

The Operational Review Results Are In ...

Last summer, the Council of the College of Psychologists of Ontario launched an Operational Review of the College's structures, policies, procedures and practices. The review gave the College the opportunity to "take stock" of its current operations. Council wanted to make sure that the College keeps operating in a way that fulfills its mission and achieves its mandate. Using a competitive tendering process, Council selected Transitions: HOD Consultants to undertake the review. Starting in October 1997, the consultants examined all of the College's Council, Committee and staff operations. A presentation of the interim findings was made to Council at the meeting in December 1997 with the final report and recommendations presented to the Executive Committee of the College on January 16, 1998.

The consultants found that overall, the College was operating efficiently and effectively in carrying out its mandate as prescribed in the RHPA. To build on this foundation, they made a number of recommendations for tightening up processes and enhancing the College's functioning. At its January 16 meeting, the Executive Committee accepted all of the recommendations. It also approved and immediately started work on an action plan to carry out the recommendations during 1998.

Upcoming issues of the Bulletin will discuss the Operational Review findings and recommendations in more detail. Future issues of the Bulletin will also provide regular updates on the status of the implementation plan. This article gives members an overview of the major findings, recommendations and actions that the College is taking.

The recommendations focus on four key themes; member involvement, inquiries and disputes resolution, external relations, and the College's Strategic Plan.

Increased Member Involvement

The review recommended enhancing the College's operations and functioning by increasing the involvement of members in the ongoing work of the College. To this end, Council will be setting up more member working groups.

The working group structure will allow more members to become involved in College activities, enabling the College to take advantage of a wider range of experience and knowledge.

Council will be reviewing the distribution of professional seats on the Council to ensure that it reflects the College's membership. It was further recommended that the College develop a succession planning process for Council and Executive to assure continuity from year to year. The College will also be enhancing the orientation process for new Council and Executive members, and will be looking for ways to enhance member involvement in achieving these aims.

Inquiries and Disputes Resolution: Complaints Investigations

The Operational Review looked at the current disputes and complaints resolution process from both the public's and members' perspectives. It identified several areas requiring examination and change. These include the current procedures and steps in the process, the length of time to investigate and resolve disputes, communication with members and the public, support to members and the public, and an expanded role

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for more members in non-investigative activities like policy development. A working group, chaired jointly by Council member Dr. Judith Van Evra and Dr. Catherine Yarrow, Registrar, is examining these processes with a view toward developing a more efficient and productive dispute resolution process. The task group is on a "fast track" working toward a Spring 1998 deadline.

External Relations

The Professional Relations Branch of the Ministry of Health has charged the College with the task of developing a criterion-based measure that would allow individual psychological associates, with the appropriate knowledge and skills, to be granted access to the controlled act of communicating a diagnosis by the College. The findings of the Operational Review reinforced the need for the College to move forward quickly with this task, in consultation with OPA and OACCP. The review also identified the need for the College to continue its efforts to promote mutually productive working relationships with the OPA. Action is already underway on both these recommendations.

Strategic Plan

Last summer, the College embarked on a Strategic Planning process with a small working group developing the core elements of the plan. The Operational Review findings suggest the College further elaborate and expand the Strategic Plan to enable it to provide the basis for the College's priority setting and resource allocation. In this regard, the Strategic Plan requires more specificity with respect to activities, time lines, accountabilities and evaluation criteria.

