

Regulating Psychologists and Psychological Associates

NEW EXECUTIVE COMMITTEE FOR 2002-2003

The first order of business at the June 11, 2002 meeting of Council was the election of the College President and Executive Committee for the 2002 – 2003 term. We wish to congratulate:

Nina Josefowitz, Ph.D., C.Psych. - President
Jennifer Connolly, Ph.D., C.Psych. - Vice-President
Jean-Martin Bouchard, M.Ps. C.Psych.Assoc. - Professional Member
Mary Ann Mountain, Ph.D., C.Psych. - Professional Member
Mark Lawrence - Public Member
Susan Nicholson - Public Member

Professional Incorporation and Proposed Professional Corporations By-law

Recent changes to the *Regulated Health Professions Act (RHPA)* and the *Business Corporations Act (BCA)* now permit members of the College of Psychologists, along with members of other regulated health professions, to incorporate their practice of the profession. For a corporation to engage in professional practice, it must be issued a Certificate of Authorization by the College. Ontario Regulation 39/02 under the RHPA sets out the framework by which the College can issue a Certificate of Authorization. It prescribes the requirements a corporation must meet to be issued this Certificate, including:

- all shareholders of the corporation must hold a certificate of registration with the College of Psychologists;

- all officers and directors of the corporation must be shareholders;
- the name of the corporation must include the surname of one or more shareholders, as the surname is set out in the College register, and may also in-

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Online Edition...

Beginning with this issue, the College is no longer publishing a printed hard copy of the Bulletin. Members with e-mail and internet access received an e-mail notification that this issue was available on the College website, along with a link that will take them directly to this issue. Members without e-mail received a double-sided, black and white photocopy of the Bulletin, identical to the copy that one could download and print from the website.

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clude the shareholder's given name, one or more of the shareholder's initials or a combination of given name and initials;

- the name of the corporation must indicate the health profession practiced by the shareholders;
- the corporation cannot carry on a business other than the practice of psychology and activities related to or ancillary to the practice of psychology.

A copy of this regulation is available on the Ontario Government website at:

http://192.75.156.68/DBLaws/Regs/English/020039_e.htm.

As prescribed in the regulation [2.(1)] the College shall issue a Certificate of Authorization if the corporation is eligible to hold one, and applies for the Certificate giving the following information and documents to the Registrar:

1. A completed application form.
2. The application fee required by the by-laws of the College.
3. A Certificate of Status of the corporation issued by the Ministry of Consumer and Business Affairs not more than 30 days before the application is submitted.
4. A certified copy of the certificate of incorporation of the corporation.
5. A certified copy of every certificate of the corporation that has been endorsed under the *Business Corporations Act* as of the day the application is submitted.
6. A statutory declaration certifying:
 - (i) that the corporation is in compliance with section 3.2 of the *Business Corporations Act*,
 - (ii) the corporation does not carry on, and does not plan to carry on any business that is not the practice of psychology or activities related to or ancillary to the practice of psychology,
 - (iii) that there has been no change in the status of the corporation since the date of the Certificate of Status,
 - (iv) that the information contained in the application is complete and accurate.
7. The names of the shareholders, his/her business address, telephone number and registration number.
8. The names of the officers and directors of the corporation.
9. The address of the premises at which the corporation carries on its activities.

The College is preparing an application form that when completed, will contain all of the above information. Annual renewal of the Certificate of Authorization will be required to ensure that the information in place at the time of initial issuance of the Certificate remains the same.

Proposed By-law – Feedback Requested

At the meeting of June 11, 2002, the Council approved a draft Professional Corporations By-law for circulation to the membership. This by-law is required to enable the College to issue Certificates of Authorization and includes:

- the fee for the application process and issuance of the initial Certificate of Authorization, as well as for the annual renewal;
- the late fee for a corporation that fails to renew on time as well as a fee for issuing a replacement certificate;
- the information that must be provided to the College on the application form; and,
- the information about the corporation and shareholders that will be designated as public.

Please review the attached proposed Corporations By-law and send your comments to the College, to the attention of Dr. Rick Morris. If you wish to respond by e-mail, please do so to by-law@cpo.on.ca. To ensure your comments are available to Council for their deliberation, we would appreciate your response by September 3, 2002.

The proposed by-law, together with any feedback received from members, will be provided to Council at the September meeting, for discussion and approval. Once the by-law is in place, the College will make the application forms for the Certificate of Authorization available to members. Members will be able to access this either in hard copy or from the College website.

To Incorporate or Not To Incorporate

The College will please to answer questions with respect to the process for the issuance of Certificates of Authorization. The College is not able to address questions regarding incorporation with the Ministry of Consumer and Business Services

or questions regarding the benefits or drawbacks to incorporation. Whether or not a member should incorporate and whether there is a benefit to doing so is an individual decision for each practitioner dependent upon his or her particular circumstances. The process for incorporation and the potential advantages or benefits of this would be best discussed with a tax accountant, lawyer and/or financial advisor. §

PROPOSED BY-LAW 23: PROFESSIONAL CORPORATIONS

This By-law is made under the authority of the Regulated Health Professions Act, 1991 as amended 1993, 1996, 1998, 2000 and 2001, subsections 94(1) (t.1) and (t.2) and the Psychology Act, 1991 as amended 1998.

1. (1) The fee for the application for, and issuance of, a certificate of authorization, including any reinstatement of a certificate of authorization, for a professional corporation is \$500.
 - (2) The fee for the annual renewal of a certificate of authorization is \$500.
 - (3) A professional corporation or a member listed in the College's records as a shareholder of a professional corporation shall pay an administrative fee of \$50 for each notice sent by the Registrar to the corporation or member for failure of the corporation to renew its certificate of authorization on time. The fee is due within 30 days of the notice being sent.
 - (4) The fee for the issuing of a document or certificate respecting a professional corporation, other than the first certificate of authorization or one annual renewal of a certificate of authorization, is \$50.
 - (5) Every member of the College shall, for every professional corporation of which the member is a shareholder, provide in writing the following information on the application and annual renewal forms for a certificate of authorization, upon the written request of the Registrar within 30 days and upon any change in the information within 30 days of the change:
 - (a) the name of the professional corporation as registered with the Ministry of Consumer and Business Services;
 - (b) any business names used by the professional corporation;
 - (c) the name, as set out in the register, and registration number of each shareholder of the professional corporation;
 - (d) the name, as set out in the register, of each officer and director of the professional corporation, and the title or office held by each officer and director;
 - (e) the principal practice or head office address, telephone number, facsimile number and email address of the professional corporation;
 - (f) the address and telephone number of all other locations, other than residences of clients, at which the professional services offered by the professional corporation are provided; and,
 - (g) a brief description of the professional activities carried out by the professional corporation.
 - (6) The information specified in subsection (5) is designated as public for the purposes of paragraph 4 of subsection 23(3) of the *Health Professions Procedural Code*.

