



**THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO  
L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO**

**COUNCIL MEETING**

**2018.02**

**June 22, 2018**

**Present:**

Lynette Eulette, Ph.D., C.Psych., President  
D'Arcy Delamere, Vice-President  
Kristin Bisbee, Public Member  
Judy Cohen, Public Member  
Janice Currie, Ph.D., C.Psych.,  
Dorothy Cotton, Ph.D., C.Psych.  
Christine DiZazzo, M.Ps., C.Psych.Assoc.  
Michael Grand, Ph.D., C.Psych.

Jaffar Mohammad Hayat, Public Member  
Emad Hussain, Public Member  
Marilyn Keyes, Ph.D., C.Psych.  
Elizabeth Levin, Ph.D., C.Psych.  
Denise Milovan, Ph.D., C.Psych.  
Patricia Minnes, Ph.D., C.Psych.  
Melanie Morrow, M.A., C.Psych.Assoc.  
Cory Richman, Public Member

**Regrets:**

Donna McNicol, Public Member

**Guests:**

Dr. Stephen DeMers, CEO, ASPPB  
Dr. Sharon Lightfoot, President, ASPPB  
Mr. Matt Turner, ASPPB  
Mr. Thomas Custers, MOHLTC

**Staff:**

Rick Morris, Ph.D., C.Psych., Registrar & Executive Director  
Barry Gang, MBA, Dip.C.S., C.Psych.Assoc., Deputy Registrar / Director, Professional Affairs  
Lesia Mackanyn, Director, Registration  
Zimra Yetnikoff, Director, Investigations & Hearings  
Stephanie Morton, Manager: Administration  
Caitlin O'Kelly, Administrative Assistant: Office of the Registrar, Recorder

**2018.02.00 Call to Order**

**.00a Call to Order and Welcome of New Members**

---

The Registrar called the meeting to order at 9:01 AM and welcomed new Council members Dr. Janice Currie representing District 5 and Ms. Melanie Morrie representing the Psychological Associate non-voting seat. The Registrar also welcomed back Dr. Denise Milovan who was acclaimed to District 6.

**.00b Election of the Executive Committee**

---

The Registrar informed the Council that the first order of business was the election of the Executive Committee and confirmed that Council Members had received the *Statements of Interest* submitted by members interested in running for positions on the Executive.

The Registrar confirmed that since *Statements of Interest* had been received for all positions on the Executive Committee: President, Vice-President, two Professional Members, and two Public Members,

no further nominations would be accepted from the floor. The Registrar indicated that Council members would have the opportunity to ask questions of the candidates.

At the end of the brief period of questions, the Registrar announced that since only one nomination had been submitted for the position of President, Dr. Lynette Eulette was acclaimed as President.

There were three nominations for the position of Vice-President. The Council voted to elect Mr. D’Arcy Delamere as Vice-President.

*By-law 21: Committee Composition* requires four members of the Council, who are members of the College, to be on the Executive Committee. Dr. Lynette Eulette, as President, fills one of the seats. Ms. Christine DiZazzo is acclaimed to another of the Professional Member seats given the requirement that the Committee have Psychological Associate representation. Ms. DiZazzo as the only Psychological Associate member on Council, must occupy this seat.

There were three candidates for the two remaining Professional Members positions. The Council voted to elect Dr. Michael Grand and Dr. Elizabeth Levin to these seats.

Since there was only one nomination for the second Public Member position on the Executive Committee, Kristin Bisbee was acclaimed as the second public member on the Executive Committee.

**The Executive Committee for 2018-2019:**

- Lynette Eulette, Ph.D., C.Psych., President
- D’Arcy Delamere, Public Member, Vice-President
- Kristin Bisbee, Public Member
- Christine DiZazzo, M.Ps., C.Psych.Assoc.
- Michael Grand, Ph.D. C. Psych.
- Elizabeth Levin, Ph.D., C.Psych.

**It was MOVED Eulette**

**That the ballots be destroyed.**

**CARRIED**

The Registrar congratulated the new Executive Committee and requested that the President, Dr. Lynette Eulette, take the Chair and conduct the proceedings of Council. On behalf of Council, the President also welcomed the new members to Council.

## **2018.02.01 Approval of the Agenda and Minutes**

### **.01a Approval of Agenda**

---

**It was MOVED Cotton**

**That the agenda be approved as amended.**

**CARRIED**

### **.01b Declarations of Conflicts of Interests**

---

There were no declarations of conflicts.

