juris Doctor in 2006 prior to being called to the Ontario Bar in 2007. She first joined the College in 2009 as a case manager under Barry's tutelage and was then subsequently promoted to Director of the portfolio in 2016 upon Barry's promotion to Deputy Registrar and Director of Professional Affairs. The future of the College is bright!

I end my message with a call to action for the membership. In this era of incivility, dysregulation, and social conflict, let us all learn from Barry. Let us take the opportunity to reflect on our own professional lives and to take stock in whether we are conducting ourselves in alignment with our values and that of our professions. Barry will forever be remembered by his ability to maintain professionalism even when it is most challenging. Perhaps this is how many of us will want our legacies to be remembered as well.

With gratitude for Barry and his loyalty to the public interest - Semper fidelis

Tony DeBono, Ph.D., C.Psych.
Registrar

In the workplace, I would soon get access to a shared desktop computer with a glowing green screen, and a CPU (central processing unit) as high as my desk with a slot for floppy discs. Mobile phones were available but impractical because they were the size of bricks. I don't believe social media and cancel culture were even on the radar. Most of us were unaware of any divisive identity politics in the professional world.

What seemed important then was listening carefully with the third ear, making clinical formulations based on sound

theoretical foundations, and applying the right techniques within professional relationships that were based on trust and authenticity.

Fast forward, after about 20 years, I took a position at the College, where I am reminded every day that good



“Purging filing cabinets, shredding outdated memos, and trying to put things in order for my successor have propelled me down memory lane”.

helpers are still trying to help alleviate suffering but are now doing that in an environment of virtual services, cloud technology, artificial intelligence, and other technical ‘advances’. They must also navigate ever-changing legislation and deal with what seems like an unprecedented lack of public and professional civility.

So, what does competent care mean now and what makes for the kind of practitioner you would consider sending someone you care about to?

The College often uses the language of ‘knowledge, skill and judgment as the ingredients of competence. Intuitively, knowledge and skill are relatively simpler to address and typically reflect what we get from graduate school, high quality supervision and robust continuing professional development. Optimizing professional judgment is not as easy to chart. Not surprisingly, my own strong anecdotal observation at the College is that most of the difficulties registrants encounter are more closely related to judgment, than to knowledge or skill.

The American Psychological Association (APA) Dictionary of Psychology (2024) defines judgment as the capacity to recognize relationships, draw conclusions from evidence, and make critical evaluations of events and people.

Some good ideas about enhancing the quality of one’s judgment can be borrowed from the business world. Sir Andrew Likierman, professor of management practice at London Business School (cited in Aon website 2020) defines judgment in simple terms as “the ability to combine personal qualities with “relevant knowledge and experience to form opinions and take decisions.” He provides the following suggestions for enhancing judgment:

- Being aware of our own “information filters,” questioning whether the information fits with our experience, and seeking additional or better sources, where necessary
- Attending to the quality of the information and the value of seeking a diversity of opinions and information, rather than looking for an “echo chamber, all while considering the credibility of information sources.
- Thinking about what went right and wrong with past decisions, particularly those made in stressful times
- Understanding one’s own biases and seeking the input of an objective third party where necessary.
- Not accepting what seems at first to be the obvious option
- Understanding that a decision itself isn’t the final step, but implementation is also critical to finding success.

Likierman cites economist John Maynard Keynes who said ‘When facts change, I change my mind. What do you do, sir? Likierman says “Sticking to something regardless of the facts is one of the best-known biases giving rise to poor judgment.”

Most registrants can, with relative ease, figure out the path toward enhanced knowledge and skill by thoughtfully

accessing educational and other experiential pathways. The good judgment to use that knowledge and skill for the

betterment of clients, society and ourselves requires more of an inward journey that is no less important.

References:

Huber, S., (2002). [Defining and assessing professional competence](#). *Virtual Mentor American Medical Association Journal of Ethics*. Volume 4 (2): 37-39. Accessed on November 27, 2024

[APA Dictionary of Psychology](#). 2024. Accessed on November 27,2024 from:

Brust-Renck, P., Weldon, R., & Reyna, V. (2021, April 26). [Judgment and Decision Making](#). *Oxford Research Encyclopedia of Psychology*. Retrieved 3 Dec. 2024

Aon Website (2020). [The 6 Elements of Good Judgment for Better Decisions](#) . Retrieved on November 27, 2024

REMINDER: CONSULTATION ON PROPOSED AMENDMENTS TO COLLEGE BY-LAWS

The College is inviting comments on proposed amendments to the College By-laws.

AMENDMENTS TO BY-LAW 18: FEES

(Interim Autonomous Practice Certificate for Manitoba Registrants via Winnipeg Health Authority)

At the meeting of the Council of the College of Psychologists and Behaviour Analysts held on December 13, 2024, a motion was passed to circulate proposed amendments to By-law 18.4(f) which seeks to waive application fees and annual dues for those psychology professionals working on inter-professional teams of the Winnipeg Health Authority providing publicly-funded telepsychology services to a specific region of Northwestern Ontario ([Interim Autonomous Practice certificate under the Interjurisdictional Telepsychology MOU](#)).

According to the Health Professions Procedural Code under the Regulated Health Professions Act, 1991, amendments to this By-law must be circulated to members 60 days before it is approved by Council [94(1)(s), 94(2)]. If

you wish to comment on the following proposal, we would appreciate hearing from you by February 17, 2025.

Document: By-law with Tracked Changes

In order to assist you in reviewing the changes made, a copy of the College By-laws 18.4(f) with tracked changes is available. Please note that additions [underlined in blue](#) or deletions marked as ~~strikeouts in red~~ are the only amendments being considered for this consultation.

[By-law 18.4\(f\): Fees](#)

The College Council will be discussing these amendments at the March 2025 meeting. If you wish to provide any comments we would appreciate hearing from you by Monday, February 17, 2025. Please submit your feedback by completing this brief form:

For more information on this consultation, please visit our [Public Consultations page](#).