Summary

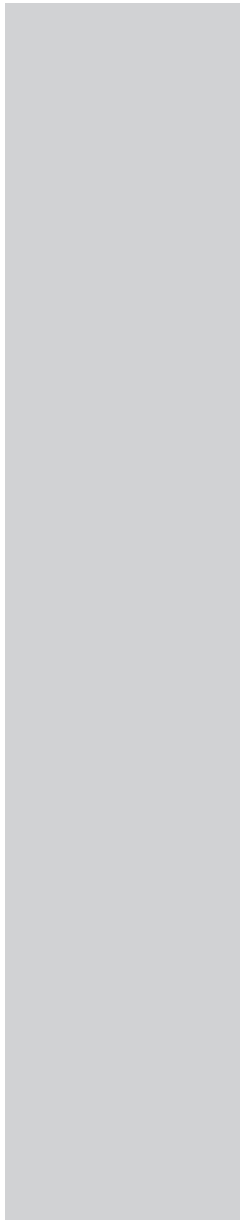
The Operational Review findings and recommendations indicate that the College must place a high priority on effective communication. The College will be working actively to strengthen its communications with members, the public, staff, other Colleges and professional associations, and with government. This will be done in a variety of ways including: a continued and expanded emphasis on member services; establishing the toll free, 1-800-489-8388 number; setting up a Web Site; and, continued publication of the Bulletin and other print materials.

"The Operational Review gave us the opportunity to step back and assess how we are doing. It has given us invaluable feedback on what the College is doing well, and what we need to do to continue to improve," says Dr. John Goodman, President of the College.

He also expressed his appreciation to all of those who participated in the review. "The College's Operational Review greatly benefited from the involvement of the College's members and staff, our colleagues in other Colleges and professional associations, and members of the public. On behalf of Council, I want to thank everyone who took time to give us comments and ideas."

"Council is committed to moving forward as fast as possible to implement all of the recommendations. The result should be enhanced service to the public and our members, and a more challenging work environment for our staff."

Look for more information on the findings of the Operational Review and updates on the College's progress in implementing the recommendations in future issues of the Bulletin. §



Report

Mission

To serve the public interest by ensuring that psychological services in Ontario are effective, safe and accessible.

Since the implementation of the RHPA on December 31, 1993 and with it, the transformation of the Ontario Board of Examiners in Psychology (OBEP) to the College of Psychologists of Ontario, change has been occurring at an accelerating pace. The Strategic Planning exercise which is now nearing completion and the recently completed Operational Review will provide both focus and direction for the way this change develops. Through a process of stakeholder and member consultation, the draft Strategic Plan will be revised and brought to Council for approval in March 1998. Preliminary findings from the Operational Review are included in this issue of the Bulletin. Both the Operational Review and the Strategic Planning exercise underscored the desirability of increased member involvement in the business of the College to better serve the public interest.

To increase member involvement with regard to practice, policy or guidelines, the process of consultation now begins at a much earlier stage. In addition to consulting with individual members, the College also consults with groups such as the regional Academies of Psychology, the Hospital Psychology Association of Ontario and divisions of the OPA such as SecPE. Organizations such as OPA, CPA, ASPPB, CPAP, CRHSPP and OACCPP are also included as part of the larger consultation community. We expect this consultation process to continue and increase.

Over the past two years, the College has been involved in the development of an alternative process to replace delegation as a means of determining which psychological associates might engage in diagnostic activity. The Registration Committee has identified the core knowledge and skills required for practice in various areas of psychology as well as the additional core skills and knowledge necessary for competence in diagnostic activity. Consultation is occurring with the OPA and OACCPP, with involvement of the Professional Relations Branch of the Ministry of Health. We anticipate this alternative process to delegation to be in place by December 1998.

A very productive meeting was held with the Hon. Elizabeth Witmer, Minister of Health on January 12, 1998. The Minister is committed to consultation and to the concept of partnerships in providing health care to Ontarians. We look forward to continued collaboration with her office.

ASPPB has developed a Certificate of Professional Qualification (CPQ) to assist individuals who wish to move from one jurisdiction to another. Reciprocity, an agreement between jurisdictions, was developed to facilitate mobility but currently involves only seven jurisdictions in North America. The certification program will allow individuals to deposit information on their credentials and experience with the Licensed Psychologists Data Source of ASPPB. At its December meeting, the Council approved relying on the CPQ, if held by an applicant, as satisfying the academic and supervision requirements for registration as a psychologist in Ontario. The College reserves its authority to require successful completion of the jurisprudence examination and an oral interview. The program will begin August 1, 1998.