President's Report

As the new College year begins, it is my pleasure to welcome to Council the new members who have recently joined us as well as the returning Council members. We have three new professional members, Clarissa Bush, Ph.D., C.Psych., from Ottawa, representing Electoral District 4 (East), and Jean-Martin Bouchard, M.Ps., C.Psych.Assoc., the first voting psychological associate member on Council and on the Executive Committee. While we have always had voting members from both titles on all statutory committees, until this term the psychological associate seat on Council and the Executive has been an ex-officio position. Council now has one voting psychological associate and one ex-officio psychological associate member. Nancy Link, Ph.D., C.Psych. is a new Council member representing the training programs in psychology. One of the College's initiatives over the past couple of years has been to work more closely with the training programs around relevant issues. We also have two new public members, Gaye Dale and Martha Minogue-Fiorino. We have a very strong Executive Committee this year. Jennifer Connolly was elected Vice President, Jean-Martin Bouchard and Mary Ann Mountain are members-at-large and Mark Lawrence and Susan Nicholson are the public members. You will find short biographies of all Council members in this [Bulletin](#).

It is both an honour and pleasure to have been re-elected as President. When I decided to run for a second term, I had to sit back and think about why, exactly, did I want to run again. I decided there were two main reasons. First, I have enjoyed being President immensely. This past year, working with Council members, the Registrar and the College staff has been a wonderful and stimulating experience. Generally, I have thoroughly enjoyed all of my experiences on Council.

My second reason for seeking re-election was the sense I had of being in the middle of a number of issues, and wanting to see them concluded or at least further along the road toward completion. These include items related to registration, the RHPA review and issues related to the governance of the College.

Next year there are a number of professional seats coming up for election or appointment, including two seats within the Greater Toronto Area, and one academic seat. I would like to encourage all of you to consider running and to encourage your colleagues to run. Many of us on Council are there because a colleague approached us and suggested that we run – it's not too soon to begin thinking about next Spring elections!

I would like to highlight some of the events that have recently occurred at the College. The move to the new location at 110 Eglinton Avenue went smoothly and everyone seems settled, and happy to have windows, and air conditioning that works. College staff has been very involved in meeting with Ministry representatives regarding the proposed Privacy of Personal Information Act. We do not yet have a final draft, but the Ministry appears to be receptive to the concerns of the regulated health colleges. This legislation will impact on all of us, whatever our work setting. The College will provide further information to the membership as it becomes available. The College has also been actively working on the processes required to enable members to incorporate their practices. A draft by-law was approved by Council for circulation to the membership and it is published in this [Bulletin](#). Please take the time to review this draft by-law and provide your feedback.

In February, at the Ontario Psychological Association Convention, Catherine Yarrow, our Registrar, was the recipient of the OPA Barbara Wand Award. In presenting the award, the OPA recognizes “an individual in the discipline of psychology who has made a significant contribution to excellence in professional ethics and standards.” We are all very proud and would like to congratulate Catherine on this achievement.

In closing, I would like to thank Council and the membership for their continued support and want to wish everyone a warm, relaxing and wonderful summer. Please do contact either myself or any other Council member if you have any questions, concerns, or would just like to talk.

Nina Josefowitz, Ph.D., C.Psych.
President

College *Directory of Members* to be Online

The College is pleased to announce that, beginning this fall, the *Directory of Members* of the College of Psychologists will be published as an online, searchable database through the College website, rather than in hard copy. Online searchable directories are currently available for many other regulatory bodies and psychological organizations such as the College of Physicians and Surgeons of Ontario and the College of Occupational Therapists of Ontario; regulators of psychological services in other provinces such as the Colleges in Alberta, British Columbia, and New Brunswick; as well as associations such as both the Canadian and National Registers of Health Service Providers in Psychology.

In making the decision to move to this format, the College Council considered the numerous advantages:

- Always up-to-date: The print *Directory* is only accurate as of the day it is sent to be printed. The College receives numerous changes to member information throughout the year and the online format will be able to be updated regularly.
- Searchable: This feature will allow users to search for a member by a number of search criteria such as name, location, or area of practice or a combination of these.
- Accessible: Currently the *Directory* is available to members and a small group of other interested individuals or groups who have requested they be on the distribution list. An online *Directory* will be readily available to a much broader user group.
- Cost Effective: An online *Directory* represents a substantial saving in the cost of printing and mailing.

While recognizing the significant benefits, the Council did note that a small number of members do not have access to the Internet. After much deliberation, it was decided that, on balance, the benefits outweighed this concern.

Initially, the online *Directory* will provide the following information:

Member Name
Title (e.g., C.Psych., C.Psych.Assoc.)
Registration Class (e.g., Autonomous, Supervised)
Status (e.g., Regular, Academic, Inactive)
Contact Information – as per the public register

It is anticipated the move to a searchable, online *Directory* will be of significant benefit to members of the College and to the public.



THE QUALITY ASSURANCE PROGRAM

Status Update: Part 1

The Quality Assurance Program of the College of Psychologists was officially implemented in October 1998 with the passing of the Quality Assurance Regulation (Ontario Regulation 534/98 made under the Psychology Act, 1991). The program, as authorized by the regulation, was the result of a five-year process of continuous development, member consultation and revision. The Quality Assurance Committee published a *Bulletin* article in August 1999, entitled, *The Quality Assurance Program: A Detailed Overview and Status Report*. This article described the various components of the program and described the implementation process. Since that time, all members have completed the *Self Assessment Guide and Professional Development Plan (SAG)* and many members have participated in the *Peer Assisted Review (PAR)* process, either as a member being reviewed or as a reviewer.

This article, the first in a series of update articles on the Quality Assurance Program, will focus on the *Self Assessment Guide and Professional Development Plan*. A second article will review the *Peer Assisted Review* process, providing information on the findings of the reviews to date, as well feedback from those who have participated. A final article will discuss developments in the *Mandatory Continuing Education* component as well as other initiatives the Quality Assurance Committee is undertaking.

