

*Regulating Psychologists and Psychological Associates*

## NEW ELECTIONS BY-LAW APPROVED

At the September meeting of Council, a proposed revision to the Elections By-law was reviewed and approved for circulation to the membership, prior to it being brought forward for final approval at the December meeting. The proposed by-law, drafted by the Governance Review Committee following months of deliberation, makes a number of significant changes to the Council composition and elections procedures.

Prior to the December Council meeting, the Governance Review Committee reviewed the limited response from the membership and, after considering this input provided a report with recommendations to Council. Members of Council considered the report of the Governance Review Committee along with copies of the submissions from members; both those reviewed by the Committee and those received after the Committee had met.

After extensive discussion of the issues raised by members, a revision was only made to the section describing the voting status of members holding a certificate authorizing supervised practice; the rest of the by-law was approved as drafted, with some minor wordsmithing.

The following is a summary of the Council discussion of the main issues raised by members: academic representation; geographic district boundaries; status of members holding a certificate authorizing supervised practice; and, the new Psychological Associate electoral district.

**Academic Representation**

Under the current by-law, two Academic members were elected to Council by those members of the profession with full time appointments at post-secondary educational institutions in Ontario granting degrees in psychology, who chose to vote in the Academic district rather than their geographic district. The revised by-law proposed to increase the number of Academic members on Council to three, the maximum

allowed under the law, and have them appointed by the Council Executive upon the recommendation of the professional training programs.

The feedback from the Academic members centred on two issues: appointment of members recommended by the training programs rather than election; and the determination of what would constitute a training program for purposes of the by-law.

With respect to the first issue, some members responded that it must be recognized that Academic representatives on Council address issues more broadly than only describing training practices or representing training programs. Concern was expressed that this broader focus may not be present if the three Academic seats are filled by appointees from training programs. One suggestion was to have a combina-

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tion of representation; two members appointed from the training programs and one elected in the current manner.

In discussing this issue, it was noted that the shift to training program representation on Council appears consistent with the intent of the legislation to ensure representation by those training upcoming members of the profession. This model is in place by most other Colleges where academic representation is required. The proposed change would permit individual Academic members to vote and be elected in a geographic district, thus participating in the College and on Council in a manner similar to other members. It was also noted that to have even one seat reserved for an Academic member, as distinct from training program representatives, would result in a substantial over-representation of Academic members on Council, given the small number of Academic members.

In addressing the question of what would constitute a training program for the purpose of appointing representatives, Council appreciated the difficulty presented: would each university be allowed one voice or would those with more than one training program be allowed more than one voice? This issue was not resolved at the Council table but was deferred for further discussion with the training programs and the current Academic members of Council.

Following extensive discussion and consideration of the issues, Council decided not to amend the proposed by-law as circulated.

### **Geographic District Boundaries**

The revised by-law proposed a redistribution of the geographic boundaries, a move necessary to allow for the creation of a voting Psychological Associate seat. The Psychology Act provides for only seven professional seats on Council, all of which are currently distributed geographically. If one seat is designated as a Psychological Associate seat, the geographic districts must be redistributed among the remaining six seats.

Input was received from a few members living in the Kingston area raising a concern about their inclusion in the Central electoral district. Previously, members living in this area had been part of the more easterly district that included Ottawa. Members expressed the belief that the issues and interests of members in the Kingston area are more similar to those of their eastern colleagues than those in the proposed Central district. Member feedback was also received that supported the proposal.

Council discussed the concern raised but decided that to retain Kingston and Ottawa in the same district would make

it very difficult if not impossible to achieve reasonable parity among districts in terms of size. As well, it was noted that there was no consensus in opposition to the changes even among the few members who provided feedback. Therefore, following extensive discussion and consideration of the issue, Council decided not to amend the proposed by-law as circulated.

### **Status of Members Holding A Certificate Authorizing Supervised Practice**

Communications were received to the effect that it was unfair to deprive supervised practice members of the right to participate in Council elections. The argument was that these members pay full dues and have full professional responsibility and therefore, should have a right to vote and stand for office. Council discussed this issue and partially agreed with the comments presented. Council was persuaded that members holding a certificate authorizing supervised practice should be allowed to vote in Council elections however, it maintained the position that a member should have obtained autonomous practice status before standing for election and holding a seat on Council. The proposed by-law was amended to reflect this change.

### **Psychological Associate Electoral District**

The draft by-law proposed the creation of a voting Psychological Associate seat with the requirement that Psychological Associates would be able to vote either in the election for this Psychological Associate seat or in the election within their geographic district.

Although Council received comments from only a few members, this proposal was the subject of extensive and lengthy discussion by Council. In reviewing the draft by-law and member feedback, a number of different ideas were discussed.

One proposal, suggested by the Psychological Associate members of Council, was to allow Psychological Associates to vote both in their geographic district and for the Psychological Associate seat. This proposal was suggested for a number of reasons. First, it was felt this would be less divisive for the profession. Second, there was concern expressed that because Psychological Associates were a minority they needed to have an independent voice on Council, while at the same time wanting to ensure that the Council member elected from the geographic district continued to represent both titles. There was a concern among some Psychological Associates that unless Psychological Associates were explicitly also voting in the geographic districts, the representatives of the geographic districts could consider their mandate to be the representation of only Psychologists' point of view.

A number of Council members voiced concern that Psychologists would consider such a system unfair, as Psychological Associates would have two votes. It was also noted that in the election system proposed, the geographic representatives would not know whether the Psychological Associates had voted in the geographic district election or in the election for the Psychological Associate seat. As well, there would be a continued expectation that the geographic representatives represent both Psychologists and Psychological Associates. It was further noted that the first duty of all Council members is the interest of the public and public protection, rather than the representation of the interests of a specific title.

A second proposal made was to have all members, both Psychologists and Psychological Associates, vote for the Psychological Associate seat and all members vote in their geographic district. The hope was that this would encourage cooperation between the two titles and a sense of belonging to one profession. There was concern at Council that this could be unfair to Psychological Associates, as it would be theoretically possible for the Psychologist members to elect a Psychological Associate who would not have been elected if only the Psychological Associate vote was considered. Council also recognized that this would constitute a significant change to the by-law as presented to members and therefore, could not be taken forward without notification to the membership.