**.01c Minutes Council Meeting 2018.01 on March 9, 2018**

---

**It was MOVED DiZazzo**

**That the minutes from the Council Meeting 2018.01 of March 9, 2018 be approved as presented.**

**CARRIED**

**.01d Minutes from the *IN CAMERA* Council Meeting 2018.01 on March 9, 2018**

---

**It was MOVED Milovan**

**That the minutes from the *IN CAMERA* Council Meeting 2018.01 of March 9, 2018 be approved as presented.**

**CARRIED**

**.01e Review of Action List**

---

The Council reviewed the Action List from the minutes of the previous meeting and noted items that were completed, outstanding or on the agenda at this meeting.

**2018.02.02 Consent Agenda**

**It was MOVED Cotton**

**That the Consent Agenda be approved.**

**CARRIED**

**2018.02.03 Policy Issues**

**.03a *Policy I-2: Council & Committee Orientation and Training (Code of Conduct)***

---

The Registrar provided Council with a Briefing Note and draft *Code of Conduct for Council and Committee Members*. At the Council meeting on March 9, 2018, it was agreed that Council should move forward with the creation of *Code of Conduct*. The Council reviewed and discussed the proposed *Code*.

Council discussed section 2.g and decided that the section should clarify that it is intended for issues regarding specific individuals, not general issues of a Committee.

**It was MOVED Cotton**

**That section 2.g be amended:**

**From: “refrain from attempting to influence a Committee decision unless one is a member of the panel or, where there is no panel, of the Committee dealing with the matter.”**

**To: “refrain from attempting to influence a Committee decision regarding an individual unless one is a member of the panel or the Committee dealing with the matter.”**

**CARRIED**

Council discussed section 2.f and decided to amend the language so that it was not read as restricting Council members from having open discussions at the Council table.

**It was MOVED Grand**

**That section 2.f be amended,**

**From: “uphold the decisions made by Council and Committees regardless of the level of prior individual disagreement; and,”**

**To: “without restricting the opportunity for members of Council to openly discuss any matter, uphold the decisions made by Council and Committees regardless of the level of prior individual disagreement; and,”** **CARRIED**

Council discussed section 5.b and decided that any behaviour issues of concern by Committee chairs would be addressed by the President.

**It was MOVED Delamere**

**That section 5.b be amended,**

**From: “...bring the matter to the attention of the President for behaviours at Council...”**

**To: “...bring the matter to the attention of the President for behaviours at Council or regarding a Committee Chair...”** **CARRIED**

No other amendments were suggested, therefore:

**It was MOVED DiZazzo**

**That the amendment to *Policy I-2: Council & Committee Orientation and Training*, to include the *Code of Conduct for Council and Committee Members*, as amended, be approved.** **CARRIED**

**Action Item Staff**

To amend *Policy I-2: Council & Committee Orientation and Training*, to include the *Code of Conduct for Council and Committee Members* in the College’s *Policies and Procedure Manual*.

**.03b By-law 25: The Register and Related Matters**

The Registrar provided the Council with a Briefing Note describing the response to the circulation of the suggested amendments to *By-law 25: The Register and Related Matters*. Council had approved circulation to the membership at its March 2018 meeting. Council reviewed and discussed the consultations results. It decided that the amendment to section 25.3(16) should be removed, until further consideration can be given to the proposal to post the full name of every direct supervisee, who is not a member of the College.

**It was MOVED Cotton**

**To remove section 16 from the proposed amendments to *By-law 25: The Registrar and related Matters*.** **CARRIED**

**Action Item Council**

To discuss the issue related to posting the full name of every direct supervisee, who is not a member of the College at a future date.

**It was MOVED Minnes**

**That the amendments to *By-law 25: The Register and Related Matters* be approved.** **CARRIED**

**Action Item Staff**

Amend *By-law 25: the Register and Related Matters*.

**.03c Review of Policy and By-law Changes from the Nominations and Leadership Development Committee with Recommendations by the Executive Committee**

---

In the course of considering the role of Committees and the selection process for Committee Chairs, the Nominations and Leadership Development Committee reviewed many Policies and By-laws. In the course of this review, the Committee determined that amendments were required to the following:

- Policy II-8(i): Finance and Audit Committee: Terms of Reference/Role
- Policy II-9(i): Nominations and Leadership Development: Terms of Reference/Role
- By-law 5: Selection of Committee Chairs and Committee Members
- By-law 5: Committee Composition

Two-column “tracked changes” versions of these documents, with a notation as to the rationale for any changes suggested, were included for Council review. The Council reviewed and discussed the proposed amendments.