Self Assessment Guide and Professional Development Plan (SAG)

The self assessment is a two-part process; member completion of the *Self Assessment Guide* and, flowing from this, the design and implementation of an individualized *Professional Development Plan*. The *SAG* is a tool through which members evaluate themselves in relation to their own areas of practice and in a number of other professional areas, including familiarity, understanding and adherence to statutes, regulations, Standards of Professional Conduct, Code of Ethics and other guidelines that govern the profession. Through the completion of this self review, members identify areas for professional development based on their individual needs and learning styles and document these in their *Professional Development Plan*.

The *Self Assessment Guide and Professional Development Plan* is completed by all members every two years. Members are encouraged to complete the *SAG* in a manner reflecting a critical review of their knowledge, skills and practices. The *SAG* is not returned to the College, but rather each member is required to sign and submit a *Declaration of Completion* attesting that they have undertaken this requirement.

The majority of members complete the *SAG* and return the *Declaration* within the timelines established by the College. The Quality Assurance Committee has established a reminder process for those members who do not return the *Declaration*. These members are reminded of Principle 1.6 of the Standards of Professional Conduct that requires all members to participate in the mandatory aspects of the QA program. An initial friendly reminder usually results in the return of almost all of the outstanding *Declarations*. Unfortunately, some members continue to ignore this obligation. These members are referred to the Quality Assurance Committee and may be required to submit their full completed forms, not just the *Declaration*. Continued refusal could result in a referral to the Executive Committee of the College for violating the Standards of Professional Conduct.

In an effort to assess the value of the *SAG* to members and to obtain feedback on members' experiences with it, the Quality Assurance Committee surveyed a randomly selected group of 200 members who had completed the *SAG* in the summer of 2001.

Of the 200 surveys sent out, 113 were completed and returned. While members could choose not to identify themselves on the survey, all were asked to indicate their Primary Area of Practice and Year of Registration. For those members who included this information, the breakdown by these categories was:

<u>Primary Area of Practice</u>		<u>Registration Years</u>	
Clinical	67	pre-1975	12
School	16	1976-1980	17
Neuropsychology	9	1981-1985	15
Counselling	9	1986-1990	20
Forensic	5	1991-1995	20
Health	1	1996-2001	27
I/O	2		
Rehab	2		

Members were asked to indicate the length of time they spent in completing the SAG. The results ranged from a low of 20 minutes to a reported high of three weeks. The actual completion times reported were: less than one hour, 25%; one to two hours, 36%; two to three hours, 18%; three to four hours, 9%, four to five hours 5%; and greater than five hours (7%).

A version of the actual survey form is shown below. Members were asked to rate each question on a scale of 1 to 4, from Effective to Ineffective or, High to Low for the last two questions. The mean response to each survey question as well as the frequency of response is shown beside each of the survey questions. As not all questions were answered by all respondents, the total frequency count may be less than 113.

The survey also asked two open-ended questions. The questions and typical answers were:

Please describe any changes to your practice as a result of participating in this component of the Quality Assurance Program.

- *Increased learning in some areas, review of statutes and regulations.*
- *I've added to my intake assessments to cover areas brought to my attention by the guide.*
- *None*
- *Better organization*
- *Closer use of statutes and regulations & greater confidence in communicating these to the public where appropriate*
- *I find the QA program very useful as a check on aspects of my practice. If anything I would say my patients are better informed and prepared for treatment.*
- *Got someone to be a back-up for records in the event of death or end of practice.*
- *By completing the Self Assessment Guide, I have become more cognizant of the areas of competence and those in which I need to improve. But I think the designation of A (adequate) or I (inadequate) is too general or vague.*
- *Updated consent form for release of information.*
- *Helped to affirm that I am on the right track. The flexibility of the plan and the level of the trust in member's integrity in self monitoring his/her professionalism and professional development is very affirming.*
- *The review is helpful and the goal-setting worthwhile. Keeps these issues front and centre.*
- *Reminded me to check to make sure I mention confidentiality in the first session.*
- *My approach to professional development has been more systematic.*
- *A good reminder of some of the ethical questions and responsibilities.*
- *It has led me to revise my reporting of computerized interpretive data – I had forgotten the standard and the review led me to it. Just receiving the package inspires self-scrutiny more that would exist without it.*

Are there areas that should be added or deleted from the *Self Assessment Guide and Professional Development Plan* that would help you to better evaluate and improve your practice?

- *No, it is very thorough.*
- *I did not feel the section on all of the listing of policies and codes to be useful to review. I would prefer a list of relevant acts, etc. which we should know for work with children, adults, etc. Also clinicians should be asked to review their previous SAG to determine if they have accomplished the goals set before, so that this becomes a*



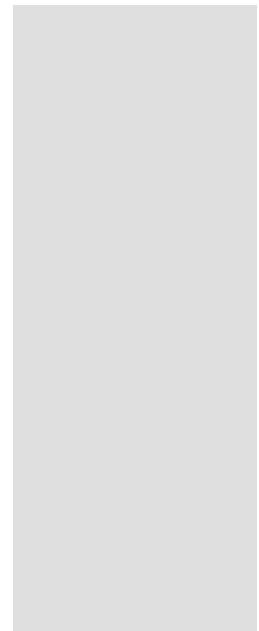
continuous evaluation process.

- *It just seems too long in some sections, so it seems burdensome; but in the end I can't see where it could be cut down.*
- *Not that I can recommend. I consider the SAG to be a very helpful tool.*
- *I find it well designed and 'user-friendly'.*
- *I found that some areas were irrelevant or much less relevant for my level of clinical practice. I would ask if this is necessary every two years?*
- *It appears that Self Assessment Guide and ongoing Professional Development Plan' are both comprehensive.*
- *With respect to legislation, codes, etc., this is repetitive from year to year – could be shortened or highlight only changes in areas of practice or new legislation.*
- *Not so much suggestions to delete or add but some built in way of prioritizing.*
- *Perhaps a greater focus on the values (ethics) and a little less on the detailed specifics.*
- *I believe there is sufficient breadth and flexibility to accommodate most needs.*

The overall results of the survey suggest that members find the SAG process to be of value. The Quality Assurance Committee has reviewed the survey responses, taking note of the suggestions and comments provided. The survey will be repeated in the fall of 2002 with a randomly selected group of members, from those who are completing the survey this summer.