A third idea raised was to have all elections by title in that Psychological Associates would vote for the Psychological Associate seat and remaining geographical seats would be reserved for Psychologists. Council noted that this was similar to the College of Nurses which has a specified number of seats designated for each title. Some Council members were concerned that this approach would serve to increase the division between the titles, while others felt it might bring greater clarity. One of the public members indicated that this might be unfair as the Psychological Associates would only have one seat to the Psychologists' six. In the current proposal, while being numerically similar, the elected geographic representatives would be expected to represent both the titles. As with the previous proposal, it was felt that this approach would be a significant departure from the circulated by-laws and would require member notification before it could be considered.

At the conclusion of very extensive and thoughtful deliberation of the various issues and proposals related to the establishment of the Psychological Associate seat, Council decided not to amend the draft by-law.

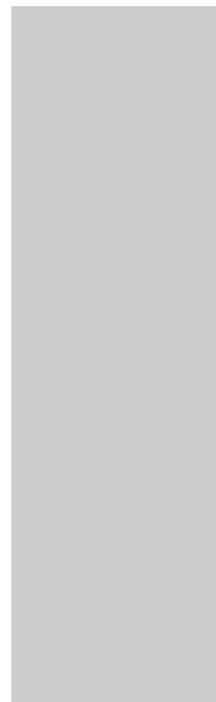
### **Summary**

After a review of the feedback provided by members and very extensive discussion, Council approved the Elections By-law as circulated except for an amendment to allow supervised practice members to vote, and some wordsmithing.

Council hoped that in describing the discussion and some of the considerations raised, members would be provided with a flavour of the deliberations and the challenges of the decision-making.

The Elections By-law as approved is reproduced below.

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## COLLEGE OF PSYCHOLOGISTS OF ONTARIO

### ELECTIONS BY-LAW

This by-law is made under the authority of the Regulated Health Professions Act, 1991 as amended 1993, 1996 and 1998, subsections 94(1) (d.1), (d.2) and (d.3) and the Psychology Act, 1991 as amended 1998.

#### 20. ELECTIONS

##### **Electoral Districts**

1. (1) The following electoral districts are established for the purpose of the election of members to the Council.

1. Electoral District 1 (North) to be composed of the districts of Kenora, Rainy River, Thunder Bay, Cochrane, Algoma, Sudbury, Timiskaming, Manitoulin, Nipissing, and Parry Sound, and the Regional Municipality of Sudbury.

2. Electoral District 2 (Southwest) to be composed of the counties of Bruce, Grey, Huron, Perth, Wellington, Dufferin, Lambton, Middlesex, Oxford, Brant, Essex, Kent, Elgin, and the regional municipalities of Haldimand-Norfolk, and Waterloo.

3. Electoral District 3 (Central) to be composed of the district of Muskoka, and the counties of Haliburton, Hastings, Lennox and Addington, Frontenac, Simcoe, Victoria, Peterborough, Northumberland, Prince Edward, and the regional municipalities of Halton, Hamilton-Wentworth, and Niagara, and the Regional Municipality of Durham (less the municipalities of Pickering, Ajax, Whitby and Oshawa), the Regional Municipality of York (less the municipalities of Vaughan, Richmond Hill and Markham), and the Regional Municipality of Peel (less Mississauga and Brampton).

4. Electoral District 4 (East) to be composed of the counties of Lanark, Renfrew, Leeds and Grenville, Prescott and Russell, Stormont, Dundas and Glengarry, and the Regional Municipality of Ottawa-Carleton.

5. Electoral District 5 (GTA East) to be composed of the addresses within the Municipality of Toronto which have postal codes beginning with M1, M2, M3, and M4, and the municipalities of Vaughan, Richmond Hill, Markham, Pickering, Ajax, Whitby and Oshawa.

6. Electoral District 6 (GTA West) to be composed of the addresses within the Municipality of Toronto which have postal codes beginning with M5, M6, M7, M8, and M9 and the municipalities of Mississauga and Brampton.

7. Electoral District 7 (Psychological Associates) to be composed of the constituency of Psychological Associates.

8. District 8 (Academic) to be composed of professional training programs in psychology at Post Secondary educational Institutions in Ontario granting graduate level degrees in psychology.

##### **Eligibility to Vote**

2. (1) A member who, on the date of the election, holds a certificate authorizing autonomous, interim autonomous, or supervised practice is eligible to vote.

(2) The electoral district in which a member is eligible to vote is the district in which, on January 1 of the

year in which an election is held, the member principally practises, or if the member is not engaged in the practice of psychology in Ontario, the district in which the member principally resides.

(3) A member holding a certificate of registration as a Psychological Associate is eligible to vote in Electoral District 7 or in the district in which the member principally practises or, if the member is not engaged in the practice of psychology in Ontario, the district in which the member principally resides.

(a) A member holding a certificate of registration as a Psychological Associate shall declare whether he or she chooses to vote in Electoral District 7 or in the district in which he or she principally practises, or if the member is not engaged in the practice of psychology in Ontario, the district in which the member principally resides, and cannot change their declaration for three years.

(4) A member shall vote in only one electoral district.

### **District 8 (Academic) Representation**

3. The members representing District 8 (Academic) are appointed to Council by the Executive Committee, upon the joint recommendation of the professional training programs in psychology at Post Secondary Educational Institutions in Ontario granting graduate level degrees in psychology.

### **Number of Members Elected/Appointed**

4. (1) The number of members to be elected in each of Electoral Districts 1, 2, 3, 4, 5, 6, and 7 is one.

(2) The number of members to be appointed to District 8 (Academic) is three.

### **Terms of Office**

5. The term of office of a member elected to the Council is three years.

### **Election/Appointment Date**

6. (1) In March 2001 and every third year after that, an election of members to the Council shall be held for Electoral Districts 1, 2 and 3, and one member representing District 8 (Academic) shall be appointed during the 2001 – 2002 fiscal year.

(2) In March 2002 and every third year after that, an election of members to the Council shall be held for Electoral Districts 4 and 7, and one member representing District 8 (Academic) shall be appointed.

(3) In March 2003 and every third year after that, an election of members to the Council shall be held for Electoral Districts 5 and 6, and one member representing District 8 (Academic) shall be appointed.