John T. Goodman, Ph.D., C.Psych.
President

Quality Assurance Program - Spring Implementation

All Members to Undertake Self-Assessment Review

After three years of development, consultation and revision, Phase One of the Quality Assurance Program is ready for implementation.

Later this spring, all members will receive the initial self-assessment component of the Quality Assurance Program. A Self Assessment Guide (SAG) will be provided for completion by all members. The purpose of the Self Assessment Guide is to assist members to identify practice areas where they may require or desire professional development. Using this information, members will develop an Individualized Learning Plan (ILP) to address the areas identified.

The SAG/ILP process is designed to be a self evaluation encouraging honest, genuine reflection of one's skills and knowledge. As a self evaluation, members will be expected to complete this process for themselves and will not be required to submit either the SAG or ILP to the College. The College does recommend that members discuss their Self Assessment Guide and Individualized Learning Plan with colleagues to enable them to obtain objective consultation and input into their self assessment.

Participation in the Quality Assurance Program is mandatory. Members will be required to submit a "Declaration of Completion", along with their membership fee renewal in June 1998, to document that they have completed the Self Assessment Guide and have developed an Individualized Learning Plan for themselves.

During April, members will receive a complete SAG/ILP package. This will include detailed instructions and the Self Assessment and Individualized Learning Plan forms.

Included with the SAG/ILP package will be an evaluation form and members are encouraged to provide the Quality Assurance Committee with thoughts or ideas regarding your experiences in completing the form and implementing your ILP. These suggestions will be used to review, and where necessary, revise the process for future years.

The Quality Assurance Committee would like to thank the entire membership for their assistance and input throughout our lengthy consultation process. The end product which has evolved is very different from the initial drafts, as members' valuable suggestions and constructive criticisms have been incorporated.

Currently the Committee is working on Phase Two of the Quality Assurance Program: The Peer Assisted Review. A number of member focus groups have been asked to review the questions and concerns raised by members when the Peer Assisted Review was discussed at the Quality Assurance presentations held in various locations over the past year and in other forums. In keeping with the philosophy of promoting continuous improvement and facilitating self regulation through education, the Committee is asking members to comment on "How should we design the Peer Assisted Review to help you to improve the quality of your services to the public?". The feedback and suggestions from members will be used by the Committee as Phase Two, the Peer Assisted Review, is developed and readied for piloting in the new year. §

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



"Tricky Issues" Feature

At this year's Barbara Wand Symposium, a number of "Tricky Issues in Professional Practice" were presented, using a scenario and multiple choice answer format. One of these scenarios is presented below followed by a discussion of the most appropriate response(s).

Viewing of Covert Surveillance Videotapes

An individual who was in a work-related accident was referred to you for an assessment as part of the evaluations being conducted to determine her eligibility for benefits. The insurance company, for whom you do a lot of work, forwards a surveillance videotape of the client to you noting the contents bear directly on the referral questions. They explain that the use of surveillance videotaping is standard practice in many disability claim situations and ask that you not discuss the contents or even the existence of the videotape with the client. Of the following options, please **circle** the most appropriate one(s).

1. View the videotape but only comment on aspects which are directly related to information gathered during the assessment.
2. Refuse to review the videotape since you are not experienced at interpretation of surveillance videos and being an ardent "X-Files" fan, know that things on film are not always as they seem.
3. View the videotape but only after completing the assessment so as not to be influenced by the content of video.
4. Refuse to view the videotape without being able to speak with client about it.
5. View the videotape but do not use the information as the quality of the tape is poor and it is difficult to be sure the person on the tape is actually the client.

DISCUSSION

The Council of the College recently discussed this question as has other regulatory bodies including the College of Physicians and Surgeons and the College of Occupational Therapists. The main concern with respect to the viewing of covert videotapes is the use of information about a client that the client does not know exists and is thus unable to explain or comment upon.

The psychologist or psychological associate is in a position of trust within the client/therapist relationship. The use of covert surveillance material, without the client's knowledge, could be considered a serious breach of this relationship.