This year, for the first time, the *Self Assessment Guide and Professional Development Plan* was distributed electronically to those members with internet access, enabling members to either print and complete a hard copy or complete it, on computer, as a Word document to be saved, revised and updated as necessary. It is hoped that this electronic version will simplify completion of the *Guide* and *Plan* and also encourage and facilitate ongoing updates and revisions.

Future issues of the Bulletin will contain an update on the Peer Assisted Review process, Mandatory Continuing Education, and other plans under development. The Quality Assurance Committee is interested in the comments of members regarding the Self Assessment Guide and Professional Development Plan specifically, or any aspects of the Quality Assurance Program. If you have comments or feedback, please don't hesitate to write to the Committee, care of Dr. Rick Morris.



Self Assessment Guide and Professional Development Plan Survey Results: August 2001

How effective was the <i>Self Assessment Guide and Professional Development Plan</i> in helping you to:	Effective		Ineffective	
	1	2	3	4
1. define your current areas of practice and identify gaps between current and desired levels of knowledge or skill	Mean 1.7 53	42	15	2
2. identify gaps in your knowledge, skill or experience to develop a plan to expand or change areas of practice	Mean 1.7 38	51	21	1
3. review relevant statutes and regulations and identify deficiencies in your professional practice	Mean 1.6 54	49	9	1
4. review significant standards of practice and identify deficiencies in your professional practice	Mean 1.7 54	45	9	3
5. review your knowledge of policies and codes of ethics in teaching (professional conduct with students) and identify deficiencies	Mean 1.8 35	36	11	5
6. review your knowledge of policies and codes of ethics in research (professional conduct with subjects) and identify deficiencies	Mean 1.9 29	34	12	5
7. review your knowledge of standards in providing supervision (e.g., patient responsibility; countersigning reports) and identify deficiencies	Mean 1.8 42	39	11	4
8. monitor your professional development activities with a view to evaluating the fit between your identified gaps in knowledge and the topic areas of your learning activities	Mean 1.6 52	46	12	1
9. develop a plan to address your learning objectives	Mean 1.8 41	48	13	2
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Overall, how would you rate the following?	High		Low	
1. increase in knowledge and awareness of regulations, standards and ethics as a result	Mean 1.7 42	59	11	0
2. overall satisfaction with the <i>Self Assessment Guide and Professional Development Plan</i>	Mean 1.9 43	51	12	6



Investigations and Hearings

The following is an overview of activities within *Investigations and Hearings* since the information provided in the previous [Bulletin](#).

Since reporting in April 2002, the Complaints Committee received 14 new complaints. These can be categorized by the *Nature of Service* and the *Nature of Complaint* as listed below:

Nature of Service

Administration	1
Custody & Access/Child Welfare Assessments	4
Correctional Assessments	2
Other Psychological Assessments	3
Psychotherapy/Counselling	4

Nature of Complaint

Conduct Unbecoming a Member of the College	2
Failure to Render Services Appropriate to User's Needs	2
Failure to Respond to a Request in a Timely Manner	2
Fees & Billing Problems	1
Inaccurate Information	2
Inadequate Data to Support Conclusions	3
Improper supervision	1
Incompetence	1

The Complaints Committee considered a variety of cases and released 30 decisions regarding matters that had been under review. The *Nature of Disposition* of these matters is shown below:

Nature of Disposition

Dismissed/take no further action based on merits of the case	8
Dismissed/complaint deemed to be frivolous and vexatious	1
Dismissed with Advice	7
Written Caution	10
Referral to the Discipline Committee	4

The **Executive Committee** began consideration of 1 new matter that was outside the jurisdiction of the Complaints Committee. It also referred a matter that had been under review to the Discipline Committee.

There were no Discipline or Fitness to Practice Hearings held since the reporting in the previous [Bulletin](#).

Undertakings and Agreements

Some matters of concern brought to the attention of the College are resolved through the agreement of the member to an undertaking. Through this resolution, the member agrees to undertake certain activities or make specific changes to his/her practice, related to the area of concern. The following are examples of recent issues and the resolutions achieved

through undertakings. These are published for educational purposes.

Case #1

Background and Issues:

A member performed psychological assessments of both a husband and wife to be incorporated into the custody and access assessment being conducted by another professional. The husband alleged that the member's interview with him lasted only ten minutes and that he was not given an opportunity to discuss the results of the psychological testing. He also alleged that the information gathered during the assessment did not support the member's findings, in that there were errors and bias in the interpretation, which went beyond the data obtained.

Resolution:

Following an investigation of the complaint and a review of all relevant material, the Complaints Committee felt there was reason for concern. In resolving this matter, the Committee agreed to accept an undertaking from the member that included:

- acknowledgement by the member of the concerns of the Complaints Committee
- a period of ongoing peer review and consultation
- acceptance of the reviewer's recommendations for additional training or review that will be considered in determining whether the terms of the agreement have been met.
- acceptance of the Executive Committee's authority to consider further action that may be required, in the event of an unfavourable reviewer report
- compensation of the reviewer by the member
- provision of a letter acknowledging the errors made and indicating that it would not be appropriate for the report to be relied upon
- agreement that the issues of the complaint and the resolution can be published in the Bulletin, for the education of the membership, without identifying information

Case #2

Background and Issues:

A member had an ongoing supervisory relationship with an unregulated practitioner, where supervision was only provided in certain cases requiring the involvement of a psychologist for third party funding purposes. A concern arose that the unregulated practitioner had not filed a report with the Children's Aid Society concerning child abuse. Concerns of the College related to the decision by the non-regulated provider not to report the child abuse to the Children's Aid Society and the adequacy of the supervision regarding this by the supervising member.

Resolution:

The Executive Committee reviewed the information gathered in the investigation of this matter and determined there was reason for concern. In resolving the matter, the Executive Committee agreed to accept an undertaking from the member that included:

- acknowledgement by the member of the concerns
- a period of practice review and consultation with an emphasis on supervision, and the understanding of reporting obligations under the *Child and Family Services Act*
- remuneration of the reviewer by the member
- agreement that the issues of the complaint and the resolution can be published in the Bulletin, for the education of the membership, without identifying information



COLLEGE NOTICES

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO

The College Council

The Council of the College is composed of elected and appointed individuals. The current Council has six members elected geographically from among the members of the College, one member elected from among the psychological associate membership, three members appointed representing training programs in psychology, six appointed members of the public, and one ex-officio psychological associate seat. Below is a brief biography of each of the members of the College Council for 2002/2003.