(4) During 2001 and 2002, a member of Council with time remaining in his or her current term, and who is eligible to vote in an election being held in a new district, may choose to stand for election in the new district, or to complete the current term.

(a) If the member stands for election in the new district and is not elected, he or she will continue on Council for the balance of his or her current term.

(b) If the member stands for election in the new district and is elected, his or her current term will be

deemed to have ended.

(5) The Council shall set the date in March for each election of members to the Council.

(6) A member elected or appointed to Council shall take office at the first Council meeting following the election or appointment.

### **Eligibility for Election**

7. (1) A member is eligible for election to the Council in Electoral Districts 1, 2, 3, 4, 5, and 6 if, on the date of the election,

(a) the member holds a certificate of registration authorizing autonomous practice.

(b) the member is engaged in the practice of psychology in the electoral district for which he or she is nominated, or, if the member is not engaged in the practice of psychology in Ontario, is resident in the electoral district for which he or she is nominated;

(c) the member is not in default of payment of any fees prescribed in the fees by-law;

(d) the member's certificate of registration has not been revoked or suspended in the six years preceding the date of election; and

(e) the member's certificate of registration has not been subject to a term, condition or limitation as a result of a disciplinary action within the last two years.

(2) A member is eligible for election to the Council in Electoral District 7 if, on the date of the elections, the member holds a certificate authorizing autonomous practice as a Psychological Associate; and,

(a) the member meets the criteria set out in section 7.1 (a), (c), (d) and (e) of this by-law.

(3) A member nominated for election to Council must undertake to resign, before taking office, from any position on the Board or staff of any professional psychological association.

### **Eligibility for Appointment to District 8 (Academic)**

8. (1) A member is eligible for appointment to the Council in District 8 if on the day of appointment,

(a) the member holds a full-time appointment in a faculty of a department of psychology of a university in Ontario granting graduate level degrees in psychology; and

(b) the member meets the criteria set out in section 7.1 (a), (c), (d) and (e) of this by-law.

(2) A member nominated for election to Council must undertake to resign, before taking office, from any position on the Board or staff of any professional psychological association.

### **Registrar to Supervise Nominations**

9. The Registrar shall supervise the nomination of candidates.

### **Notice of Election and Nominations**

**10.** No later than 90 days before the date of an election, the Registrar shall notify every member who is eligible to vote of the date, time and place of the election and of the nomination procedure.

### **Nomination Procedure**

**11.** (1) The member may be a candidate for election in only one electoral district in which he or she is an eligible voter.

(a) a member recommended by the training programs to serve in District 8 (Academic) may not be nominated in a geographic electoral district.

(2) The nomination of a candidate for election as a member of the Council shall be in writing and shall be given to the Registrar at least 60 days before the date of the election.

(3) The nomination shall be signed by the candidate and by at least 5 members who support the nomination and who are eligible to vote in the electoral district in which the election is to be held.

(4) The Registrar shall, at least 45 days before the date of the election, notify every member who is eligible to vote of the nominations received, and shall notify every member that further nominations will be received until 30 days before the date of the election.

(5) A candidate may withdraw his or her nomination for election to the Council by giving notice to the Registrar in writing not less than 30 days before the date of the election.

(6) No less than 30 days before the date of the election, a member nominated for election shall provide the registrar with a one page biographical note and a candidate's statement.

### **Acclamation**

**12.** If the number of candidates nominated for an electoral district is equal to the number of members to be elected in the electoral district, the Registrar shall declare the candidates to be elected by acclamation.

### **Registrar's Electoral Duties**

**13.** (1) The Registrar shall supervise and administer the election of candidates and, for the purpose of carrying out that duty the Registrar may, subject to the by-laws,

(a) appoint returning officers and scrutineers;

(b) establish a deadline for the receiving of ballots;

(c) establish procedures for the opening and counting of ballots;

(d) provide for the notification of all candidates and members of the results of the election; and,

(e) provide for the destruction of ballots following an election.

(2) No later than 15 days before the date of an election, the Registrar shall send to every member eligible to vote in an electoral district in which an election is to take place a list of the candidates in the electoral district, each candidate's biographical note and statement, a ballot and an explanation of the voting procedure as set out in the by-laws.

#### **Tie Votes**

14. If there is a tie in an election of members to the Council, the Registrar shall break the tie by lot.

#### **Recounts**

15. (1) A candidate may require a recount by giving a written request to the Registrar no more than 30 days after the date of an election.

(2) The Registrar shall hold the recount no more than 15 days after receiving the request.

#### **Interruption of Mail Service**

16. Where there is an interruption of mail service during a nomination or election, the Registrar shall extend the holding of the nomination or election for such period of time as the Registrar considers necessary to compensate for the interruption.

#### **Disqualification of Elected or Appointed Members**

17. (1) The Council shall disqualify an elected or appointed member from sitting on the Council if the elected or appointed member,

(a) is found to have committed an act of professional misconduct or is found to be incompetent by a panel of the Discipline Committee;

(b) is found to be an incapacitated member by a panel of the Fitness to Practise Committee;

(c) fails, without cause, to attend two consecutive regular meetings of the Council;

(d) fails, without cause, to attend two consecutive meetings of a committee of which he or she is a member;

(e) ceases either to practise or reside in the electoral district for which the member was elected;

(f) continues to be or becomes a member of the Board or a staff member of any professional psychological association;

(g) ceases to hold a certificate of registration for a Psychological Associate if the member was elected to Electoral District 7; or,

(h) ceases to hold a full-time appointment in a faculty of a department of psychology of a university in Ontario granting graduate level degrees in psychology if the member was appointed to District 8.

(2) An elected or appointed member who is disqualified from sitting on the Council ceases to be a member

of the Council.

### **Filling of Vacancies**

**18.** (1) If the seat of an elected Council member becomes vacant in an electoral district not more than twelve months before the expiry of the member's term of office, the Council may,

(a) leave the seat vacant;

(b) appoint as an elected member, the candidate, if any, who had the most votes of all the unsuccessful candidates in the last election of Council members for that electoral district; or

(c) direct the Registrar to hold an election in accordance with this by-law for that electoral district.