**It was MOVED Hayat**

**That amendments to *Policy II-8(i): Finance and Audit Committee: Terms of Reference/Role* be approved. CARRIED**

**It was MOVED Hussain**

**That amendments to *Policy II-9(i): Nominations and Leadership Development: Terms of Reference/Role* be approved. CARRIED**

The Council discussed the addition of a Vice-Chair in the amendments to By-law 5. This was included to facilitate Committee communication with the Council. The Registrar explained that Vice-Chairs will be selected by Committee members at the first opportunity. Registration will have Co-Chairs as reflected in the suggested amendment to section 5.6 “to have a Vice-Chair or Co-Chair, at least one of whom is a Council Member.”

**It was MOVED Minnes**

**That amendments to *By-law 5: Selection of Committee Chairs and Committee Members* be approved for circulation to the membership. CARRIED**

In response to a comment, it was clarified that the amendment proposed for *By-law 21: Committee Composition* did not require the member to hold an academic certificate of registration or be an academic member on Council. The addition is to ensure the appointment of an individual with some involvement in an academic program to the Registration Committee.

**It was MOVED Delamere**

**That amendments to *By-law 21: Committee Composition* be approved for circulation to the membership. CARRIED**

**Action Item Staff**

To amend *Policy II-8(i): Finance and Audit Committee: Terms of Reference/Role* and *Policy II-9(i): Nominations and Leadership Development: Terms of Reference/Role* in the College’s Policies and Procedure Manual.

To circulate amendments to *By-law 5: Selection of Committee Chairs and Committee Members* and *By-law 5: Committee Composition* to the membership for consultation.

### **.03d Policy II-5(ii): Peer Assisted Review: Criteria for Exemption or Deferral**

The Deputy Registrar/Director, Professional Affairs provided the Council with a Briefing Note and proposed *Policy II-5(ii): Peer Assisted Review: Criteria for Exemption or Deferral*. The practice has been for College staff to evaluate requests and, if deemed appropriate, grant an exemption or deferral. While this has been implemented consistently, in keeping with the College's transparency initiatives, it was seen to be appropriate that the decision-making principles be set out in policy. The Council reviewed and discussed the proposed policy.

**It was MOVED Cohen**

**That the proposed *Policy II – 5(ii): Peer Assisted Review: Criteria for Exemption or Deferral* be approved. **CARRIED****

#### **Action Item Staff**

To include *Policy II – 5(ii) Peer Assisted Review: Criteria for Exemption or Deferral* in the College's *Policies and Procedure Manual*.

### **.03e Policy II-3(iv): Responding to Requests for Extensions to Make Written Submissions**

The Director, Investigations & Hearings provided the Council with a Briefing Note and proposed *Policy II-3(iv): Responding to Requests for Extensions to Make Written Submissions*. In addition to providing decision-making transparency, the proposed policy would offer guidance to the ICRC and College staff regarding when an extension can be granted by staff and when the extension needs the approval of a panel of the ICRC. The Council reviewed and discussed the proposed policy.

**It was MOVED Currie**

**That the proposed *Policy II-3(iv): Responding to Requests for Extensions to Make Written Submissions* be approved. **CARRIED****

#### **Action Item Staff**

To include *Policy II-3(iv): Responding to Requests for Extensions to Make Written Submissions* in the College's *Policies and Procedure Manual*.

### **.03f EPPP Discussion with ASPPB Representatives**

The President welcomed Dr. Stephen DeMers, Dr. Sharon Lightfoot, and Mr. Matt Turner from the Association of State and Provincial Psychology Boards (ASPPB) to discuss the enhanced Examination for Professional Practice in Psychology (EPPP2). The College has been informed that ASPPB will continue to support a French language version of the current EPPP and will offer a French Language version of the EPPP2, the competency test, which is under development. This decision would permit the College to use the new, two-part EPPP, if this is the Council decision. The representatives from ASPPB answered questions about the proposed examination and the linking of the current EPPP with the new, EPPP2.

In response to a question, the Registrar informed the Council that it is his understanding that most Canadian jurisdictions will be moving forward with the new, two-part EPPP. This will be an agenda item for discussion at the next Executive Committee in August with the plan to make a recommendation for a discussion and decision at the September Council meeting of the College's future use of the EPPP.

### **.03g Shaping the Future**

---

At the Council meeting and the training day held in March 2018, the Council held discussions on *Shaping the Future of Psychology in Ontario*. The Council expressed interest in further discussing the motion passed in March 2013 and requested the Registrar provide additional information on this issue at the June meeting.

The Registrar provided a Briefing Note to assist Council in understanding the options available and offered some questions to guide discussion about the March 22, 2013 decision adopted by Council which read:

Discontinue master's level registration, grandparent Psychological Associates as Psychologists and develop a mechanism for evaluating internationally trained applicants.