Electoral District 1 (North)

Mary Ann Mountain, Ph.D., C.Psych. completed a Ph.D. in Clinical Neuropsychology at the University of Victoria. She holds a diplomate in Clinical Neuropsychology from the American Board of Professional Psychology. She has worked in Thunder Bay, providing assessment and treatment to clients with neurological diseases and injuries at St. Joseph's Hospital since 1991 and in private practice since 1993. Currently, Dr. Mountain is the Manager of Neurology and Locomotor Services at St. Joseph's Care Group in Thunder Bay. She is an Adjunct Professor at Lakehead University. She was elected to Council in 1998 and re-elected in 2001 and is currently chair of the Quality Assurance Committee. She has also served as member-at-large and Vice President of the Executive Committee and has served on and chaired various College Committees including Registration, Discipline, Governance and Government Relations Committees. Her term continues until 2004.

Electoral District 2 (Southwest)

Maggie Gibson, Ph.D., C.Psych. has been the psychologist for the Veterans Care Program, Parkwood Hospital, St. Joseph's Health Care, London since 1993. Her role is in program development, specifically identifying and addressing care gaps through a combination of systems analysis, applied research, staff development and clinical consultation. She regularly presents symposia and workshops in both community and professional continuing education forums and contributes to the clinical and research literature on issues such as end of life care, pain management, behavioural challenges and enhancing care delivery. Dr. Gibson is Clinical Adjunct Faculty with the Department of Psychology at the University of Western Ontario, and Associate Investigator with the Rehabilitation and Geriatric Care Program of the Lawson Health Research Institute, London. She is a member of the University of Western Ontario Review Board for Health Sciences Research Involving Human Subjects. She is currently appointed to the Complaints and Quality Assurance Committees and is Chair of the Discipline Committee. She was elected to Council in September 2001 and her term continues until 2004.

Electoral District 3 (Central)

Dorothy Cotton, Ph.D., C.Psych. obtained degrees from McGill, Purdue and Queen's, and became registered as a psychologist in 1986, after several years as a psychometrist. Her background is as a generalist in the area of clinical psychology and her clinical career has included periods in child psychiatry, general adult psychiatry, geriatrics, and forensics. She is currently the Chief Psychologist at a psychiatric hospital and also serves as Administrative Director of the Forensic Service. In September, Dr. Cotton will be leaving the hospital to take a position with the Regional Treatment Centre of the Correctional Service of Canada. Dr. Cotton teaches at both the graduate and undergraduate levels in the Department of Psychology at Queen's University, lectures in the Department of Psychiatry, and is on an advisory board for the Behavioural Science Technology Program at St. Lawrence College. She has a small private practice and also writes a syndicated newspaper column, a psychology column for a police magazine, has written a book on stress management and regularly presents to professional and community groups. She has been on the board of OPA as well as OACCPP and has served on boards for a variety of community agencies and groups. Dr. Cotton is currently appointed to the Complaints, Discipline and Fitness to Practice Committees. She was elected to Council in September 2001 and her term continues until 2004.

Electoral District: No. 4 (East)

Clarissa Bush, Ph.D., C.Psych. has worked primarily in the area of neuropsychology at two hospitals in Ottawa since obtaining her Ph.D. from McGill in 1984. These hospitals merged in 1993 creating SCO Health Service. Her professional experience was initially in both clinical and neuropsychology. In recent years however, her practice has focussed on the latter, working on various rehabilitation teams and in an outpatient memory disorder clinic. Dr. Bush holds a diplomate from the American Board of Professional Neuropsychology. She has always had a strong interest in clinical teaching and is presently the training director for the hospital's CPA accredited internship in clinical neuropsychology. Dr. Bush holds a clinical professorship at the School of Psychology of the University of Ottawa and is an Assistant Professor (VPT) in the Department of Family Medicine at the same institution. She was a member of the first group to train to perform capacity assessments when the Substitute Decisions Act was proclaimed in 1995. Capacity issues are the focus of her small private practice and she presents frequently to community groups on issues relating to capacity assessment and consent to treatment. Dr. Bush was elected to Council in March 2002 and is a member of the Registration, Discipline and Client Relations Committees. Her term on Council continues until 2005.

Electoral District 6 (Metro Toronto)

Nina Josefowitz, Ph.D., C.Psych. has been in private practice since 1988. Her clinical work focuses on adult individual and couple psychotherapy. She has a particular interest in both the treatment and medical-legal assessment of individuals who have experienced interpersonal violence, sexual abuse, harassment or breaches in fiduciary relationships. For the past ten years, Dr. Josefowitz has been an Adjunct Professor in the Department Adult Education, Community Development and Counselling Psychology, OISE/UT. In addition to her private practice, she has worked mainly in university counselling centres. Dr. Josefowitz has presented at conferences and published on a variety of issues including; cognitive behavioural therapy, issues related to the treatment of trauma, and confidentiality in client/therapist relationship. She has served on, and chaired, a variety of College Committees and was recently re-elected as President. This is Dr. Josefowitz's third term and it extends to May 2003.

Electoral District 8 (Academic)

Jennifer Connolly, Ph.D., C. Psych. received her graduate training in Clinical Psychology at the University of Ottawa and Concordia University. She has been a full-time faculty member at York University since 1985. Prior to that she held clinical appointments at the Hospital for Sick Children in Montreal and Foothills Hospital in Calgary. Dr. Connolly is a core member of the Clinical-Developmental Graduate Psychology Program at York University and she was the Director of Clinical Training from 1994-1998. She served on the Executive of the Canadian Council of Professional Programs in Psychology from 1995-1999 and was a member of the Ethics and Policy Committee of the Ontario Psychological Association from 1997-2000. Dr. Connolly was elected to Council in May 2000. She is the Chair of the Registration Committee. Recently she was elected Vice-President of the College and is a member of the Executive Committee. Her term continues until May 2003.

Electoral District 7 (Psychological Associate)

Mr. Jean-Martin Bouchard, M.Ps., C.Psych.Assoc. Through his work with Algoma Family Services, a Children's Mental Health Centre, Mr. Bouchard is actively involved in policy development, single point of access and program re-design of the clinical services offered to children, adults and families in the District of Algoma. Since his registration in 1994, he has been actively involved in a variety of College functions. In June 2002, he took his seat as the first voting Psychological Associate on Council. He is currently the chair of the Complaints Committee and an active member of the Executive Committee and the Discipline Committee. He has had a busy private practice for the last ten years and is currently considering re-locating outside of Elliot Lake. His term on Council continues until May 2005.