Please submit your feedback by completing this brief form:

[Provide Feedback](#)

APPLIED BEHAVIOUR ANALYSIS (ABA) REGULATION UPDATE



The Entry Level (Supervised Practice) Route for Behaviour Analysts opened on November 14, 2024 (View the College’s announcement [here](#)). Please visit <https://applications.cpbao.ca/> to start your application.

Prospective applicants are encouraged to review the [Registration Guidelines for the Entry Level Route](#) and the [FAQs](#) to learn more about the registration requirements and process.

Unsure of whether you qualify for registration using this registration route? Prospective applicants are encouraged to carefully review the [Registration Guidelines, Section G – Academic Credentials](#) to help them determine whether

their degree program meets the College academic requirements for registration.

The Regulation Resource Task Force of the Ontario Association for Behaviour Analysis (ONTABA) has published several resources for practitioners and the public [here](#), including a BCBA and CPBAO Comparison Chart and Student FAQ.

We look forward to welcoming new Behaviour Analyst registrants to the College for Supervised Practice.

Questions not answered on the College’s website may be directed to aba@cpbao.ca.



ELECTION TO COUNCIL 2025

Nominations are now accepted for the Council election being held on Monday, March 31, 2025. The term of the newly elected Council members will begin on June 20, 2025, the first scheduled Council meeting following the election.

Elections will be held for the following district:

Electoral District 1 (North) is composed of the districts of Kenora, Rainy River, Thunder Bay, Cochrane, Algoma, Timiskaming, Manitoulin, Nipissing, and Parry Sound, and the City of Greater Sudbury.

Electoral District 2 (Southwest) is composed of the counties of Bruce, Grey, Huron, Perth, Wellington, Dufferin, Lambton, Middlesex, Oxford, Brant, Essex, Kent, Elgin, Norfolk and Haldimand and the Regional Municipality of Waterloo.

Electoral District 3 (Central) is composed of the District Municipality of Muskoka, and the counties of

Haliburton, Hastings, Lennox and Addington, Frontenac, Simcoe, Northumberland, and Prince Edward, City of Peterborough, City of Kawartha Lakes and the Regional Municipalities of Halton, Hamilton-Wentworth, and Niagara, and the Regional Municipality of Durham (less the Towns of Whitby and Ajax and the Cities of Pickering and Oshawa), the Regional Municipality of York (less the City of Vaughan, and Towns of Richmond Hill and Markham), and the Regional Municipality of Peel (less the Cities of Mississauga and Brampton).

Psychological Associate (Non-Voting) is elected from the constituency of all Psychological Associates. Please note this is a separate seat from District 7 (Psychological Associate) for which an election was held in March 2023.

To check your voting district, log into your account and view the “My Profile” section.

Call for Nominations / First day to submit nominations for elections.	December 20, 2024
Voters notified of eligible Candidates nominated to date.	February 10, 2025
Last day to submit a nomination for election. Last day for Candidates to submit one page Candidate Statement/Biography and Declaration of Completion for the Council Orientation Program.	February 28, 2025 by 5PM
Voting Opens	March 17, 2025
Election Day	March 31, 2025
1st Council Meeting	June 20, 2025

Withdrawal of nomination: Candidates may withdraw their nomination by giving notice to the Registrar in writing, not less than 30 days before the election. The last day for withdrawal is February 28, 2025.

PSYCHOLOGICAL ASSOCIATES PLEASE NOTE:

Please check your current voting district by logging into your [account](#) and viewing the “My Profile” section. Your current voting district and the date when this may be changed is listed in the Member Information section.

If you are a new Psychological Associate, please use the [Psychological Associate Declaration Form](#) to declare your voting preference – geographic district or District 7. If no Declaration is made, you will automatically be assigned to District 7.

Please note: All Psychological Associates are eligible to vote in the election for the Psychological Associate (Non-Voting) seat taking place this March.

For more information, please visit our election website: [Council Elections](#)

EQUITY, DIVERSITY, AND INCLUSION (EDI) UPDATE



The College remains committed to ensuring Equity, Diversity, and Inclusion (EDI) throughout the College and its regulatory processes and in promoting EDI in the profession, as a whole.

The EDI working group has been focusing on the development of the College’s EDI Plan, following Council’s approval of Health Equity Impact Assessment in June 2024. This is a Ministry of Health expectation within the College Performance Measurement Framework (CPMF).

The EDI plan is expected to further efforts in promoting fairness, inclusivity, and non-discrimination within the College’s regulatory responsibilities. As the College continues its journey towards excellence in regulatory practices, the commitment to advancing EDI standards remains a core priority. The College also remains committed to a focus on EDI training for CPO staff, Council and committee members as part of our mandate.

COMMUNICATION REMINDER

The College uses e-mail to communicate as this is a quick and efficient method to bring important information to registrant's attention. Registrants are reminded that it is important to keep their College contact email address up to date and ensure that the College is included in the list of safe senders. Protocols are often updated, and this can result in College emails being directed away from your

inbox. Please forward cpo@cpo.ccsend.com to your IT department to ensure it is included on the safe sender list.

If you unsubscribe you will not receive these important, often time-sensitive, notices as the College does not distribute similar information by regular mail. If you have any questions, please contact the College.

QUALITY ASSURANCE (QA) UPDATE



Working within the statutory requirements established for all Health Regulatory Colleges in Ontario; the College views its [Quality Assurance Programs](#) as a means of supporting registrants in maintaining their knowledge and skills throughout their careers. While adhering to the rigorous legislative requirements, the components of the College's Quality Assurance Program have been designed to be supportive rather than investigative. Whenever participation in Quality Assurance leads to the identification of the need for remediation; information about this remains confidential as registrant-specific information about Quality Assurance involvement is not publicly available.