(2) If the seat of a Council member appointed to represent District 8 (Academic) becomes vacant in an electoral district not more than twelve months before the expiry of the member's term of office, the Council may,

(a) leave the seat vacant; or

(b) direct the Executive to appoint a member to represent District 8 (Academic), upon the recommendation of the training programs acting in concert.

(3) If the seat of an elected Council member becomes vacant in an electoral district more than twelve months before the expiry of the member's term of office, the Council shall direct the Registrar to hold an election in accordance with this by-law for that electoral district.

(4) If the seat of a member appointed to represent District 8 (Academic) becomes vacant in an electoral district more than twelve months before the expiry of the member's term of office, the Executive shall appoint a member to represent District 8 (Academic) upon the recommendation of the training programs acting in concert.

(5) The term of a member appointed under clause (1)(b), (2)(b) or subsection (4), or elected in an election under clause (1)(c) or sub-section (3) shall continue until the time the former Council member's term would have expired.

# President's Report

The time between issues of the Bulletin is unusually short this time, so my report will be a brief update on some of the activities at the College and actions that have been taken during the fall months.

First, I am very pleased and proud to announce that at its Annual Meeting in October, the Association of State and Provincial Psychology Boards (ASPPB) conferred the honour of *Fellow* upon Dr. Catherine Yarrow, Registrar and Executive Director of the College. The honour was conferred in recognition of her significant and enduring contributions to the Association and to licensing, certification and regulation of the profession, and in appreciation for her professional dedication to the welfare of consumers and providers of psychological services. It is truly a well-deserved honour and we applaud her fine work for the profession. Dr. Nina Josefowitz, Vice-President of the Council, attended the meeting on my behalf, and experienced as I have, the high regard in which our College is held across the U.S. and Canada.

Other meetings were held in the fall with the Directors and staff of the Program Policy Branch, and the Mental Health Rehabilitation Reform Branch of the Ministry of Health and Long-Term Care to discuss the role psychology can play as the Ministry works to revamp health care delivery. A meeting of the Federation of Health Regulatory Colleges of Ontario was also held in November at which several Ministry representatives presented their plans and goals. There was frustration and concern expressed by all of the Colleges for a series of recent Ministry requests for information or meetings made on very short notice. Such short timelines limit the quality of the responses that can be provided and pose numerous difficulties for all Colleges. It is especially problematic for smaller Colleges, like ours, with limited staff resources. The Ministry representatives were appreciative of the concern raised.

The Strategic Planning Committee met again and will soon be expanding its membership to include individuals from the major practice areas. The next meeting is January 11, and I invite your comments and thoughts on what you feel are essential directions for the Committee to consider.

At the December meeting, Council discussed the feedback from members on the Elections By-law changes and geographic redistribution. Mary Bradley, recently elected to the second non-voting Psychological Associate seat, was welcomed and participated in the two-day meeting. Also new to the Council meetings was the introduction of a graduate student to sit in, take notes and draft a synopsis of the meeting to be included in the Bulletin. Although Council minutes are posted on the web site, this synopsis will provide members with a fuller picture of issues discussed, arguments made on contentious issues, and information provided to Council members to inform their decision-making. We hope this will assist in the College's efforts to keep members fully informed about Council activities and decision-making. The first of these articles is published in this issue.

At its December meeting, Council also considered some questions from the Office Planning Committee about the future housing needs of the College. The lease on the current premises expires in February 2002, and a number of decisions must be made. Questions under consideration include: whether to move, and if so, to where; whether to buy a

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property or continue to lease; whether to share or rent space for infrequent large meetings such as Council or plan for such space within the College offices; and, other issues that arise when this type of decision must be made.

Before beginning the first day of the Council meeting, the Council enjoyed breakfast with the Ontario Psychological Association Executive and Board of Directors at the OPA office. I would like to thank OPA for its gracious invitation and for the opportunity to meet in such an informal and pleasant way. As I have noted in previous messages, one of my goals as President has been to increase the number of alternative types and locales of College meetings and get-togethers, and to increase the range of members involved. This has been achieved with some success and has proved most rewarding. Again, thanks to OPA for their initiative here.

I would like to wish all of you and your friends and families, a most joyous and happy holiday time and a wonderfully happy and healthy 2001.

Judith Van Evra, Ph.D., C.Psych.  
President

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## **A NOTE FROM THE REGISTRATION COMMITTEE...**

### **Payment for Provision of Supervision to Supervised Practice Members**

Members entering the profession of psychology today face many financial challenges. As an examination of the Schedule of Fees (page 10 of the *2000/2001 Directory of Members*) will indicate, it is a costly process for individuals to complete the requirements necessary for registration. The College continues to work hard to control fee increases, understanding that candidates are at a point in their professional careers when their financial resources are often very limited and recognizing that the job market in psychology has also been negatively impacted by larger economic and political trends.

It is the experience of the Registration Committee that many more supervised practice members are having to balance a number of part-time positions in very different settings in order to accumulate the required number of hours of supervised experience before they can be invited to the oral examination. During this time, they must receive a minimum of 2 hours of supervision every 2 weeks from the Primary Supervisor, and a minimum of 2 hours per month from their Alternate Supervisor. The *Registration Handbook* states that normally "supervisors are expected to provide supervision as part of their collegial contribution to the profession". When it is necessary to charge for off site supervision, the *Registration Handbook* indicates that "an off site supervisor may consider charging a reasonable amount."

Recently, some supervised practice members have expressed concern regarding their difficulty in paying for supervision given their financial obligations and limited earning power. While the College does not set a limit on the fee for any service, including supervision, the College strongly encourages members who offer supervision to consider the financial means of supervisees, in the same way that they consider the financial circumstances of their clients.

The Registration Committee has established a subcommittee on supervision to examine this and other issues related to the experiences of both supervisees and supervisors. The members of the subcommittee are Dr. Ester Cole, Dr. Jennifer Connolly and Dr. Stephen Dukoff (Chair). The Committee welcomes any written comments and input from members that may assist in developing clearer and more effective guidelines in this important area.

Stephen Dukoff, Ph.D., C. Psych.  
Chair, Registration Committee

## Election Results

The College welcomes **Ms. Mary Bradley, M.A.Sc., C.Psych.Assoc.** recently elected to the second, non-voting Psychological Associate seat on Council. In an effort to introduce Ms. Bradley to the entire membership, reproduced below is the Biography and Candidate Statement she submitted that was provided to Psychological Associate members as part of the election process.

