
COUNCIL MEETING

2024.06

To view the Meeting Materials and Briefing Notes corresponding to these Minutes please click [here](#).

DECEMBER 13, 2024

PRESENT:

Ian Nicholson, Ph.D., C.Psych., President
Peter Bieling, Ph.D., C.Psych., Vice-President
Wanda Towers, Ph.D., C.Psych.
Fred Schmidt, Ph.D., C.Psych.
Jacob Kaiserman, Psy.D., C.Psych.
David Kurzman, Ph.D., C.Psych.
Rachel Wayne, Ph.D., C.Psych.
Glenn Webster, M.Ed., C.Psych. Assoc.
Conrad Leung, M.ADS, R.B.A (Ont.), BCBA
Kay Narula, M.ADS., R.B.A (Ont.), BCBA
Olivia Ng, M.A., R.B.A (Ont.), BCBA
Kendra Thomson, Ph.D., R.B.A (Ont.), BCBA-D
Nadia Mocan, Public Member
Ken Moreau, Public Member
Paul Stopciati, Public Member
Mary Kalantzis, Public Member
Scott Warnock, Public Member

REGRETS:

Esther Vlessing, Public Member
Cenobar Parker, Public Member
Pascale Gonthier, Public Member

STAFF:

Tony Debono, MBA, 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, Director, Corporate Services
Odessa Medallon, Assistant to the Registrar, Recorder

2024.06.00 CALL TO ORDER

The President called the meeting to order at 9:00AM. The meeting was held virtually via Zoom and livestreamed on YouTube. The President began the meeting with a land acknowledgement statement in recognition and respect for Indigenous peoples.

2024.06.01 APPROVAL OF THE AGENDA AND MINUTES

.01A APPROVAL OF AGENDA

It was MOVED by Scott Warnock

That the Agenda for the Council Meeting be approved as presented.

CARRIED

.01B DECLARATIONS OF CONFLICTS OF INTEREST

The President asked if any members of Council wished to declare a conflict of interest pertaining to the items on the Agenda. It was recognized that items on Policy Items and Item *.04G Proposed Amendments to By-law 18: Fees* poses an unavoidable conflict for all members of the Council who are professional members of the College. With respect to item *.03G EPPP-2 Working Group Recommendations*, the President disclosed his previous involvement with the ASPPB Committee Exam Chairs and appointment to the ASPPB Task Force on the future of the EPPP exam. The Registrar also noted his membership with the ASPPB Finance and Audit Committee.

.01C MINUTES FROM THE COUNCIL MEETING 2024.05 SEPTEMBER 27, 2024

It was MOVED by Olivia Ng

That the Minutes of Council Meeting 2024.05 September 27, 2024, be approved.

CARRIED

.01D REVIEW OF ACTION LIST

The Council reviewed the Action List drawn from the Minutes of the previous meeting and noted items that were completed, outstanding or on today's meeting Agenda.

.01E COUNCIL MEETING EVALUATION REVIEW

The Council reviewed the September 27, 2024, Council Meeting Evaluation results.

.01F COUNCIL TRAINING DAY EVALUATION REVIEW

The Council reviewed the September 26, 2024, Council Training Day Evaluation results.

2024.06.02 CONSENT AGENDA

The Consent Agenda was received.

2024.06.03 POLICY ISSUES

.03A MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN ONTARIO AND MANITOBA

The Registrar provided the Council with a Briefing Note and a copy of the proposed amendments to *By-law 18: Fees*, specifically, the Interim Autonomous Practice certificate annual dues and application fees that are to be waived under the expanded Telepsychology MOU with Manitoba. The Winnipeg Health Authority in Manitoba provides hospital care to Northwest Ontarians based on an existing agreement between the two jurisdictions. Following initial healthcare services, many clients and their families could have their needs met virtually instead of commuting several hours to the hospital. The expanded use of the already approved interjurisdictional Telepsychology MOU would permit the provision of services within this limited context with no costs to the psychologists providing this care. Expanding the current Telepsychology MOU would

permit psychologists in good standing with the Psychological Association of Manitoba employed by the provincial health authority (Shared Health) to provide psychological services to residents of a specified region of Northwestern Ontario within the interprofessional care model of the hospital.