Electoral District Central East

Nancy Eames, Ph.D., C.Psych. received her masters degree from the University of Saskatchewan in Education and Psychology, and her doctorate degree from the University of Toronto in School Psychology. Dr. Eames also studied and received supervised training in the field of Industrial Psychology. Before joining the College as a Council member, she was on the executive of the Canadian Association of School Psychologists (CASP). Until recently, Dr. Eames also held an executive position with the Association of Chief Psychologists for Ontario School Boards. Presently, Dr. Eames is the Senior Psychologist with the Simcoe County District School Board, where she supervises and trains educational and psychological professionals. Dr. Eames is a member of the Ontario Psychological Association and the Canadian Psychological Association. This is Dr. Eames' second term on Council and it runs until May 2003.



Electoral District 8 (Academic)

John Hunsley, Ph.D., C.Psych. received his doctorate in clinical psychology from the University of Waterloo. He was a psychology faculty member at the University of Calgary from 1986-1988, and has been at the University of Ottawa since 1988. Dr. Hunsley is a full professor in the School of Psychology and is the Director of the Centre for Psychological Services, the training clinic of the Clinical Psychology Program at the University of Ottawa. He is a fellow of the Canadian Psychological Association and the Clinical Psychology Section of CPA. Dr. Hunsley teaches and supervises cognitive-behavioral treatments for adults and maintains a small private practice in this area. His term with the Council continues until May 2004.

Electoral District 8 (Academic)

Nancy Link, Ph.D., C. Psych. has been a core faculty member and Director of Clinical Training of the recently APA accredited, School and Clinical Child Psychology Program (OISE/University of Toronto) since 1998. Within the SCCP graduate program, she teaches personality assessment, coordinates the field placement program and co-directs the OISE/UT Clinic. In addition, she maintains a small private practice. For the past two years, she has served on the College Complaints Committee. Currently she is on the Discipline Committee, as well. Dr. Link was recently appointed to Council as a representative of the training programs. Her term continues until May 2005.

Ex-officio Psychological Associate

Mary Bradley, M.A.Sc., C.Psych.Assoc. has been registered as a Psychological Associate since December 1995. She works for the Dufferin-Peel Catholic District School Board in Mississauga. She has been on the boards of several community organizations, including the Halton Children's Aid Society and the Oakville Social Planning Council. She graduated from the University of Waterloo and Bishop's University. She became actively involved with the College in July 2000 as a member of the Registration Committee and was subsequently elected to Council as an ex-officio Psychological Associate representative in December 2000. She is currently a member of the Registration, Client Relations, and Discipline Committees. §

Public Members Appointed by the Lieutenant Governor in Council

Ms. Gaye Dale, a resident of Toronto, was appointed to the College Council in April 2002. She comes to the College with experience in teaching learning disabled children at the Secondary School level for the Toronto District School Board. Under Mrs. Dale's leadership as Chairman of the Board for the former Scarborough Board of Education, the Board developed and implemented the Zero Tolerance Policy for School Violence. Later known as the Safe Schools Policy, this document set the standard for the provincial wide requirements for school boards. She has been active in her community for over 25 years. In 1997, she was awarded both a Civic Recognition Award from the City of Scarborough and a Life Member Award from the Ontario Home and School Association. She has presented on behalf of the Crime Prevention Committee of Scarborough to all levels of government representing the community's concerns and needs for safety. Mrs. Dale is a member of the College Client Relations, Discipline and Registration Committees. The term of her appointment to Council continues to April 2005.

Ms. Susan Nicholson was appointed to the College Council in June 2001. She brings to the College an extensive background in marketing and public relations. After an eighteen-year career in the print media industry, she moved to association management, with positions with the Collingwood & District Chamber of Commerce and the Downtown Collingwood Business Improvement Area. Ms. Nicholson is now the full time, General Manager of the Business Improvement Area, while maintaining her status as a volunteer with the Chamber organization. In her role with the Downtown association, Ms. Nicholson is involved in the planning and execution of the many special events that are unique to the Collingwood area, including being part of the team that brought the now world famous Elvis Festival to the community. She has also played an integral role in the recent strategic planning and visioning process undergone by the community in anticipation of major development pressures. In addition, Ms. Nicholson brings experience in both the private and non-profit sector to the College, and has skills in all aspects of administration, human resources management, promotion and strategic planning. She has also continued her education with entrepreneurship training at the Georgian Triangle Enterprise Centre, and courses at the Canadian Institute of Organizational Management, an internationally recognized centre for the training of managers of

non-profit associations. Her term continues until June 2004.

Ms. Martha Minogue-Fiorino was appointed to the College Council in April 2002. She received her training as a Conference Interpreter in France, Spain and Italy and is certified by the International Association of Conference Interpreters in French, Spanish and Italian. Based in Europe for much of her career, she has been recruited by major International and European Organizations, UN Agencies and Government. She selected medicine and law as her fields of specialization. Ms. Minogue-Fiorino has travelled extensively participating in International and Ministerial-level conferences in Europe, Asia, Africa and North America. Currently a resident of Amherstburg, she is committed to contributing to her community by serving on a number of Municipal Committees, assisting at the Windsor Refugee Office and the Windsor Cancer Centre where she provides the healing music of the harp for patients undergoing treatment. She helps raise funds for many non-profit organizations and church groups by performing as a Celtic harpist at these fund-raising events. Having served as a public member at another College, she looks forward to contributing her experience and knowledge of the RHPA to the College of Psychologists. Her term continues until April 2005.

Mr. Mark Lawrence was appointed to the Council of the College in March 2000. He is a financial consultant living in Thunder Bay, Ontario. Mr. Lawrence was re-elected as a public member to the College Executive Committee and also serves on Complaints and the Discipline Committees. His term continues until March 2003.

Ms. Jane Mortson is a retired classroom teacher having taught Junior Kindergarten to Grade 10 during her career in education. During her last years of teaching, she was an associate teacher with the Faculty of Education at Nipissing University. Ms. Mortson, a resident of North Bay, was first appointed to Council as a public member in January 1999 and re-appointed in January 2002. Her term continues until January 2005. Ms. Mortson serves on the College Complaints and the Discipline Committees.