### Biography

I work for the Dufferin Peel Catholic District School Board, practising in the area of Educational Psychology. I have been registered as a Psychological Associate since December 1995. My application for access to the Controlled Act of Diagnosis was approved by the College in December 1998, which I believe helps to demonstrate that when our qualifications are reviewed P.A.s are indeed competent to diagnose. I obtained an M.A.Sc. in 1970 from the University of Waterloo, in Counselling and Educational Psychology, and a B.A. in Psychology and English from Bishop's University.

I was born in Montreal and came to Ontario to do my Master's degree. I live in Oakville with my husband and various of our four children. I have always worked in school psychology, taking a number of years off from paid employment when our children were young. I have been on the board of directors of several community organizations, most recently six years on the Board of the Halton Children's Aid Society. On a personal level, I enjoy reading, music, and participating in a variety of sports. Since July 2000, I have been a member of the Registration Committee which has given me a chance to develop further understanding of the work of the College.

### Candidate Statement

Although the proposed establishment of a permanent voting seat for P.A.s is a step forward, P.A.s continue to be a minority group within the C.P.O. and as such are subject to the will of the majority. The C.P.O.'s treatment of the 'December group' has been a particularly disturbing demonstration of this situation. Title and access to diagnosis continue to be unresolved and contentious issues.

Although establishing a permanent voting position appears to be a step forward, I am concerned that Council has both added a third academic seat (i.e. a psychologist), and forced P.A.s to choose between participating in their geographical area or in the new P.A. area. There is a danger with this step

that psychologist members of Council will have even less reason to feel that they represent P.A.s.

I have sent written submissions to Council, to the RHPA Task Force and directly to HPRAC on the issues of title and access to diagnosis. It is my contention that there should be one title only—Psychologist. There is no difference in practice between the titles, and the two titles confuse rather than protect the public. With regard to the Controlled Act, it is entirely within the mandate of the College to ensure that diagnosis be made only by those competent to do so, but the requirements for competence in this area should be made clear. All candidates for registration, be they masters or doctoral level, should be subject to the same review, to ensure that their academic qualifications and supervised experience are adequate. There should be no automatic assumption that one group of candidates will have a limitation on their certificate. In areas such as Educational and Clinical Psychology, access to diagnosis is essential for autonomous practice.

If elected, I will make every effort to be accessible to all P.A.s and will endeavour to ensure that the viewpoints of P.A.s and their issues are heard on Council. I would like to see the C.P.O. function as a unifying force within the profession and work toward rectifying its own treatment of P.A.s. Of course, I would also feel responsible to ensure that the C.P.O. fulfils its obligation to regulate the profession in such a way as to guarantee that the public is well served and protected.

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# COUNCIL MEETING HIGHLIGHTS

## December 1-2, 2000

### **To Incorporate or Not to Incorporate: That is the Question.**

On October 24, 2000, the College participated in an information meeting/consultation session organized jointly by the Ministries of Finance, and Health and Long-Term Care regarding proposed changes in legislation that would allow incorporation by Regulated Health Professionals. Council had previously taken the position that the College is not opposed to the concept of incorporation, although concerns were expressed regarding issues of public protection and conflict of interest. The Council was in agreement that the incorporated entity should not be regulated by the College but that individual members within the entity should continue to be regulated and accountable for all professional standards of the College. This approach was felt to be the most simple and straightforward given the expected formation of interdisciplinary incorporated entities. Council did not choose to recommend limiting board members to those professions involved in the provision of services within the incorporated entity.

### **Regulators' Meeting: Core Competencies and MRA**

Regulators from across the nation met in early November to continue negotiations under the Agreement on Internal Trade (AIT). Amendments to the draft core competencies document resulted in the identification of six proposed practice competencies: (a) assessment and evaluation, (b) intervention and consultation, (c) research, (d) ethics and standards, (e) interpersonal relations, and (f) supervision. In addition, current methods for evaluating core competencies at initial registration by jurisdictions were assessed and a draft Mutual Recognition Agreement (MRA) was discussed.

The Council had appointed an ad hoc committee to examine current registration guidelines and recommend changes that would be necessary to conform to the core competencies. This committee felt that most of the core competencies were already evaluated, however not all were explicitly stated in the current guidelines. In addition, the first four competencies were considered essential to be evaluated at initial registration but 'interpersonal relations' and 'supervision' competencies might be reasonably acquired following initial registration. Concerns discussed by Council regarding the MRA draft involved specification and

clarification of training programs and requirements, accommodation issues, and the relationship of foundational knowledge to core competencies and mobility. Currently, the MRA only applies to psychologists and psychological associates that have been continually licensed and practicing autonomously, with no disciplinary sanctions during the preceding five years or, the number of years that the individual has been licensed, if fewer than five. The draft agreement proposes that the jurisdictions will evaluate all new registrants by the core competencies as of July 1, 2002 to facilitate mobility among Canadian jurisdictions.

### **Guidelines of Investment Policy and Evaluation of New Investment Strategies**

In the absence of a by-law providing guidance on investment policy, Council was asked to provide input on a general investment policy framework proposed by the Registrar. Issues regarding the types of investment instruments that

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### **A New Communication Initiative...**

*Council has introduced a new communication initiative to provide members with a broader insight into the issues discussed at Council meetings. Beginning with the recent meeting held on December 1 and 2, a psychology graduate student will be invited to attend, and prepare a draft summary of the proceedings for publication in the Bulletin. The College would like to extend our thanks to Jennifer Lewin, a Ph.D. student at York University for her excellent work on this challenging task. We appreciate Jennifer's efforts and are pleased that, in her own words, Jennifer, "felt this was a great opportunity to experience firsthand how Council operates and learn more about the College". This summary highlights some of the topics discussed and the debates that arose during the December Council meeting.*

might be used, who possesses the authority to invest, authorization procedures to move or extract funds, and accountability to report to Council were addressed. In addition, Council reviewed a number of “low risk” investment strategies that offered increases of 1% to 1.5% on the current rate of return. No decisions were made regarding specific new investment strategies, however, with a motion to amend the proposed investment policy to allow the College to invest in “pools” and for Council to receive quarterly investment reports, the policy was approved.