Other issues arise with respect to the use of surveillance videotapes. Is the member experienced in the interpretation of video material? Does the member know the exact circumstances under which the tape was made? Can the activity in the videotape be explained or accounted for in any other way? A classic example of potential misinterpretation is one in which a video purports to show an individual carrying a heavy garbage can to the front of their house in the face of a claim of severe back pain and inability to carry heavy weights. The patient explained that the garbage can in question was empty and constituted almost no weight at all. Without being able to discuss the video with the individual, misinterpretation could have readily occurred.

Comments on Answers to Scenario

1. *View the videotape but only comment on aspects which are directly related to information gathered during the assessment.*

This answer would seem inappropriate as it raises all of the concerns noted above with respect to the use of covert surveillance videotapes.

2. *Refuse to review the videotape since you are not experienced at interpretation of surveillance videos and being an ardent "X-Files" fan, know that things on film are not always as they seem.*

This answer may be appropriate as it suggests not viewing the tape due to inexperience at videotape interpretation. This answer is of concern as it does not address the issue of the use of this material without the client's knowledge or consent.

3. *View the videotape but only after completing the assessment so as not to be influenced by the content of video.*

This answer would seem inappropriate as it does not address the concerns raised in the above discussion.

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4. *Refuse to view the videotape without being able to speak with the client about it.*

This would appear to be the most appropriate answer and the course of action recommended by the Council of the College. If one is able to speak with the client, one is then able to discuss the activity in the video to ensure proper understanding and interpretation. One would be able to obtain explanations of inconsistencies with assessment findings or incongruities between presentation in the assessment milieu, referral material reports and behaviour seen on the video.

5. *View the videotape but do not use the information as the quality of the tape is poor and it is difficult to be sure the person on the tape is actually the client.*

This answer would seem inappropriate as it does not take into account the concerns raised with respect to the use of videotapes. It does highlight an additional concern regarding the quality of these types of videotapes to which one must be attentive.

Summary

The Council urges members to be very cautious with respect to the use of surveillance videotapes, to consider them only with the knowledge of the client, and permission to openly discuss the contents. Under these conditions, the member would have the best opportunity to ensure most complete understanding of this information and to avoid the dangers inherent in relying on covert surveillance videotapes without taking such adequate precautions. §

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



Towards 2000 ... The Challenge to Change Barbara Wand Symposium 1998

The Barbara Wand Symposium held on Wednesday, February 18, 1998 was a great success. Over two hundred members of the College and others gathered to hear presentations on our theme, Towards 2000 ... The Challenge to Change. Beginning with an address by the Hon. Elizabeth Witmer, Minister of Health, the morning presentations included a look at changing models of professional practice by Dr. Beth Mitchell and Dr. David Evans. Participants enjoyed the general "Tricky Issues" presented by Dr. Rick Morris and the specific look at the dilemmas posed by "Boundary Issues in Professional Practice" with Dr. Nina Josefowitz and Dr. Jack Ferrari.

During the afternoon, Mr. Mark Speicher, Executive Director of the Arizona Board of Medical Examiners took us on a tour of the Internet discussing the many opportunities, as well as challenges and dangers presented by this new medium. Although Mr. Speicher had to contend with some technical difficulties, this did not interfere with his ability to give us a glimpse of what is currently on the 'net' and some potential for the future.

The afternoon concluded with a presentation on the recent efforts of the College Council to position the College for the year 2000. Dr. Eugene Stasiak described the College's recently developed Strategic Plan including a Mission and Vision Statement followed by Dr. John Goodman's and Dr. Catherine Yarrow's overview of findings and recommendations from the just completed Operational Review. We can anticipate many positive developments within the College as the implementation of both of these endeavours unfolds.

Nearly half of the participants completed evaluation forms which will assist in reviewing this year's Symposium and in planning for future events. To encourage participants to complete their forms, a raffle was held of all forms submitted. We would like to congratulate our winner, Dr. Dawn DeCunha, who received a refund of her Symposium registration fee.