Council discussed the need for Manitoba psychologists are part of interprofessional healthcare teams providing care to residents in Northwestern Ontario under a telepsychology MOU. This arrangement addresses inequities, as other team members already deliver virtual care while psychologists require patients to travel to Winnipeg. To ensure accountability and transparency, the psychologists will be registered with Ontario's College, restricted to their specific scope of work, and their limitations will be clearly noted on the College's public register. This avoids broader openings for other groups and ensures these services remain tightly regulated for patient safety.

Manitoba psychologists who are practicing with Ontario clients solely due to this arrangement will have their annual registration and initial application fees waived; as such an amendment to *By-Law 18: Fees*, is required. The proposed *By-law 18* amendments are required to be circulated to the membership for at least 60 days. Feedback received will be provided to Council with a decision to occur at the March 2025 meeting.

It was MOVED by Conrad Leung

That Council approve the expansion of the current Telepsychology Memorandum of Understanding and to send the proposed amendment to By-Law 18: Fees for a 60-day public consultation with the membership.

CARRIED

Professional members in favour: 10

Public members in favour: 4

Professional members opposed: 0

Public members opposed: 0

Abstention: 1

Action Item Office of the Registrar

Circulate the proposed amendment to By-law 18 for a 60-day consultation and present the results at the March 2025 Council Meeting.

.03B AMENDMENT TO COLLEGE BY-LAW 19: APPOINTMENT OF NON-COUNCIL MEMBERS TO COMMITTEES OF THE COLLEGE AND CONDITIONS FOR DISQUALIFICATION – CONSULTATION RESULTS

At the September 27, 2024 meeting, Council passed a motion to circulate to membership the proposed amendments to *By-law 19: Appointment of Non-Council Members to Committees of the College and Conditions for Disqualification*. To reduce real and perceived conflicts of interest that could adversely impact fairness and impartiality, it is recommended that the Council extend the cooling-off period policy¹ set out in the College Performance Measurement Framework (CPMF)

¹ The CPMF provides the following definition of a cooling off period as: Cooling off period refers to the time required before an individual can be elected to Council where an individual holds a position that could create an actual or perceived conflict of interest with respect to his or her role and responsibility at the College.

for Council members and include it as an eligibility requirement when appointing non-Council members to committees.

The request for comments/feedback was circulated on October 1, 2024, following approval from Council to disseminate for a 60-day consultation. A reminder was published in the October 2024 issue of HeadLines and posted on the College’s website. Two reminders were also sent via e-mail blast on October 31st and November 25th. The deadline for responses was December 2, 2024. The College received 68 responses. The Council reviewed and discussed the consultation feedback.

It was MOVED by Paul Stopciati

That the proposed amendments to *By-law 19: Appointment of Non-Council Members to Committees of the College and Conditions for Disqualification* be approved as presented.

CARRIED

Professional members in favour: 7

Public members in favour: 5

Professional members opposed: 1

Public members opposed: 0

Abstentions: 2

Action Item Office of the Registrar

Update the College By-laws with amendments to *By-law 19: Appointment of Non-Council Members to Committees of the College and Conditions for Disqualification* reflected.

.03C VULNERABLE SECTOR CHECK (VSC) POLICY – PSYCHOLOGY REGISTRANTS

The Registrar provided the Council with a Briefing Note and proposed amendments to *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.

The criminal history of a potential psychology applicant could be relevant to the College’s decision-making, such as offences against minors, sexual offences, and other violent offences. Psychology applicants do not require a criminal background check or vulnerable sector screen to apply. It was determined that criminal background checks and vulnerable sector screens were required to best protect the Ontario public when the College onboarded Behaviour Analysts to the College. The inconsistency in requirements between the professions was noted at the June 2024 Council meeting, and it was requested that the College conduct benchmarking with other psychology regulators in Canada. The majority of Canadian jurisdictions require a criminal background check.