### **Should All Discipline Cases be Published in the Bulletin?**

The Discipline Committee suggested to the Council that the Bulletin publish any disposition of a Discipline panel in order to inform and educate members on disciplinary matters. Some Council members expressed reservations about publishing all discipline cases considering that the College is legally obligated to publish the member’s name in reporting these. Some members of Council seriously questioned the educational value gained by publishing some discipline cases and further, saw the publication of all cases more as creating a “rogue’s gallery” than informing and educating members. It was decided to leave the publication of discipline cases to the discretion of staff in consultation with legal counsel until a formal policy outlining the criteria and a decision-making process for publishing or not publishing discipline cases is developed.

### **Office Planning Committee: Is the College Moving?**

The College is discussing whether or not to move when the current lease at 1246 Yonge Street expires in February 2002. Council’s input on facility and relocation issues was requested by the Office Planning Committee. Agreeing with the Office Planning and Executive Committees, Council felt the main consideration when discussing these issues was cost-effectiveness. For example, Council recommended consideration of a facility with a versatile multi-purpose boardroom on site to meet the growing needs of the College, rather a smaller office that necessitated rental of off-site meeting locations. On the issue of preferring to lease or own office facilities, Council did not indicate a preference however, cost-effectiveness was reiterated as a critical factor in decision-making. After some discussion, a motion was passed authorizing the Executive Committee to make an offer to purchase or to lease, subject to Council approval.

### **Changing the Face of Quality Assurance?**

The QA Committee and the Council are tackling the issue of “audit” activities including the targeting of high-risk groups

for review, and accepting referrals from the Executive or Complaints Committees for practice reviews. Any such activity would require amendments to the current QA Regulation and a redefinition of the current philosophy that is aspirational in nature and emphasizes personal growth, peer support, and individual responsibility. There was a suggestion that possibly these activities would be better subsumed under other Committees’ mandate. A motion was passed, with one opposing vote, directing the QA Committee to study the issue of targeted reviews of high-risk groups and practice reviews upon referral of the Executive or Complaints Committee, consider the regulation amendments that would be required, and report back to Council.

### **Election By-law**

Considerable time was spent discussing the proposed revisions to the Elections By-law and the input received from members in response to the notification mailed out in September. For a summary of the discussion and decisions readers are referred to the separate article published in this issue of the Bulletin.

### **Other News**

- Client Relations Committee is currently reviewing and revising the Standards of Professional Conduct and Guidelines. A completed draft for Council is expected for the spring of 2002.
- Dr. Rick Morris was confirmed as the CRHSPP delegate for the College.
- Guidelines for Neuropsychological Assessments in Personal Injury Cases are reaching completion and a finished document will be presented to Council in March 2001.
- The tenth annual Barbara Wand Symposium on Profession Practice is scheduled for Wednesday, February 21, 2001 and will address such topics as telehealth and the electronic age, issues and challenges of supervision, and conducting neuropsychological assessments.

Jennifer K. Lewin  
York University

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# THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO

## NOTICE OF ELECTION TO COUNCIL, 2001

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### Information for Members

#### Nominations

**Date:** A date of **March 30, 2001** has been set for election to Council.

**Elections will be held for Electoral Districts of 1 (North), 2 (Southwest), and 3 (Central).**

*District 1 - North* This district is composed of the districts of Kenora, Rainy River, Thunder Bay, Cochrane, Algoma, Sudbury, Timiskaming, Manitoulin, Nipissing, and Parry Sound, and the Regional Municipality of Sudbury.

*District 2 - Southwest* This district is composed of the counties of Bruce, Grey, Huron, Perth, Wellington, Dufferin, Lambton, Middlesex, Oxford, Brant, Essex, Kent, Elgin, and the regional municipalities of Haldimand-Norfolk, and Waterloo.

*District 3 - Central* This is composed of the District of Muskoka, and the counties of Haliburton, Hastings, Lennox and Addington, Frontenac, Simcoe, Victoria, Peterborough, Northumberland, Prince Edward, and the regional municipalities of Halton, Hamilton-Wentworth, and Niagara, and the Regional Municipality of Durham (less the municipalities of Pickering, Ajax, Whitby and Oshawa), the Regional Municipality of York (less the municipalities of Vaughan, Richmond Hill and Markham), and the Regional Municipality of Peel (less Mississauga and Brampton).

**Eligibility:** A psychologist or psychological associate must be engaged in the practice of psychology in the electoral district for which he or she is nominated, or, if the member is not engaged in the practice of psychology in the electoral district, is resident in the electoral district for which he or she is nominated.

A psychologist or psychological associate must not be in default of payment of any fees; the certificate of registration must not have been revoked or suspended in the six years preceding the date of election or subject to a term, condition or limitation, as a result of a disciplinary action, within two years leading up to election.

#### *What's Up...*

*Election to Council has been set for March 30, 2001*

*Elections are being held in:  
District 1 - North  
District 2 - Southwest  
District 3 - Central*

*Nominations are due by January 29, 2001*

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**Nominations:** A nomination form is enclosed. A psychologist or psychological associate may be a candidate for election in only one electoral district in which he or she is an eligible voter. A nomination must be signed by at least five members (psychologists or psychological associates) who support the nomination and are eligible to vote in that electoral district.

**Deadline for nominations:** Nominations are due by 5 p.m., Monday, January 29, 2001. Further nominations will be received until 30 days before the election. Wednesday, February 28, 2001 is the last day for receiving nominations for the election. Those needing additional nomination forms may contact the College office.

**Withdrawal of nomination:** A candidate may withdraw his or her nomination by giving notice to the Registrar in writing, not less than 30 days before the election. The last day for withdrawal is Wednesday, February 28, 2001.

**Mailing lists:** On written request to the College, a candidate may obtain a mailing list (or address labels), at cost, of members in the electoral district, for use in the electoral process.

## Procedures

**Distribution of ballots:** No later than 15 days before the election, a final list of candidates in the electoral district, a ballot, the candidates' biographies and statements and an explanation of the voting procedures will be sent out.