Planning will soon begin for the 1999 Barbara Wand Symposium and members are encouraged to provide their ideas for topics and speakers.

Members are also reminded that both video and audio tapes of this year's Barbara Wand Symposium are available and can be purchased by contacting Audio Archives International, Inc., telephone (905) 889-6566. An order form is enclosed with this Bulletin for your convenience. §

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



Changes to the Register

The College would like to congratulate and welcome the four new psychological associate members and the thirty new psychologist members admitted to the Temporary Register since August 1997.

PSYCHOLOGISTS

Eyal Bodenstein	Zavie Brown
Jacqueline Carter	Gretchen Conrad
Belinda Crawford Seagram	Patricia Davis
Hans DeGroot	Christina Frederick
Kate Hays	Herbert Kaye
Wendy Lombardi	Charmaine Miranda
Elizabeth Moore	Tammy Morrell-Bellai
Kelly Murphy	Nancy Noldy-Maclean
Sean O'Brien	Christine Purdon
Alexander Russell	Leslie Ruttan
Felicity Sapp	Michelle Sala
Alessandra Schiavetto	Michael Seto
Ronald Stringer	Gabriella Szanto
Angela Troyer	Karen Tsuk
William Walker	Mordechai Yaffe

PSYCHOLOGICAL ASSOCIATES

Monica Bandel	Ewa Janicka
Peter Marquis	Kenneth McCallion

REINSTATEMENTS

The following persons have reinstated their membership with the College:

Diane Claude

Marie-France Dionne

Pamela Foreht

Norman Greenberg

Judith Hashmall

Marc Lewis

Richard Neufeld

Izabela Schultz

Lauren Shewfelt

The College would like to congratulate and welcome the thirty-five new psychological associate members and the thirty-eight new psychologist members admitted to the Permanent Register since December 1997.

PSYCHOLOGISTS

Jeffrey Abracen
Lynn Andrews
Michael Balthazor
Angela Biason
Robert Bialik
Jo-Ann Birt
Elizabeth Bolger
Susan Bryson
Peter Cobrin
Philip Dodgson
Susan Dowler
Sylvie Fortin
Deborah Fitzpatrick
Guy Gignac
Elizabeth Gilchrist
Ingrid Gore
Susan Graham-Clay
Soula Homatidis
Miroslav Lojkasek
Brenda Lowick
Scott McCabe
Sandra Mendlowitz
Shulamit Mor
Robert Muller
Felicia Otchet
Anne-Siri Oyen
William Palmer
Erin Picard
Lyne Prud'homme
Louise Rouillard
Douglas Saunders
Kauliss Simmons
Ian Smith
Brenda Tomini
Laurel Townsend
Diana Velikonja
Liza Weiser
Robin Wilson

PSYCHOLOGICAL ASSOCIATES

Margot Baker
Carol Barber
Clément Beaubien
Leslie Chisholm
Angela Corrigan
Ron de Carlo
Barbara D'Ornellas-Crosby
Jolanta Fabiilli
Anneke Fischer-Faye
Terry Freeman
Deborah Greenburg
Pamela Greenwood
Eileen Gross
Josephine Kanfer
Eileen Kilbride
Leslie Langdon
Judi Laurikainen
Paul Legzdins
Lawrence Martichenko
Jeremy Mills
Robert Mitchnik
Christine Papadopoulos
Catherine Pineau
Gilles Plouffe
Sarah Radcliffe
Palma Robinson
Margot Rochester
Yvette Ross
Donald Salmon
Mario Sarda
Shari Schwartz
Isabelle Shessel
Judith Wilkinson
Judith Wkyes
Catherine Zuro

**The College wishes to thank
those members who generously provided
their time and expertise
to act as primary and alternate supervisors
for candidates admitted to
the permanent register.**

Last Call for Applications for Transition Stream Entry for Psychological Associates

Individuals planning to submit an application for registration for the title psychological associate in the transition stream, should be aware of the following dates. Allow at least 30 days from the time your application reaches the College for all supporting documents to arrive and for processing. All supporting documents must be received before the Registration Committee can review the application.