It was MOVED by Jacob Kaiserman

That the proposed amendments to *By-law 19: Appointment of Non-Council Members to Committees of the College and Conditions for Disqualification* be approved for circulation to the membership as presented.

CARRIED

Action Item Registration Committee

Provide guidelines on how to process VSC with positive check.

.03D PEER ASSISTED REVIEW: CRITERIA FOR EXEMPTION OR DEFERRAL POLICY

The Deputy Registrar provided the Council with a Briefing Note and proposed amendments to *Policy II - 5(ii): Peer Assisted Review: Criteria for Exemption or Deferral* 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. At the May 2024 meeting of the Quality Assurance Committee, this policy was reviewed and recommended for Council approval that this change should apply to registrants of both professions to ensure that they have established their practices before undergoing a review.

It was MOVED by Rachel Wayne

That the Council approve amendments to *Policy II - 5(ii): Peer Assisted Review: Criteria for Exemption or Deferral* to exclude registrants who have held a Certificate of Registration Authorizing Autonomous Practice for a total of less than two years.

CARRIED

.03E FINANCE AND AUDIT COMMITTEE TERMS OF REFERENCE/ROLE

The Registrar provided Council with a Briefing Note and proposed amendments to *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. With the recent proclamation of the *Psychology and Applied Behaviour Analysis Act, 2021*, the College now regulates both psychology and applied behaviour analysis. To better reflect this new College composition and to ensure more balanced representation, an additional College member to the committee is proposed, with a focus on recruiting a Behaviour Analyst. An additional member of the Finance and Audit Committee is also desirable to distribute the corresponding workload more equitably.

It was MOVED by Paul Stopciati

That it be recommended to Council that *Policy – II – 8(i): Finance and Audit Committee Terms of Reference/Role* be amended to include addition of one (1) College member in the Committee’s composition.

CARRIED

.03F REGISTRATION COMMITTEE RECOMMENDATIONS

The Director for Registration discussed the College’s Registration Guidelines (which are approved by Council) for both psychology and applied behaviour analysis professions specify a limit on how many times (lifetime) a candidate may attempt a registration examination (EPPP, JEE, OEPPABA, Oral Examination). Once a candidate has reached the maximum number of attempts permitted, they are refused registration. This approach is seen as overly punitive and especially affects candidates who are not from accredited programs or who are internationally educated. The OFC has assessed the College to be in the “moderate to high risk” range regarding the fairness of their registration practices.

Employing a “Right Touch Regulation” approach to registration that reduces high-stakes barriers will increase fairness while not impacting the quality of new registrants entering the profession.

A lifetime limit to taking exams results in some applicants experiencing a permanent barrier to registration. This change is also in alignment with the feedback provided by the Office of the Fairness Commissioner (OFC).

ORIGINAL MOTION FOR APPROVAL:

That Council approve the Registration Committee to revise the Registration Guidelines to change the number of attempts permitted to pass registration examinations (psychology and applied behaviour analysis).

The original motion was presented but was not moved or seconded and was not considered for a vote. Therefore,

AMENDED MOTION:

It was MOVED by Scott Warnock

That Council approve the Registration Committee to revise the Registration Guidelines to remove the maximum number of attempts permitted to pass registration examinations (psychology and applied behaviour analysis).

CARRIED

Professional members in favour: 10

Public members in favour: 5

Professional members opposed: 1

Public members opposed: 0

Abstentions: 1

.03G RECOMMENDATIONS FROM EPPP-2 WORKING GROUP

The EPPP-2 Working Group met on four occasions beginning in February 2024 with its last meeting on October 23, 2024. The purpose of the working group was to make recommendation(s) to the College’s Council regarding the possible adoption of the EPPP-2 ahead of the January 2026 deadline requiring all jurisdictions to adopt both the EPPP 1 and 2. On October 22, 2024, the Association of State and Provincial Psychology Boards announced that they will be pausing their intention to require adoption of both examinations. Since the ASPPB’s January 2026 deadline to adopt the EPPP-2 appears to no longer be in force, the group suggested that Council and College staff uses this time to re-think the College’s required examinations with a view towards modernization and a “right touch” regulation approach.