QUERIES

During the second quarter of this fiscal year (September 1, 2024- November 30, 2024), the College's Practice Advice Service addressed 386 inquiries. The five most common topics queried during this period, in descending order, were:

1. Supervision; most involving supervision of non-registrants, the difference between supervision and consultation and the supervision of controlled acts
2. Mobility; most involving registrants wishing to practice in other jurisdictions
3. Records; most regarding successor Health Information Custodians, retention, and destruction of records
4. Fees and Billing; setting of fees, prepayment and retainers, and issuing receipts
5. Release of and Access to Information; consent, information about children, and client right of access to information

Many of these questions, and answers to them, can be

found on the [Professional Practice FAQ page](#) of the College website which includes the following recent additions.

Consultation Agreements When Consulting Within One's Own Team

Q: *I am a member of a multidisciplinary staff group that meets regularly to discuss challenging cases. When I provide input to colleagues about patients that I am not directly involved in treating, would this constitute consultation and thereby require consultation agreements with each participant in these meetings?*

A: Standard 4.7 of the Standards of Professional Conduct directly addresses this issue. In summary,

If you were not designated to make specific recommendations to others by virtue of your specialized expertise, it would not be considered "consultation". Rather, it could be simply understood as team discussion or team development.

If, however, a relationship were established with specific individuals or groups, where you have been designated to provide advice or information regarding psychological or

behavioural matters, and there are plans for you to meet with them to provide advice or information more than once, then it would be considered to be formal, ongoing consultation and you would be required to have formal consultation agreements.

If you participate in consultation with the same group regularly, there is no reason you cannot have an agreement that multiple parties can sign onto, if it includes everyone with whom you require an agreement. You could update this agreement whenever someone new joins the team. The consultation agreement is intended to clarify the nature of a consultation relationship, and serves as protection for all participants including you, in that it provides clarification to the individuals involved concerning responsibility for services.

On a practical note, in institutional settings, such as hospitals or clinics, if your employment contract and the consultee's employment contracts address the required terms referred to in the Supervision Standard, this would be considered to constitute a consultation agreement. Otherwise depending on the nature of the consultation services you provide you would require consultation agreements with each individual.

If you are a participant in actual clinical decision-making with respect to the clients, as opposed to being simply a resource for the decision-makers, then you are more than a consultant and have the same obligations as any member of the College providing services to a client, in a way that is analogous to an assessor or file reviewer who does not provide intervention but must comply with all of the Standards with respect to client care, whether you have interacted directly with the client.

Artificial Intelligence

Q: *To what extent may I use Artificial Intelligence (AI) tools in my practice, for example in writing assessment reports?*

A: Information obtained from computer-generated assessments, reports, or statements must not be substituted for a member's professional opinion.

Members are free to responsibly use technological advances as an adjunct to their professional services, including the use of Artificial Intelligence (AI) to draft or edit reports. However, it is the position of the College that these professional activities must always be actively mediated directly by members who are authorized to provide the services and that members must remain fully accountable for services provided in their names.

To date, there is insufficient scientific evidence to demonstrate the effectiveness and safety of using ChatGPT or other Artificial Intelligence (AI) to assess or treat mental health conditions and the risk to clients may outweigh any potential benefits. Anyone considering the use of AI to assist or augment their services should ensure, as part of the informed consent process that clients understand how technology is being used to assist them, what the risks are of technological error, and what risks there are to their privacy when personal information is being used in an AI context.

Registrants considering the use of AI tools are strongly advised to carefully review Standard 17. 2 of the Standards of Professional Conduct.

COUNCIL HIGHLIGHTS - DECEMBER 13, 2024



The College Council met virtually on December 13, 2024. Information provided to members of Council for their review in preparation for their deliberations and decision-making was posted on the homepage of the College website a week in advance of the meeting. Following the meeting, this information was archived and is available on the website in the [Council Meeting Materials](#) Reference Library.

POLICY ISSUES

College Policies (Amendments)

Council has approved amendments to the following College policies:

1. Policy II - 5(ii): Peer Assisted Review: Criteria for Exemption or Deferral Policy to account for the registration of Behaviour Analysts with the College, such that members who have held a Certificate of Registration Authorizing Autonomous Practice for a total of less than two years would be excluded from the Peer Assisted Review selection process.
2. Policy II – 2(vi): Vulnerable Sector Screening Policy for Behaviour Analysts, expanding the Criminal Background Check and Vulnerable Sector Screen requirements to include psychology registrants.
3. Policy – II – 8(i): Finance and Audit Committee Terms of Reference/Role to include addition of one (1) College member in the Committee’s composition

Changes in Registration

Council also approved changes to College’s registration processes, in alignment with the feedback provided by the Office of the Fairness Commissioner (OFC):

1. Review of entry-to-practice registration examinations, with a focus on modernization and “right-touch”

regulation approach particularly the utility of the Oral Examination in its current form.

2. Revision of the Registration Guidelines to remove the maximum number of attempts permitted to pass registration examinations (psychology and applied behaviour analysis).
3. Change in administration of the Jurisprudence and Ethics Examination (JEE), transitioning it to a low-stakes format with the plan for it to become an on-demand, learning module and no-fail examination.

BUSINESS ISSUES

Membership Fees

1. Cap on Fees for Dual Certificate Holders (Psychology and ABA Registrants)

At its September 27, 2024 meeting, Council passed a motion to circulate amendments to By-law 18: Fees to obtain feedback and comments from members. The proposed amendments to By-law 18: Fees, specifically on Section 18.5.2. ensures that annual membership fees for dual certificate holders, regardless of the class of each certificate, do not exceed \$1,200.

Following closing of the consultation on December 2, 2024, Council reviewed all responses and approve amendments to By-law 18: Fees.

2. Waived Fees for Interim Autonomous Practice Certificate for Manitoba Registrants via Winnipeg Health Authority – Consultation On-going

The proposed amendment seeks to waive application fees and annual dues for those psychology professionals working on inter-professional teams of the Winnipeg Health Authority providing publicly funded telepsychology services to a specific region of Northwestern Ontario (Interim Autonomous Practice certificate under the Interjurisdictional Telepsychology MOU).