- a. Cease to accept master's level applications as of a set date
- b. Register all Psychological Associates as Psychologists on a fixed date, or within a fixed time period.
- c. Develop a mechanism for evaluating internationally trained applicants' competencies for substantial similarity to a CPA accredited program and remediation as needed.

The President indicated the need for a generative discussion of the matter without the goal of reaching a decision at the meeting.

Discussion:

Council discussed the options presented. It was noted that there were two distinct issues being discussed, the closure of master's level registration and the title for Psychological Associates.

Council discussed changes in the training of psychological practitioners in Ontario and elsewhere, and in the registration requirements for psychologists and psychological associates across the Country. Council requested that the Registrar provide information on the trends across Canada with regards current registration processes. The Council noted that if Ontario were to stop registering master's level individuals, the College would still be required to register master's level applicants from other Canadian jurisdictions under the RHPA mobility provisions.

Council discussed the implications of closing master's level registration on the availability of adequate number of qualified professionals, particularly in the north and in school boards where there are many master's level registrants. There was also some discussion regarding how other stakeholders, such as the Ministry of Health and Long-Term Care, the Ontario Fairness Commissioner, and the University training programs would respond to the idea of the College discontinuing master's level registration.

There was some discussion of the confusion for the public regarding the title "Psychological Associate"

## **2018.02.04 Business Issues**

### **.04a Committee Audits**

---

The Council reviewed a Briefing Note provided by the Registrar detailing the history of Committee audits. It was decided that the Inquires, Complaints and Reports Committee as well as the Nominations and Leadership Development Committee will be audited in 2018-2019.

It was **MOVED Hayat**

**That the Inquiries, Complaints and Reports Committee and the Nominations and Leadership Development Committee be audited in 2018-2019 as per *Policy I-7 Committee Audits*. CARRIED**

**Action Item Registrar**

Work with the Committee Chairs and liaison staff to plan and implement the audits for 2018-2019.

**.04b Finance and Audit Committee Audit Report**

The Council reviewed Audit Report prepared by Mr. Jin Shen about the audit he conducted in April 2018. The auditor concluded that the Committee was well run and that it was fulfilling its role and duties. The Council reviewed and discussed the report.

It was **MOVED DiZazzo**

**That the Finance and Audit Committee Audit Report be received. CARRIED**

**.04c Client Relations Committee Audit Report**

The Council reviewed Audit Report produced by Ms. Christina Langlois. The audit was completed in April 2018. The auditor concluded that the Committee was well run and that it was fulfilling its regulatory responsibilities and other duties that have been assigned by Council. The Council reviewed and discussed the report.

It was **MOVED DiZazzo**

**That the Client Relations Committee Audit Report be received. CARRIED**

Council discussed the process for Committee audits and requested that the Registrar inquire if the Governance Centre of Excellence had a standard review process for Committee audits.

**.04d Signing Authorities**

**It Was Moved Hussain that**

**As D'Arcy Delamere has been elected Vice-President, his name be added to the list of signing officers as of June 22, 2018;**

**As Dr. Lynette Eulette has been re-appointed President and as Dr. Denise Milovan continues on Council, their names continue on the list of signing officers as of June 22, 2018; and,**

**As both the President and Vice-President reside outside of the GTA, Dr. Janice Currie be added to the list of signing officers as of June 22, 2018. CARRIED**

**2018.02.05 Strategic Issues**

**.05a Strategic Direction Implementation Update**

The Registrar provided the Council with the updated *Strategic Direction Implementation Table*. Items added since the Council Meeting of March 9, 2018 were shown in **Bold**. Council had no further additions.



The President thanked Council members for participating in the Governance Centre of Excellence Self – Assessment Survey. Results will be reviewed at the Summer Executive Committee meeting and brought to the Council meeting in September.

**Action Item Registrar**

Inquire if the Governance Centre for Excellence has a standard audit review process for Committees.

## 2018.02.06 Other Business

### .06a Next Meetings of Council

---

- Council Training: Thursday, September 20, 2018
- Council Meeting: Friday, September 21, 2018
- Friday, December 14, 2018
- Council Training: Thursday, March 28, 2019
- Council Meeting: Friday March 29, 2019

## 2018.02.07 Adjournment

There being no further business,

**It was MOVED Levin**

**That the Council Meeting be adjourned.**

**CARRIED**

The Council Meeting was adjourned at 3:10PM.

---

Lynette Eulette, Ph.D., C.Psych., President

---

D'Arcy Delamere, Public Member, Vice-President

**Minutes approved at the Council Meeting on September 21, 2018**