It was MOVED by Fred Schmidt

That the Council receive the EPPP Working Group's recommendations and that a summary of identified issues be provided to the Registration Committee for their review, particularly the utility of the Oral Examination in its current form.

CARRIED

.03H CHANGES TO JEE ADMINISTRATION

The Jurisprudence and Ethics Examination (JEE) Committee, chaired by Dr. Jennifer McTaggart has convened a business meeting on November 12, 2024 to propose and discuss changes to administration of the College’s JEE exam. The JEE is a high-stakes exam that candidates must pass within 4 attempts to successfully register with the College in psychology. It has been a

requirement of registration since 2000. Benchmarking across the Canada shows that Ontario is one of the only psychology regulators to have a high-stakes exam related to ethics and jurisprudence. For example, Alberta’s exam is pass/fail, Northwest Territories are open book with 50% to pass, and in PEI, it is an oral exam. Of note, ethics is a domain already addressed in the Examination for Professional Practice in Psychology which is a requirement of all psychology candidates.

The OFC has rated the College to be in the “moderate to high risk” range regarding the fairness of its registration practices for psychology. Making this change to the JEE would be consistent with the reduction of barriers to respond to the OFC’s feedback.

It was MOVED by Scott Warnock

To approve the recommended changes in the 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.

CARRIED

2024.06.04 BUSINESS ISSUES

.04A PRESIDENT’S REPORT

The Council reviewed the President’s Report for the second quarter.

.04B REGISTRAR & EXECUTIVE DIRECTOR’S REPORT

The Council reviewed the Registrar’s Report for the second quarter.

.04C REGISTRATION COMMITTEE QUARTERLY REPORT

The Council reviewed the report for the second quarter.

.04D INQUIRIES, COMPLAINTS AND REPORTS COMMITTEE QUARTERLY REPORT

The Council reviewed the report for the second quarter.

.04E DIRECTOR OF CLINICAL TRAINING AND INTERNSHIP DIRECTORS MEETING – ORAL REPORT

The Vice-President provided an update on the Director of Clinical Training and Internship Directors Meeting that was held on November 14, 2024. Fifty-one representatives were in attendance, including College staff and Drs. Maggie Toplak and Yael Goldberg who serve as Co-Chairs of the meeting. Topics included:

- Updates from the College and Registration Committee
- New CPA Accreditation Standards for Indigenous interculturalism in academic programs and residencies

.04F PROPOSED AMENDMENTS TO *BY-LAW 18: FEES FOR CONSULTATION*

The Registrar provided Council with a Briefing Note and copy of proposed amendments to *By-law 18: Fees* for discussion. The Registrar presented a proposal to Council such that annual membership fees for dual certificate holders, regardless of the class of each certificate, should not exceed \$1,200.

Currently, a College registrant who holds a Certificate of Registration as a Behaviour Analyst Authorizing Autonomous Practice will pay \$795 per annum. If the same registrant also holds a Certificate Authorizing Supervised Practice as a Psychologist, they will need to pay a separate annual fee of \$600 for their Supervised Practice certificate. In sum, this registrant will be required to pay \$1,395 in annual membership fees, which exceeds the total membership fee paid by dually registered Autonomous Practice members. Other combinations of certificates of registration can also result in fees in excess of \$1,200, annually.

The request for comments/feedback was circulated on October 1, 2024, following approval from Council to disseminate for a 60-day consultation. A reminder was published in the October 2024 issue of HeadLines and posted on the College's website. Two reminders were also sent via e-mail blast on October 31st and November 25th. The deadline for responses was December 2, 2024. The College received 122 responses. The Council reviewed and discussed the consultation feedback.