Comments on the consultation are requested by Monday, February 17, 2025. The proposed amendments and a feedback submission form is available [here](#).

OTHER BUSINESS

The next meeting of Council will be held on March 21, 2025.

ORAL EXAMINER THANK YOU

The College would like to thank the following who acted as Oral Examiners in December 2024.



Carolyn Abramowitz, Ph.D., C.Psych.
Cheryl Alyman, Ph.D., C.Psych.
Kelly An, Ph.D., C.Psych.
Patricia Behnke, Ph.D., C.Psych.
Kofi-Ien Belfon, Ph.D., C.Psych.
Jared Berger, Psy. D., C.Psych.
J. Gilles Boulais, Ph.D., C.Psych.
Gani Braimoh, Psy.D., C.Psych.
Ian D.R. Brown, Ph.D., C.Psych.
Mary Caravias, Ph.D., C.Psych.
Tanaya Chatterjee, Psy.D., C.Psych.
Mark Coates, Ph.D., C.Psych.
Mary Susan Crawford, Ph.D., C.Psych.
Janice Currie, Ph.D., C.Psych.
Janine Cutler, Ph.D., C.Psych.
Elizabeth Dettmer, Ph.D., C.Psych.
Angela Digout Erhardt, Ph.D., C.Psych.

Nezihe Elik, Ph.D., C.Psych.
Lynette Eulette, Ph.D., C.Psych.
Donna Ferguson, Psy.D., C.Psych.
Michele Foster, Ph.D., C.Psych.
Jennifer Gaddes, M.A., C.Psych.Assoc.
Robert Gauthier, M.Sc., M.Ed., C.Psych.
Adam Ghemraoui, M.A., C.Psych.
Michael Grand, Ph.D., C.Psych.
Sara Hagstrom, Ph.D., C.Psych.
Kimberly Harris, Ph.D., C.Psych.
Tae Hart, Ph.D., C.Psych.
Sabrina Hassan, Ph.D., C.Psych.
Urszula Hogue, Ph.D., C.Psych.
Catherine Horvath, Ph.D., C.Psych.
Jennifer Karp, Ph.D., C.Psych.
Marilyn Keyes, Ph.D., C.Psych.
Colin King, Ph.D., C.Psych.

Jane Ledingham, Ph.D., C.Psych.
Bruno Losier, Ph.D., C.Psych.
Maggie Mamen, Ph.D., C.Psych.
Madalyn Marcus, Ph.D., C.Psych.
Matias Mariani, Ph.D., C.Psych.
Yvonne Martinez, Ph.D., C.Psych.
Mandy McMahan, Ph.D., C.Psych.
Samuel Mikail, Ph.D., C.Psych.
Delyana Miller, Ph.D., C.Psych.
Shelley Moretti, Ph.D., C.Psych.
Melanie Morrow, M.A., C.Psych.Assoc.
Mary Ann Mountain, Ph.D., C.Psych.
Elissa Newby-Clark, Ph.D., C.Psych.
Laura Nichols, Ph.D., C.Psych.
Ian Nicholson, Ph.D., C.Psych.
Sarah Jane Norwood, Ph.D., C.Psych.
Julie Paré, D.Psy., C.Psych.
Jasmine Peterson, M.A., C.Psych.
Marjory Phillips, Ph.D., C.Psych.
Erin Picard, Ph.D., C.Psych.
Michelle Picard-Lessard, Ph.D., C.Psych.
Paulo Pires, Ph.D., C.Psych.
Lynn Rennison, Psy.D., C.Psych.

Eduardo Roldan, Ph.D., C.Psych.
Sara Schleien, Ph.D., C.Psych.
Frederick Schmidt, Ph.D., C.Psych.
Emily Simkins-Strong, Ph.D., C.Psych.
Jessica Spape, M.Sc., C.Psych.
Mary L. Stewart, Ph.D., C.Psych.
Sheila Tervit, Ph.D., C.Psych.
Maggie Toplak, Ph.D., C.Psych.
Wanda Towers, Ph.D., C.Psych.
Monica Vermani, Psy.D., C.Psych.
Peter Voros, Ed.D., C.Psych.
Mark Watson, Ph.D., C.Psych.
Tammy Whitlock, Ph.D., C.Psych.
Pamela Wilansky, Ph.D., C.Psych.
Nicola Wright, Ph.D., C.Psych.
Leah Zalan, Ph.D., C.Psych.
Wanda Towers, Ph.D., C.Psych.
Monica Vermani, Psy.D., C.Psych.
Peter Voros, Ed.D., C.Psych.
Mark Watson, Ph.D., C.Psych.
Tammy Whitlock, Ph.D., C.Psych.
Pamela Wilansky, Ph.D., C.Psych.
Nicola Wright, Ph.D., C.Psych.
Leah Zalan, Ph.D., C.Psych.