Registration Committee meetings for the review of applications:

April 20, 1998
May 25, 1998
July 23 and 24, 1998

July 1, 1998 is the closing date for the receipt of applications for the title psychological associate in the transition stream.

August 31 and September 1, 1998 are the last dates for Registration Committee review of transition stream applications.

Remaining date for the administration of the Examination for professional Practice in Psychology (E.P.P.P.) for approved candidates within the transition period:

October 21, 1998

Date for the administration of the jurisprudence examination:

October 21, 1998

Remaining dates for the oral examination within the transition period:

June 10, 11, 12, 1998

December 16, 17, 18, 1998

Candidates for the title psychological associate within the transition stream must have met all registration requirements including academic credentials, five years of acceptable work experience following graduate training, successful completion of the E.P.P.P., jurisprudence and oral examinations, and any additional training or experience required by the College by December 31, 1998 §

Disciplinary Hearings

Arthur Blank, Ph.D.

In a decision released on December 9, 1997, a panel of the Discipline Committee of the College of Psychologists of Ontario found Arthur Blank, Ph.D. of Ottawa, guilty of professional misconduct involving a sexual relationship with a client. The panel ordered that Dr. Blank's certificate of registration as a psychologist be revoked.

The panel found that Dr. Blank failed to maintain appropriate therapist/client boundaries in that he made sexual advances to the complainant and used his position of power and influence to engage in an inappropriate sexual relationship with her while she was his client. Moreover, after she ceased to be his client, Dr. Blank continued to use his position of power and influence to engage in a sexual relationship with the complainant without regard to her best interests or the impact of this relationship on her.

Dr. Blank entered a plea of guilty to the allegations of professional misconduct.

In determining penalty, the Discipline Committee panel considered the admissions made by Dr. Blank and the victim impact statement from the complainant. This statement highlighted the very substantial harm which Dr. Blank had caused to a vulnerable client.

The panel noted there was no doubt whatsoever that the most severe penalty available was appropriate in the circumstances. The panel also noted that Dr. Blank's conduct constituted sexual abuse of the most extreme kind which clearly disentitled him to registration as a psychologist in Ontario. §

Call for Participation in Statutory and Non-Statutory Committees

Under the RHPA, the College has seven Statutory Committees. The Executive Committee is elected from the Council who in turn appoint members of the Council and members of the College (who are not members of the Council) to the six other Committees. Both of the titles, psychologist and psychological associate must be represented on each of the six Committees. In addition, the College has established a Communications Committee for which member participation is sought.

Members who are interested in serving on a Committee are asked to provide their name, registration title, preferred Committee (1st and 2nd choice may be given) and a brief statement of background by May 15, 1998.

Statutory Committees

Registration

Meeting an average of one day per month, to review applications referred by the Registrar, to determine whether requirements for registration have been met and to direct the Registrar respecting the issuance of certificates of registration and any terms, conditions or limitations to be imposed. Two members of the College are required.

Complaints

Meeting an average of one to two days per month, to investigate complaints, the conduct or actions of members and to render a written decision within 120 days of receipt of a complaint. Two members of the College are required.

Discipline

Meeting as needed (for hearings ranging from one to five days, including resumptions) to hear allegations against members of professional misconduct or incompetence, which have been referred by the Complaints Committee. Two members of the College are required.

Fitness to Practice

Meeting as needed to hear matters relating to fitness to practice referred by the Executive Committee after receiving a report from the Registrar regarding possible incapacity. Two members of the College are required.

Quality Assurance

Meeting four to five times per year to continue the development of the Quality Assurance Program, including ongoing member consultation. The Committee will review the initial implementation of the Quality Assurance Program and make recommendations for revision and change. The Committee may appoint assessors for the purpose of the Quality Assurance program which will function under regulations developed by the College for such a program. Two members of the College are required.