**Voting procedures:** Each member eligible to vote in a given district will receive a pre-addressed envelope in which to seal the completed ballot. **The name and address of the voting member must be recorded in the appropriate space on the outside of the envelope** so that the scrutineers may verify the voter's name and address against the voters' list. The envelope containing the completed ballot must be postmarked no later than Friday, March 30, 2001.

The College will distribute the ballots to members in each electoral district, receive the sealed envelopes containing the completed ballots, confirm the voters against the voters' list, count and record the votes, and report the results of the election to the Registrar. The voting will be confidential and the College will arrange for a neutral third party to oversee the counting of ballots. Candidates may, at their own expense, choose to send a representative to observe the counting process.

*Members in the electoral districts will receive candidate statements and biographies with their ballots.*

*Ballots are mailed to voters no later than 15 days before the election.*

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## Other Information

**Responsibilities:** Council members are appointed to the seven statutory committees (executive, registration, complaints, discipline, fitness to practise, quality assurance, and client relations) and can expect to serve on at least two such committees. Council members can become members of other standing committees, as well as various ad hoc committees established.

**Term of Office:** The term of office for elected members is three years. During that time a member may be appointed to chair one or more committees.

**Time Commitment:** Council meetings are held at least quarterly and normally last for two full days (usually a Friday and Saturday). Committees may meet the day before the Council meeting or between Council meetings. Committees are likely to meet twice as often as the Council for at least one full day.

Dates for the May 2001, September 2001 and December 2001 and March 2002 meetings have not yet been set. At the end of the first day of the May Council meeting, the Executive Committee will meet to appoint Council members to Committees.

**Per diems and Expenses:** Current Council policy provides for a per diem of \$295 for Council and Committee meetings. Half-day meetings are pro-rated.

Expenses covered include necessary travel (economy fare or mileage); meals up to \$52 plus G.S.T. per day; and necessary taxi fare or parking expenses. If a meal, such as lunch, is provided during a full day meeting, then the amount allocated for lunch is deducted from available expense coverage.

**Note:** The complete Elections By-law is available in this issue of the Bulletin, on the College website, or by contacting the College.

*Please ensure that you have printed your name on the ballot envelope to ensure that your vote can be counted.*

*Ballots need to be postmarked by March 30, 2001, to be counted.*

# Complaints Committee Report

Under the Health Professions Procedural Code of the Regulated Health Professions Act (RHPA), the Complaints Committee is required to investigate every complaint about a member received by the College. Following the investigation, a panel of the Committee considers the complaint in light of the available information and the relevant regulations, standards and codes of ethics and may do one of the following:

- dismiss the complaint;
- refer specific allegations to the Discipline, Executive or Quality Assurance Committees, depending upon the nature of the allegation and the evidence provided;
- provide a Caution to the member; or,
- take some other action consistent with the RHPA, including attempts to resolve the complaint through an informal resolution process.

In all cases, protection of the public is the primary concern of the Committee. Decisions of the Committee are subject to appeal, by either the complainant or the member, to the Health Professions Appeal and Review Board (HPARB). For a full discussion of the mandate and functioning of the Complaints Committee and the dispositions available to it, members are referred to *Investigations and Resolutions: A Report from the Complaints Committee of the College*, The Bulletin, volume 26 (2), December 1999.

In deciding on a particular disposition, the Complaints Committee is required to provide the reasons for its decision. A discussion of these reasons may provide useful information to members about the Complaints Committee process and how decisions are made. Below is a discussion of an issue drawn from a recent Complaints Committee deliberation. This is provided from educational purposes with all identifying information changed or removed.

## Disclosure of Confidential Information

The Committee considered a complaint involving the disclosure of personal client information to the client's estranged spouse. In responding to the complaint, the member reported that, at one point, the client had said that he did not care whether or not his spouse knew about his past. He had, in fact, shared similarly sensitive information during conjoint sessions. Based on this, the member disclosed information to the estranged spouse.

In reviewing the case, the Committee noted that there was evidence that the aggrieved client made the statements that 'he didn't care if his partner knew about the information' while in an agitated state. Something the member ought to have taken into consideration. As well, there was also evidence that the complainant had been advised, at the beginning of the individual sessions, that any information provided in the session would remain confidential, with the exception of the standard limits on confidentiality. After considering the information presented, it was the Committee's belief that the disclosure was inappropriate. The Committee felt that given the circumstances, it would have been prudent for the member to have checked with the client to ensure informed consent before disclosing any information to the estranged partner.

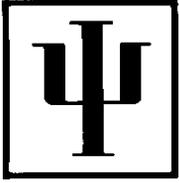
## Complaints Committee Activity: October 2000 to December 2000

The Complaints Committee wishes to provide the membership with information regarding its activity over the past few months including an indication of the nature of cases considered and the type of dispositions issued. It must be noted that the dispositions, as listed, are intentionally presented in a random order rather than related to the particular issues considered. At this time, the College is not at liberty to disclose the disposition of any particular complaint, as the decision may not have been released to the member or complainant at the time of publication.

Twelve cases were reviewed by the Complaints Committee during this time period. The nature of the issues considered included: sexual abuse, sexual misconduct, conduct unbecoming of a member of the profession, assessment bias, adequacy of services provided, lack of consent, and adequacy of supervision. As a result of the Committee's deliberations, the following dispositions were issued:

- 2 cases were Deferred, pending further information
- 2 cases were Dismissed
- 3 cases were Dismissed, with advice to the Member
- 2 cases resulted in Cautions to the Member
- 2 cases were referred to the Discipline Committee
- 1 case was referred for a formal Registrar's Investigation

Barry Gang, Dip.C.S., C.Psych.Assoc.  
Director, Investigations and Hearings



# COLLEGE NOTICES

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO

## NOTICE OF PROPOSED BY-LAW AMENDMENT Committee Composition By-Law

At the September meeting of Council two motions were passed regarding the composition of the Discipline Committee. It has been the Committee's experience that the limited number of members currently on the Committee results in problems of conflict of interest in efforts to select members for discipline panels who have not had prior knowledge of either the member, or the case through some other College process. The effect of the motions is to increase the number of members appointed to the Committee thus providing a larger pool from which a Discipline panel can be drawn.

Currently, the by-law states that:

The Discipline Committee shall be composed of,

- (a) six members of the Council who are members of the College;
- (b) four members of the Council appointed to the Council by the Lieutenant Governor in Council; and
- (c) two members of the College who are not members of the Council.