3 Public Members participated in the December 2024 oral exams:

Nadia Mocan
Ken Moreau
Paul Stopciati

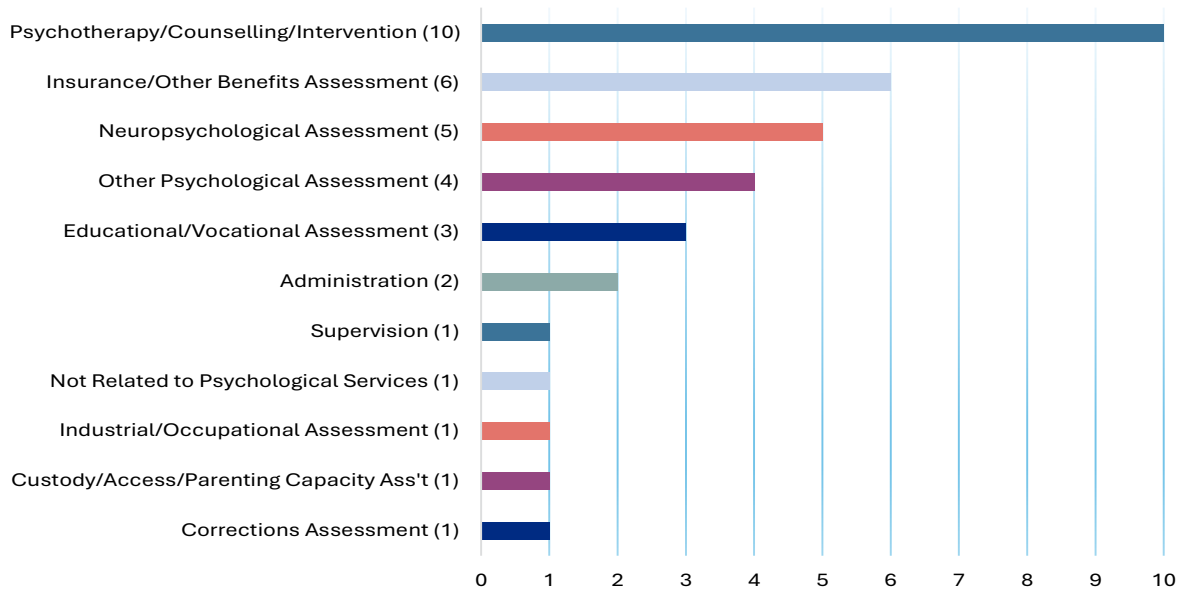


INQUIRIES, COMPLAINTS & REPORTS COMMITTEE (ICRC)

Second Quarter, September 1, 2024 - November 30, 2024

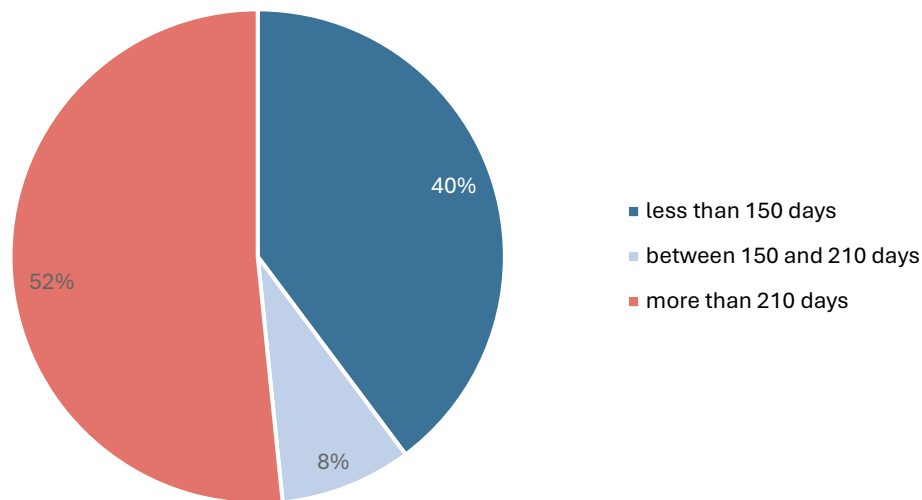
NEW COMPLAINTS AND REPORTS

The ICRC met three times, to consider a total of 22 cases. In addition, the ICRC held 16 teleconferences to consider 20 cases.



TIMELINE SNAPSHOT

There are currently 180 open Complaints and Registrar's Investigations being actively investigated.

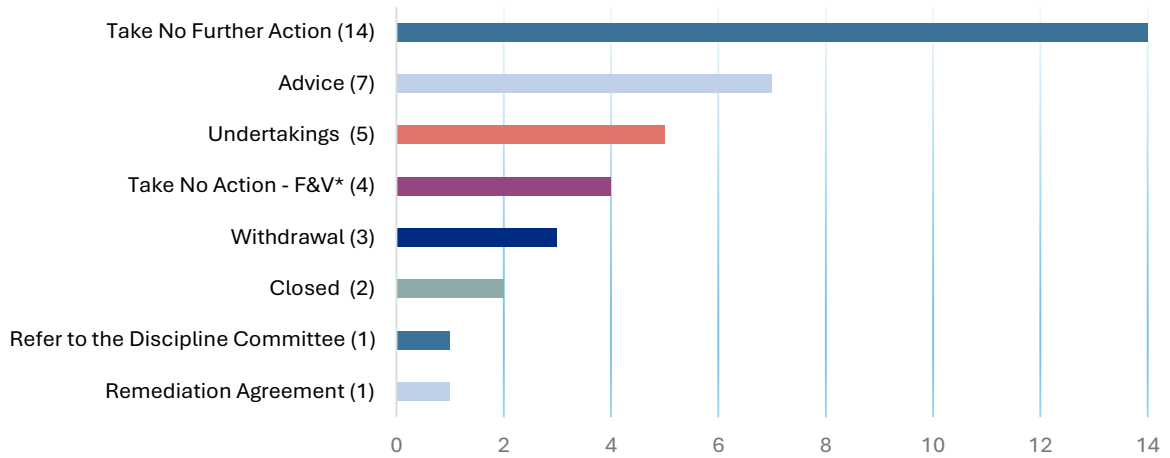


ICRC MEETINGS

The ICRC met on three times, to consider a total of 25 cases. In addition, the ICRC held 19 teleconferences to consider 28 cases.