Client Relations

Responsible for advising the Council on the College's client relations program which must include measures for preventing or dealing with the sexual abuse of clients by members. The program must cover educational requirements for members, guidelines for the conduct of members with their clients, training for College staff and the provision of information to the public. Meeting twice per year, with development work between meetings, the Committee may liaise with staff, Quality Assurance, and Complaints and Discipline in fulfilling its mandate. One member of the College is required. §

Non-Statutory Committees

Communications

Responsible to develop and coordinate communication between the College and the members. The mandate includes overseeing the publication of the Bulletin, development of the College website and general responsibility for communication with the members. The Committee is interested in making the current communication vehicles as useful and effective as possible, and in looking for ways to expand and enhance communication between members and the College. Two or three members of the College are required.

**Oral examinations were held on December 10, 11 and 12, 1997.
The College would like to thank the following people
who assisted in conducting these examinations.**

James Alcock, Ph.D., C.Psych., Professor, York University, Toronto; Private Practice

Jean-Pierre Bergevin, Ph.D., C.Psych., Professor of Psychology, University College of Hearst

Jean-Martin Bouchard, M.Ps., C.Psych.Assoc., Algoma Child and Youth Services; Private Practice

Thomas Bowman, Ph.D., C.Psych., Surrey Place Centre, Director, Infancy and Early Childhood Services

Clarissa Bush, Ph.D., C.Psych., Chronic Care Hospital, Memory Disorder Clinic, Ottawa

Aurelie Collings, Ph.D., C.Psych., Private Practice, Toronto

Gilles Desmarias, Ph.D., C.Psych., Ottawa Board of Education

Brian Doan, Ph.D., C.Psych., Psychologist Consultant, Toronto Sunnybrook Regional Cancer Centre

William Eull, Ph.D., C.Psych., Clinical Consultant, Dellcrest Children's Centre, Kinark Child and Family Services and Peterborough Youth Services

David Evans, Ph.D., C.Psych., Professor, University of Western Ontario, London

Diane Farr, Ph.D., C.Psych., Chief Psychologist, Guelph Correctional Centre

Jack Ferrari, Ph.D., C.Psych., Unit Psychologist, London Psychiatric Hospital

Gilles Gagnon, Public Member, College of Psychologists of Ontario

Barry Gang, Dip.C.S., C.Psych.Assoc., Clinical Manager, Surrey Place Centre

Leonard Goldsmith, Ph.D., C.Psych., Senior Psychologist, The Toronto Hospital

John Goodman, Ph.D., C.Psych., Private Practice, Ottawa; Professor of Psychology and Clinical Professor of Pediatrics, University of Ottawa; Research Professor of Psychology, Carleton University

Marcia Gragg, Ph.D., C.Psych., Windsor Regional Children's Centre

Margaret Hearn, Ph.D., C.Psych., Private Practice, London; Adjunct Professor, Department of Psychology at the University of Western Ontario

Howard Jobin, Ph.D., C.Psych., York Region R.C. Separate School Board and York Centre for Children, Families and Youth

Faith Kaplan, Ph.D., C.Psych., Private Practice, Hamilton

Randy Katz, Ph.D., C.Psych., Psychologist, Private Practice, Toronto; Assistant Professor, Department of Psychiatry, University of Toronto

Anton Klarich, Ph.D., C.Psych., Chief Psychologist, Essex County Separate School Board - French Language Section

Sharon Kennedy, Ph.D., C.Psych., District Psychologist, Community Corrections, Correctional Services of Canada

Jean Paul Laroche, Ph.D., C.Psych., Executive Director, Concordia Centre, North Bay

Louise LaRose, Ph.D., C.Psych., London Board of Education; Private Practice

Maggie Mamen, Ph.D., C.Psych., Private Practice, Ottawa; Sessional Lecturer, Carleton University

Donald Martin, M.Ps., C.Psych.Assoc., University of Ottawa, Career and Counselling Service