It was MOVED by Conrad Leung

That the Council approve the proposed amendment to the College By-law 18 – Fees, as presented.

CARRIED

It was MOVED by Conrad Leung

That the proposed amendment be retroactive to July 1, 2024, and for any applicants who paid combined membership fees in excess of \$1,200.00 to date, a refund of the difference will be applied.

CARRIED

Action Item Office of the Registrar

Update the College By-laws with amendments to *By-law 18: Fees* reflected.

.04G TRANSFER OF RESERVE FUNDS

Within *Policy III-F-2 Reserve Funds*, the College has established a minimum of \$300,000 to be held in the Investigations and Hearings Reserve Fund. According to the policy, after funds are transferred from the Investigations & Hearings Fund to cover overspends for legal costs, for the conduct of inquiries, investigations, discipline hearings, fitness to practice hearings, appeals and payments under the program for Funding for Therapy and Counseling, may be transferred from the Fee Stabilization Fund to cover the deficit. The entire amount of the Fee Stabilization fund was allocated to the operations expense, and this fund will be closed as per the June 2024 Council meeting decision. The remaining \$191,244 (= \$387,075 - \$54,839 - \$100,247) will be covered by the operating account.

It was MOVED by David Kurzman

That Council approve \$54,839 be transferred from the Investigations and Hearings Reserve Fund and the entire remaining amount of \$140,992 be moved from the Fee Stabilization Fund to pay for a portion of last year's operating deficit. The remaining \$191,244 deficit is to be covered by the College's operating account (total deficit = \$387,075).

CARRIED

.04H INTEGRATED RISK MANAGEMENT REPORT

The Council reviewed the annual Integrated Risk Management Report provided by the Registrar. Currently, there are 28 open risks, which include risks carried over from the previous year. For the most part, these are considered “residual” risks and will remain open to ensure continuous monitoring and mitigation. The Risk Management Register review undertaken in 2024 also resulted in the identification of two new risks: social media risk and regulation of a new profession risk.

2024.06.05 STRATEGIC ISSUES

.05A STRATEGIC DIRECTION IMPLEMENTATION UPDATE

The Registrar provided the Council with the updated *Strategic Direction Implementation Table*. This table is used to chart the work undertaken and accomplished in fulfilling the College’s Strategic Direction. Items added since the Council Meeting of September 27, 2024, were shown in **Bold**.

2024.06.06 OTHER BUSINESS

.06A SET ELECTIONS DATE:

The Council confirmed that the date for the elections in District 1 (North), District 2 (Southwest), District 3 (Central), and Psychological Associate - Non-Voting will be on March 31, 2025.

It was MOVED by Wanda Towers

That Elections to Council in District 1 (North), District 2 (Southwest), District 3 (Central), and Psychological Associate – Non-Voting (PA-NV) be held on March 31, 2025.

CARRIED

.06B NEXT COUNCIL MEETINGS:

The next meeting of Council will be held on:

- March 20, 2025 - Council Training Day (in-person)
- March 21, 2025 – Council Meeting (in-person)

.06C PROPOSED COUNCIL MEETING:

The following dates are proposed for the next Council meeting in 2025:

- Friday, June 20, 2025 (virtual)
- Thursday, September 25, 2025 (Training Day; in-person)
- Friday, September 26, 2025 (in-person)

It was MOVED by Ken Moreau

That June 20, 2025, September 25, 2025 (Council Training Day) and September 26, 2025 be approved as Council meeting dates.

CARRIED

2024.06.07 ADJOURNMENT

There being no further business,

**It was MOVED by Glenn Webster
That the Council Meeting be adjourned.**

CARRIED

The Council Meeting was adjourned at 12:06PM.

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

Peter Bieling, Ph.D., C.Psych., Vice-President

Minutes approved at the Council Meeting on March 21, 2025