Mr. Gordon Rimmer was a management accountant for 39 years until his retirement in 1993. He has been involved in various volunteer and service activities, being President of the Seaforth Community Hospital in 1980 and a District Governor for Lions Clubs International in 1986. He is currently a volunteer member of the Board of two organizations that are related to mental health services, in Huron and Perth Counties. He was a member of a sub-committee of the Southwest Mental Health Implementation Task Force. Mr. Rimmer has been a member of the Complaints, Registration, Executive, Fitness to Practice, Discipline and Barbara Wand Seminar Planning Committees of the College. As a public member of Council, he has been an observer at three sets of oral examinations. He was first appointed to Council in March 1999 and was re-appointment to a second term in March 2002. His term continues until March 2005. §



Statutory and Non-Statutory Committees 2002 - 2003

At the meeting of Council held on June 11, 2002, the new Executive Committee was elected from the members of the Council. On the recommendation of the Executive Committee, Council approved appointments to the remaining seven statutory committees and two non-statutory committees. Each Committee is comprised of professional members of the Council (Council), public members of the Council (Public), and members of the College who are not members of Council (College). The Committee composition of the statutory committees is defined in the by-laws of the College.

Executive Committee

President	Dr. Nina Josefowitz
Vice-President	Dr. Jennifer Connolly
Member-at-Large	Mr. Jean-Martin Bouchard
Member-at-Large	Dr. Mary Ann Mountain
Public	Mr. Mark Lawrence
Public	Ms. Susan Nicholson

Client Relations:

Chair	Dr. John Hunsley
Council	Dr. Clarissa Bush
Public	Ms. Gaye Dale
	Mr. Gordon Rimmer
College	Ms. Mary Bradley
	Dr. Ron Myhr

Complaints:

Chair	Mr. Jean-Martin Bouchard
Council	Dr. Dorothy Cotton
	Dr. Nancy Eames
	Dr. Maggie Gibson
	Dr. Nancy Link
Public	Mr. Mark Lawrence
	Ms. Martha Minogue-Fiorino
	Ms. Jane Mortson
	Mr. Gordon Rimmer
College	Dr. Richard Berry
	Dr. Ian Brown
	Dr. Larry Cebulski
	Dr. Jack Ferrari
	Dr. Ron Frisch
	Mr. Jos Hulshof
	Dr. Diane Roller

Discipline:

Chair	Dr. Maggie Gibson
Council	Mr. Jean-Martin Bouchard
	Dr. Clarissa Bush
	Dr. Jennifer Connolly
	Dr. Dorothy Cotton

Discipline (Contd...)

	Dr. Nancy Eames
	Dr. John Hunsley
	Dr. Nina Josefowitz
	Dr. Nancy Link
	Dr. Mary Ann Mountain
Public	Ms. Gaye Dale
	Mr. Mark Lawrence
	Ms. Martha Minogue-Fiorino
	Ms. Jane Mortson
	Ms Susan Nicholson
	Mr. Gordon Rimmer
College	Dr. Brian Bigelow
	Ms. Mary Bradley
	Dr. Stephen Dukoff
	Dr. John Goodman
	Dr. Maggie Mamen
	Dr. Ron Myhr
	Dr. Brian Ridgely
	Dr. Eugene Sunday
	Dr. Judith Van Evra
	Dr. Christel Woodward

Fitness to Practice:

Chair	Dr. Nancy Eames
Council	Dr. Dorothy Cotton
Public	Mr. Gordon Rimmer
College	Dr. Ian Brown
	Mr. Donald Martin

Registration:

Chair	Dr. Jennifer Connolly
Council	Dr. Clarissa Bush
	Dr. John Hunsley
Public	Ms. Gaye Dale
	Ms. Susan Nicholson
College	Ms. Mary Bradley
	Dr. Jean Szkiba-Day

Quality Assurance:

Chair	Dr. Mary Ann Mountain
Council	Dr. Maggie Gibson
Public	Ms. Martha Minogue-Fiorino
College	Ms. Judi Laurikainen
	Dr. Christina Lee

Non-Statutory Committees**Barbara Wand Seminar Planning:**

Chair	Dr. Nancy Eames
	Mr. Tim Hill
	Mr. Gordon Rimmer

Jurisprudence and Ethics Exam Development

Chair	Dr. David Streiner
	Dr. Fred Boland
	Dr. Harvey Brooker
	Mr. Barry Cull
	Dr. Barry Francis
	Dr. Michele Peterson-Badali
	Dr. Doug Reberg
	Dr. Carole Sinclair

Index to the Bulletin An Insert

An index of articles by subject and title is included with this volume of the Bulletin. This index covers Volume 28. This is an update to the indices published as inserts to the Bulletins in July 2000 covering Volume 21, No. 1, August 1993 to Volume 26, No. 3, April 2000 and in July 2001 covering Volume 27, No. 1, July 2000 to No. 3, April 2001. A copy of these indices may be found on the College website in the Bulletin section.

**Upcoming
COUNCIL MEETINGS
SEPTEMBER 13-14, 2002
&
DECEMBER 6-7, 2002**



Changes to the Register

The College would like to congratulate and welcome the 41 new *Psychologist* members and the 10 new *Psychological Associate* members issued with Certificates Authorizing Autonomous Practice since April 2002. The College also wishes to welcome 1 new *Psychologist* member and 2 new *Psychological Associate* members issued with Certificates Authorizing Interim Autonomous Practice.

PSYCHOLOGISTS

Özge Fatma Akçali
Jacqueline Isabelle Aston
Madhu Bhardwaj
Geneviève Claudette Bouchard
Lorraine Anne Champaigne
Philip Classen
Mary Ann Lorraine Collins-Williams
Patricia Michelle Delmore-Ko
Laura Joy Demchuk Sloan
Normand Alfred Gingras
Evelyne Fleurette Girard
Julie Ellen Goodman
Jane Elizabeth Heintz Grove
Alicia Margaret Hendley
Freida Amelia Hjartarson
Kimberley Ann Kane
Hassan Khalili
Ivan Kiss
Bruno Joseph Losier
Donald James Mabbott
Brian John Patrick MacDonald
Sherry Indira Maharaj
Marc David Mandel
Ann Jean McDermid
Jamie Lynn Metsala
Fiona Kathryn Miller
Andrea Antoinette Myrie-Nurse
Mary-Lou Nolte
Luis Enrique Oliver
Marie Julie Pelletier
Cory Dean Saunders
Linda Anne Simourd
Carole St-Denis
Sarah Elizabeth Stevens
Maggie Ethel Toplak
Marlène Voyer
Diane Louise Warling
Leigh Ann Louise Wayland
Jeffrey Wong
Christian André Wyss
Flora Yeracaris

PSYCHOLOGICAL ASSOCIATES

Christina Armstrong Agrell
Marci Lyn Buhagiar
Lynda Dianne Faloon-Guay
Oliver Horst Foese
Lisa Mary Griffiths
Jaya Gupta
Jo-Anne Marjorie Kershaw
Paula Jean Klim-Conforti
Ann Marie Klinck
Zaharoula Kathy Stiliadis

Interim Autonomous Certificates PSYCHOLOGISTS

Terry Leigh Mitchell

PSYCHOLOGICAL ASSOCIATES

Catherine Arbuckle
Claude-Michèle Renaud

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.