Ronald Myhr, Ph.D., C.Psych., Manager, Human Resources Policy & Programs, Corporate Services Department, City of Toronto

Chris Nash, Ph.D., C.Psych., Private Practice, Sudbury

Schrine Persad, Ed.D., C.Psych., Scarborough Board of Education; Private Practice

Janet Polivy, Ph.D., C.Psych., Professor, Department of Psychology and Psychiatry, University of Toronto

Monique Pressé, M.A., C.Psych.Assoc., Child and Adolescent Centre, Children's Hospital of Western Ontario, London Health Sciences Centre - Victoria Campus

Janet Quintal, M.A., C.Psych.Assoc., Bloorview MacMillan Centre, Toronto

Susan Shaw M.A., C.Psych.Assoc., Psycho-educational Consultant, Peel Board of Education

Brenda Speigler, Ph.D., C. Psych., Hospital for Sick Children; Private Practice

Jane Snyder, Public Member, College of Psychologists of Ontario

Judith Van Evra, Ph.D., C. Psych., Private Practice, Waterloo

Special Announcement!

As an additional service to callers within Ontario but outside of the local calling area, we are pleased to inform you that the College of Psychologists of Ontario is now offering the convenience of a toll-free telephone number.

The toll-free number for the College of Psychologists is:

1-800-489-8388

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Membership Renewals

Annual membership renewal notices will be mailed in mid-April. The annual fee of \$625 is payable June 1, 1998. Once again, members may choose to split their payments. Please refer to the notice for details.

A late penalty will apply to fees postmarked after June 1, 1998. If you do not receive your notice, please contact the College, and a duplicate will be sent. §

The Bulletin is a publication of the College of Psychologists of Ontario

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Ronald Myhr, Ph.D.,C.Psych.

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Jack Ferrari, Ph.D.,C.Psych.

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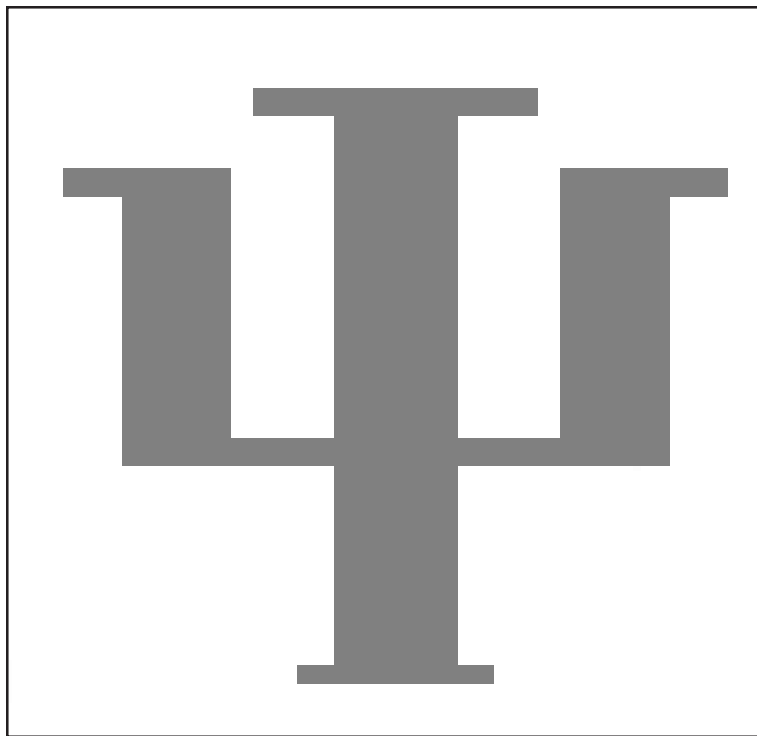
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The Bulletin is published quarterly. Subscriptions for members of the College are included in their registration fee. Others may subscribe at \$10 per year, or \$2.50 per single issue. We will also try to fill requests for back issues of the Bulletin at the same price.

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