ICRC DISPOSITIONS

The ICRC disposed of 21 cases during the 4th Quarter, as follows:

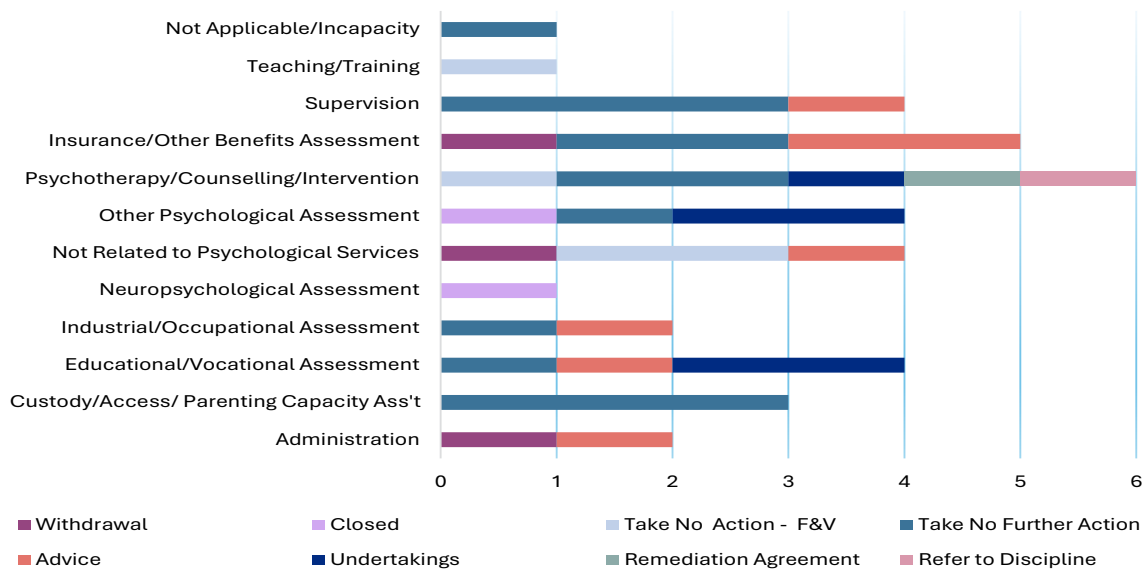


*F&V: Frivolous, vexatious, made in bad faith, moot or otherwise an abuse of process, pursuant to s.26(4) of the Health Professions Procedural Code.

†SCERP: Specified Continuing Education or Remedial Program

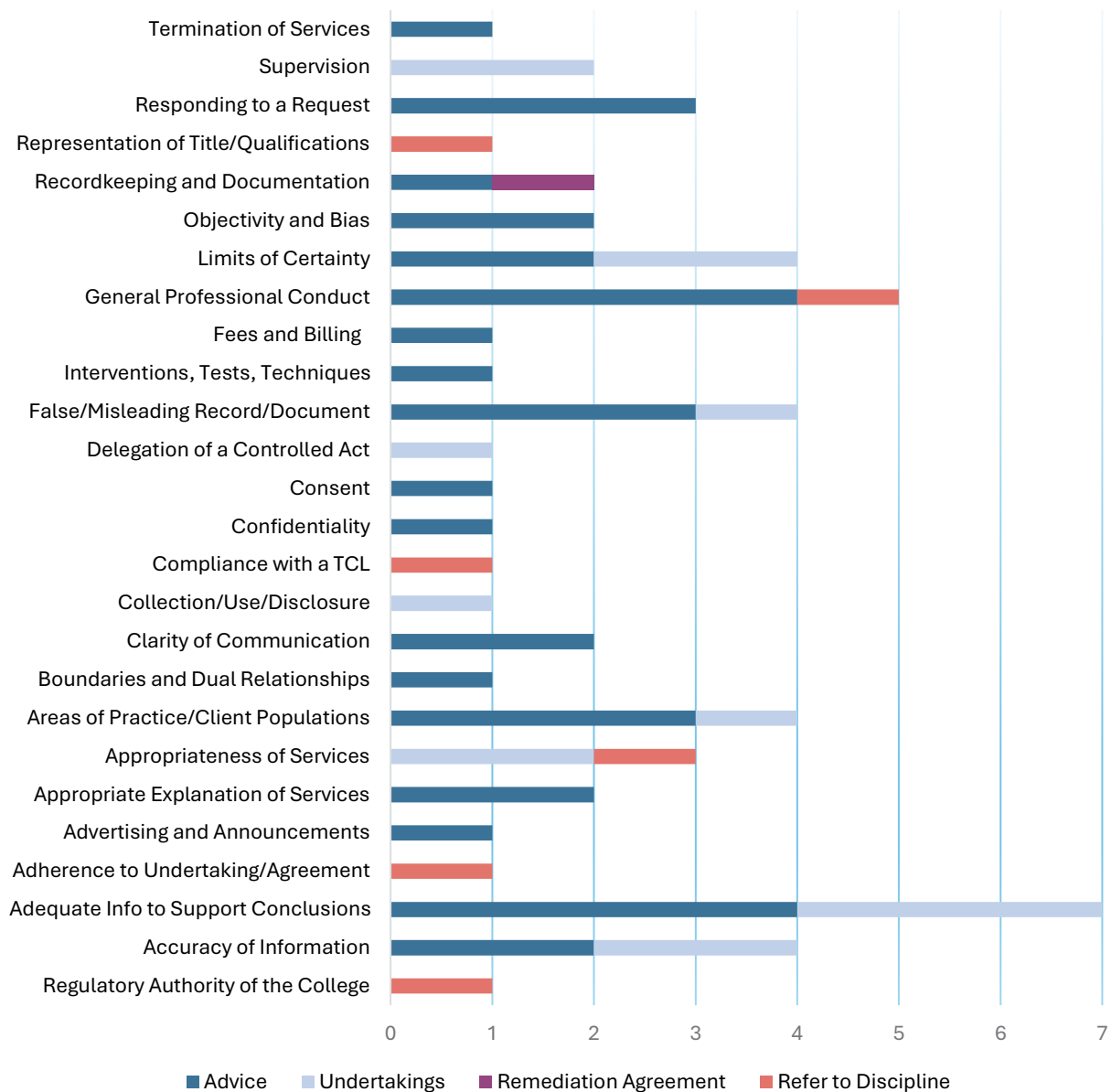
The ICRC took some action, ranging from providing advice to referring the matter to the Discipline Committee, in 12, or 57%, of these cases.