Changes to the Register

The College would like to congratulate and welcome the 18 new *Psychologist* members and the 3 new *Psychological Associate* members issued with Certificates Authorizing Supervised Practice since April 2002.

PSYCHOLOGISTS

Richard Robert Bolduc
 Joséé Diane Chartrand
 Eliana Rama Cohen
 Norma Mammone D'Agostino
 Stephanie Chantal Dion
 Anja Marian Boer Hersh
 Alana Maureen Holmes
 Laura Ann Janzen
 Carole Hélène Lamarche
 Zhu-hui Li
 Jennifer Margaret McFarlane
 Colleen Patricia Millikin
 Elke Doris Reissing
 Avi Shimmon Rose
 Ronald Blaine Seatter
 Afshan A. Siddiqui
 Deborah Lorraine Stornelli
 Valerie Karen Temple

PSYCHOLOGICAL ASSOCIATES

Laurie Lynne Pearson
 Penny Kathleen Poisson-Lawrence
 Maria Tatiana Wyse

CONGRATULATIONS

Vince Caccamo, Ed.D., C.Psych.
Kingston, Ontario
Commander Land Force Command Commendation

The College of Psychologists wishes to extend our sincerest congratulations to Dr. Vince Caccamo on his recent commendation. The Commander of the Land Force Command issued a commendation to Dr. Caccamo "for his contribution in the treatment of soldiers suffering from Post Traumatic Stress Disorder. His attention to his patients, to their families and to educating the leadership of the Canadian Forces marks him as a doctor of exceptional dedication. His devotion insures a higher level of quality of life for military members and their families and his actions reflect positively on himself and the Canadian Forces." We congratulate Dr. Caccamo on this distinguished achievement.



Thank You Oral Examiners...

The College would like to thank the following individuals who assisted in conducting the oral examinations in June 2002.

Thomas Boniferro, Ph.D., C.Psych., Acting Coordinator, Psychological Services, Thames Valley District School Board: London

Jean-Martin Bouchard, M.Ps., C.Psych.Assoc., Algoma Family Services; Private Practice: Elliot Lake

Clarissa Bush, Ph.D., C.Psych., Memory Disorder Clinic, SCO Health Centre, Training Director, Internship in Clinical Neuropsychology; Private Practice in capacity assessment: Ottawa

Jennifer Connolly, Ph.D., C.Psych., Associate Professor, Department of Psychology, York University: Toronto

Audrey Cooley, M.A., C.Psych.Assoc., Thames Valley District School Board: London

Dorothy Cotton, Ph.D., C.Psych., Administrative Director, Providence Continuing Care Centre – Mental Health Services; Adjunct Assistant Professor of Psychology and Psychiatry, Queen's University: Kingston

Roberto Di Fazio, Ph.D., C.Psych., Correctional Service of Canada: Kingston

Stephen Dukoff, Ph.D., C.Psych., Algonquin and Lakeshore Catholic District School Board: Napanee

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

Jack Ferrari, Ph.D., C.Psych., Professional Practice Leader (Psychology), St. Joseph's Regional Mental Health Centre: London

Maggie Gibson, Ph.D., C.Psych., Veterans Care Program, Parkwood Hospital, St. Joseph's Health Care: London

Josée Jarry, Ph.D., C.Psych., Assistant Professor, Department of Psychology, Adult Clinical Division, University of Windsor: Windsor

Nina Josefowitz, Ph.D., C.Psych., Private Practice, Adjunct Professor, University of Toronto: Toronto

Louise LaRose, Ph.D., C.Psych., Supervising Psychologist, London District Catholic School Board; Private Practice: London

Maggie Mamen, Ph.D., C.Psych., Private Practice: Ottawa

Jane Mortson, Public Member of the College Council, Retired Teacher: North Bay

Ron Myhr, Ph.D., C.Psych., Managing Consultant, SHL Canada: Toronto

Susan Nicholson, Public Member of the College Council, General Manager Downtown Collingwood Business Improvement Area: Collingwood

Patricia Pettit, M.A., C.Psych.Assoc., Thames Valley District School Board: London

Cheryl Pohlman, Ph.D., C.Psych., Private Practice: Toronto

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

Joe Regan, Ph.D., C.Psych., Private Practice: Toronto

Brian Ridgley, Ph.D. C.Psych., Independent Practice, Ridgley, Thomas and Notarfonzo: Toronto

Jean Saint-Cyr, Ph.D., C.Psych., University Health Network, Toronto Western Hospital; Professor, Department of Surgery and Department of Psychology, University of Toronto; Private Practice: Toronto

Eugene Stasiak, Ph.D. C.Psych., Psychological Consultant, Director of Research, Ontario Correctional Institute: Brampton

Claire Lowry Sullivan, Ph.D., C.Psych., Professional Leader, Grand River Hospital; Department of Psychology, University of Waterloo: Kitchener

Jean Szkiba-Day, Ph.D., C.Psych., Private Practice: Oakville

Ann Vagi, Ph.D., C.Psych., Trillium Health Centre; Private Practice: Mississauga

Lynn Wells, Ph.D., C.Psych., Private Practice: Toronto

Robert Woods, Ph.D., C.Psych., Scarborough Hospital, Grace and General Divisions; Private Practice: Toronto

**The
College of Psychologists
Of Ontario**

~ presents ~

THE TWELFTH ANNUAL

**Barbara Wand Seminar
on Professional Practice**

Wednesday, February 19, 2003

**MARK YOUR CALENDAR
AND
PLAN TO ATTEND!**

Mission

**To serve and protect the public interest:
by promoting excellence in the profession,
by ensuring that psychological services
are safe and effective, and by advocating
for accessibility to psychological services.**

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Les articles dans ce numéro de The Bulletin sont disponibles en français.

PART III

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