The dispositions of the 21 cases, as they relate to nature of service, are as follows:



DISPOSITION OF ALLEGATIONS

The 21 cases disposed of included the consideration of 91 allegations. The ICRC took some action with respect to 46, or 51%, of these allegations.



HEALTH PROFESSIONS APPEAL AND REVIEW BOARD (HPARB)

In the 2nd Quarter, four HPARB reviews of ICRC decisions were requested. The College received three HPARB decisions. In all three matters, the Board dismissed the review requests as frivolous, vexatious, made in bad faith, moot, or an abuse of process, and decided not to proceed.

DISCIPLINE COMMITTEE REPORT



SECOND QUARTER, SEPTEMBER 1, 2024 – NOVEMBER 30, 2024

REFERRALS TO DISCIPLINE

[Ms Tatiana Zdyb](#)

A referral was made to the Discipline Committee on September 12, 2024. This matter is currently at the Pre-Hearing Conference stage.

Pre-Hearings

No Pre-Hearing Conferences were held in the second quarter.

HEARINGS

No Hearings were held in the second quarter.

ONGOING MATTERS

[Mr. Eldon Bossin:](#)

The Hearing for this matter has not yet been scheduled.

[Dr. Laura Brown:](#)

The Hearing for this matter has not yet been scheduled.

[Mr. Christopher Heap:](#)

This matter is currently at the Pre-Hearing Conference stage.

[Dr. Frank Kane:](#)

The Pre-Hearing Conference for this matter was held on December 2, 2024.

[Dr. Irina Trofimova:](#)

The Pre-Hearing Conference for two related matters is scheduled for December 12, 2024.

[Dr. Vytas Velyvis:](#)

This matter is currently at the Pre-Hearing Conference stage.

[Dr. Romeo Vitelli:](#)

These matters are currently at the Pre-Hearing Conference stage.

[Ms. Tatiana Zdyb:](#)

A Pre-Hearing Conference regarding this matter took place on July 30, 2024, with a further Pre-Hearing Conference to be scheduled. This matter is related to the referral

CHANGES TO THE REGISTER

CERTIFICATES OF REGISTRATION

The College would like to congratulate those **Psychologist, Psychological Associate and Behavior Analyst** members who have received Certificates of Registration October 25, 2024 to January 17, 2025

Psychologists - Certificate of Registration Authorizing Autonomous Practice

Carly Sarah Albaum	Ryan Joseph Ferguson	Katrina Joanne O'Donnell
Shawna Nicole Allen	Gila Foomani	Melina Margo Ovanessian
Sevan Amirkhanian	Ricki-Lee Gillespie	Vasilios Pallikaras
Julie Ayad	Keisha Gobin	Dharna Piyooosh Patel
Iulia Banica Malcolm	Christopher Graham	Brandi Theresa Person
France Christian Blais	Rivka Ruth Green	Jasmine Christine Peterson
Paula Boanta	Ashley Gunter	Sara Pishdadian
Sahar Borairi	Bruno Gunther	Emily Davis Pogue
Diana Rose Borrelli	Raha Hassan	Lauren Elizabeth Poulin
Arthur Thorleif Braaten	Shanelle Henry-Gordon	Tamara Leigh Powell
Jennifer Erin Bradley	Katherine Hollerer	Lee Propp
Shaofan Bu	Jinny Hong	Tianyou Qiu
Sarah Cabecinha-Alati	Stephanie Houle	Rébecca Robillard
Stephanie Campbell	Taylor Hudd	Milse Rocha Magalhaes Furtado
David Chafe	Jason Yaron Isaacs	Achala Hemantha Rodrigo
Claire Champigny	Zahra Khalesi	Iris Yusupov Rose
Julian Chiarella	Allison Lyn Kirschbaum	Janani Sankar
Emma Lynn Clark	Deanna Franca Klymkiw	Catalina Sarmiento
Marlena Colasanto	Bronwyn Sarah Lamond	Emily Rebecca Saunders
Steven Mitchell Colp	Chastine Sonia Lamoureux	Maryam Sharif-Razi
Eamon George Haney Colvin	Soeun Lee	Ariana Christina Simone
Adina Coroiu	Alexandra Stelle Lerner	Harold Wolf Steger
Matt Costaris	Shelby Lauren Levine	Brandie Shylane Stevenson
Kiefer Darryl Cowie	Ian Howard MacAusland-Berg	Michael Sullivan
Dawn Michaelena Cowling	Isha Mahajan	Gerthein Swanepoel
Hadas Dahary	Malayna Victoria Malleck	Erica Lee Tatham
Bradley Kyle Daly	Louisa Lok Yee Man	Thulasi Thiruchselvam
Megan Dann	Brittany Alexandra Mascioli	Jenna Elizabeth Thompson
Bri Susanna Darboh	Larah Alexandra Maunder	Catherine Anna Thompson-Walsh
Etti Daskal	Sarah McComb	Akanksha Tripathi
Deanna Lynn Davis	Olivia Ann Merritt	Rebecca Vendittelli
Michelle Dewar	Ann Louise Merton	Sydney Waring
Noémie Dicaire	Brittany Elizabeth Mutsaers	Jesse Lee Wilde
Joshua Leon Doidge	Alexandra Nadalin	Kathleen Danielle Wilson
Jennifer Drummelsmith	Pooja Nagar	Elizabeth Wong
Justin Pierre Dubé	Maryam Nemati	Marley N. Young
Jonathan Dudek	Adam Taylor Newton	Shira Joy Yufe
Victoria Lori Lynn Edwards	Cindy Nguyen	Syeda Khush-Bakht Zaidi
Amirnikan Eghbali Tehrani	Victoria Nieborowska	Joyce Zhu
Sawsane El miri	Nikoo Norouziyan	

Psychological Associates - Certificate of Registration Authorizing Autonomous Practice

Jacie Lauren Campbell
Christal Castagnozzi
Sarah Gardiner
David Arthur Hurst
Laura Christine Kennedy
Samantha Sarah Levin

Noga Lutzky-Cohen
Nicole Marie Muir
Sarvenaz Ostadghafour
Patience Leah Paradis
Annalie Marie Pelot
Joanna Rowe

Lauren Marie Sadowski
Shankari Sharma
Yik Pui Peony Shek
Sabrina Michelle Simmons
Debbilize Swart
Alec Toller

Psychologists - Certificate of Registration Authorizing Interim Autonomous Practice

Riffat Ali
Rachel Asare
Michelle Beaupré
Emilie Bellehumeur
Luisa Cameli
Sarah Chaulk
Leehen Farkas
Corinne Frechette

David Joubert
Heidi Keefe
Kent Allan Franklin
Klippenstine
Andrea Krygier
Cheryl Kung
Amy Marco
Ashley Pettigrew

Vasanthini Lena
Santhirasegaram
Colleen Scott
Shira Segal
Lyne Taillefer
Marisa Van Bavel
Brenda Wiley
Jason Wu

Behaviour Analysts - Certificate of Registration Authorizing Autonomous Practice

Abid, Maryam
Adair, Michelle
Ahmed, Samreen
Allard, Brianna
Azzano, Alicia
Bergstra, Daniele
Berlin, Julia
Biran, Shany
Brunner, Catherine
Cairns, Colleen
Chakra, Hala
Cheung, Shannon
Church, Heather
Clermont, Toni
Cordick, Shauna
Domingue, Courtney
Doner, Farrah
Drennan, Lindsay
Dube, Meaghan

Famularo, Erica
Fernyhough, David
Finkelstein, Deborah
Formosa, Asheley
Gain, Shawna
Gimblet, Kelsey
Gin, Mandi
Gombola, Taylor
Hamilton, Ken
Jeffs, Halley
Laidlaw, Vanessa
Levi, Meira
Lugtenburg, Megan
Malik, Sanna
Manuge, Taylor
Markovich, Jennifer
Merchant, Afsheen
Mercurio, Vanessa
Minaret, Madelyn

Mirbozorgi, Behnoush
Mohamad, Fatma
Molinaro, Melissa
Neuffer, Danielle
Niang, Coura
Owusu, Gifty
Pak, Jennifer
Passanha, Denise
Pavlakovic, Amanda
Pearce, Julia
Piszczek, Laura
Ramlall, Darshini
Rossi, Jenna
Rothwell, Rachel
Sadler, Samantha
Seymour, Krystina
Slobozian, Taylor
Smith, Alexandra
Stauffer-Thompson, April

Sudha, Sneha
Tadman, Leanne
Thillainathan, Thurka

Tran, Julia
Triksa, Swati
Walker, Erin

Weinberg, Rebecca
Zhang, Dongyin
Zilli, Sabreena

Psychological Associates - Certificate of Registration Authorizing Interim Autnomous Practice

No new Certificates were issued during this time.

Psychologist- Certificate of Registration Authorizing Supervised Practice

Bryan Butler
Nicole Erin Carmona
Angela Celebre
Samantha Chung Yee Chan
Nicole Annalise Cosentino
Melissa Glazer
Jennifer Pauline Gomez
Kevin Hamdullahpur
Rachel Jewett
Selene Khosla

Alix Landon
Sidney Myles Lichtenstein
Tessie Louisa Mastorakos
Shakira Mohammed
Thirusa Naidu
Shasha Oosthuizen
Ana Maria Perez Montoya
Christina Puccinelli
Emily Pynoo
Esther Rapoport

Sherona Rawat
Joseph Rootman
Nathalie Suzanne Sagar
Amanda Lynne Shamblaw
Gabriela Sheinin
Ronald William Terry Stringer
Elizabeth Sarah Tirovolas
Colby Paul Wiley
Stephanie Woolridge
Le-Anh Yuan

The College wishes to thank those members who generously provided their time and expertise to act as primary and alternate supervisors for new members issued Certificates Authorizing Autonomous Practice.

Psychological Associates - Certificate of Registration Authorizing Supervised Practice

Sharon Anisman
Alessia Caputo
Katherine Marie Curigliano
Michaela Eichinger
Kevin William Grant

Anne-Marie Kenney
Tomas Eduardo Lawrence Zegers
Alina Frances Lyons
Veesta Mavandadi
Iguaraya Morales

Uchechukwu Okafor
Cristina Rapuano
Sandra Lynne Ward

Behaviour Analysts - Certificate of Registration Authorizing Supervised Practice

No Certificates were issued during this time.

Retired

Tahira Begum Azmi
Rebecca Anne Baird
Susan Lorraine Campbell

Ann Marie Klinck
Nicole Ouellette-Hughes
Jill Pickett

Patricia Elaine Yawny-Burnett

Resigned

Kathryn Jane Aitken
Maria Eugenia Barrera
David Karl Bernhardt
Sandra Burns
Michael Seymour Church
Katherine Moira Clarke
Diane Claude
John David Cole
Laurie Yvonne Costaris
Joyce Lillian Mary D'Eon
Kristine Ida Ericson

Brenda Leigh Ferguson
Julia Rae Holt
Bruce John Evans Hutchison
Louise LaPlante
Jean Paul E Laroche
Vernon Lediett
Jacques Roch Legault
Elizabeth Kathleen Lynett
Berenice S Mandelcorn
Bertha Mook
Laurie Lynne Pearson

Catherine Frances Phillips
Joseph Levis Georges Ramsay
David Leon Randall
Brian Richards
Maria L Sudermann
Deborah Anne Thompson
Mary Anne Weaver
Sharon Mona Williams
W. Lawrence Williams
Beverly Wolfus

Deceased

The College has learned with regret of the death of the following members and extends condolences to family, friends and professional colleagues of:

Maureen Rene Rashwan