The proposed by-law amendment would change part (b) to read, "all members of the Council appointed to the Council by the Lieutenant Governor in Council". This would have the effect of making all six public members part of the Discipline Committee. A further amendment would add a part (d) to read, "six members of the College who may or may not be members of Council." This would increase the total number of professional members by six.

This by-law amendment will be brought to Council for approval at the meeting of March 30/31, 2001. Comments regarding this amendment may be made to the College, to the attention of Dr. Catherine Yarrow, Registrar.

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## Reinstatements

The following individuals have reinstated their membership with the College:

Bruce Christensen  
Joy Davey

## Deceased

The College has learned with regret of the death of **Dr. Bernard Hoddinott** and extends condolences to his family, friends and professional colleagues.

Upcoming  
**COUNCIL MEETING**  
Friday March 30, 2001  
& Saturday March 31, 2001

# RESULTS OF DISCIPLINE PROCEEDING

## Dr. Richard Alapack

### The Charges

Dr. Alapack was charged with professional misconduct under section 10 of Regulation 698, under the *Psychologists Registration Act*, R.S.O. 1970, Chapter 3(72), as amended. The charge was made under the *Psychologists Registration Act*, R.S.O. 1970 as this was the statute in force at the time of the alleged misconduct.

### The Allegations

Pursuant to a Notice of Hearing dated June 10, 1999, it was alleged that Dr. Alapack:

1. failed to maintain appropriate boundaries in his therapeutic relationship with a female client;
2. had a dual relationship with the client, treating her both as a client and as a friend;
3. suggested, initiated and engaged in sexual intimacies with the client; and
4. failed to provide the client with adequate treatment.

### The Evidence

The matter was heard before a Panel of the Discipline Committee on May 9, 2000. Dr. Alapack did not attend the hearing, and was not represented. Evidence was given by the former client, and by a Psychologist accepted by the Panel as an expert witness. The Psychologist reviewed Dr. Alapack's actions, as related by the former client, in the context of acceptable standards of practice in place during the relevant time frame (1977 – 1985).

### The Decision

The Panel concluded that Dr. Alapack was guilty of professional misconduct in that:

1. he failed to maintain appropriate boundaries in his therapeutic relationship with the client by having her sleep overnight at his home and sleeping overnight at her home;
2. he had a dual relationship with the client in that he treated her as a client while initiating and continuing a personal relationship;
3. he suggested, initiated and engaged in sexual intimacies by removing his trousers and putting the client's hand on his erect penis during a therapy session;

4. he failed to provide the client with adequate treatment, in that he used his influence over the client to seek personal benefit, including the use of her home and automobile for his personal benefit.

### The Penalty and Reasons for the Penalty

The penalty imposed on Dr. Richard Alapack was:

1. that his certificate of registration be revoked until such a time as he is able to satisfy the Discipline Committee, upon application for reinstatement after one year;
  - 1.1 that he understands the nature of the sexual impropriety and boundary violations that he has committed, and
  - 1.2 that his therapeutic interventions are in accordance with current standards of practice.
2. costs of \$10,000.00.

While Dr. Alapack's misconduct predates the *Health Professions Procedural Code of the Regulated Health Professions Act*, the Panel was satisfied that his actions, as described by the former client, were sufficiently serious and damaging to warrant revocation in the circumstances. This penalty was considered in the context of clear and contin-

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*Disciplinary outcomes are recorded on the Public Register maintained by the College as per the requirements set out in the Regulated Health Professions Act. In addition, the College reports these outcomes to the Disciplinary Database of the Association of State and Provincial Psychology Boards (ASPPB) and provides this information to other licensing bodies upon request.*

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ued boundary violations, as measured against the accepted standards of the profession in the period 1977 to 1985. Since, at the date of the hearing, Dr. Alapack was not a member of the College by reason of non-payment of fees, the revocation will come into effect upon payment of his fees.

The Panel left the imposition of any conditions for reinstatement, such as training or periods of supervised practice, that may be considered necessary to ensure the safety of the public, to the discretion of the Discipline Committee in the event that Dr. Alapack seeks reinstatement of his certificate.

Throughout the process of notification that the complaint had been laid and the attempts to serve a Notice of Hearing, Dr. Alapack did not demonstrate co-operation with the College. This lack of co-operation resulted in increased investigative and legal costs to the College, and necessitated a formal hearing, with attendant costs. The Panel decided that a strong message needed to be sent that members cannot avoid their responsibility in these matters by simply ignoring the process.

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## Changes to the Register

**The College would like to congratulate and welcome the 6 new *Psychologist* members and the 6 new *Psychological Associate* members issued with Certificates Authorizing Supervised Practice since November 1, 2000.**

### PSYCHOLOGISTS

Anne Marie Caruso  
LaRaine Kurisko  
Marie-Claude Robinson  
Cory Saunders  
Ann Sims  
Anita Teslak

### PSYCHOLOGICAL ASSOCIATES

Gitanjali Canaran  
Oliver Foese  
Dianna Gamble  
Iwona Kaczmarzyk-Kozlowski  
Jo-Anne Kershaw  
Darryl Upfold

## Thank you...

The College would like to thank the following individuals who assisted in conducting the oral examinations in December 2000.

**Richard Berry, Ph.D., C.Psych.,** Private Practice:  
Brampton

**Jean-Martin Bouchard, M.P.S., C.Psych.Assoc.,**  
Algoma Child and Youth Services, Private Practice: Elliot  
Lake

**Ester Cole, Ph.D., C.Psych.,** Private Practice: Toronto

**Jennifer Connolly, Ph.D., C.Psych.,** Associate Profes-  
sor, Department of Psychology, York University: Toronto

**Janice Currie, Ph.D., C.Psych.,** Coordinator of Psy-  
chology, Toronto District School Board: Toronto

**Clinton Davis, Ph.D., C.Psych.,** Chief Psychologist,  
Hamilton-Wentworth Catholic District School Board:  
Hamilton

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

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

**Jack Ferrari, Ph.D., C.Psych.,** Discipline Consultant,  
Adult 3 Program, London Psychiatric Hospital: London

**Michelle Flax, Ph.D., C.Psych.,** Private Practice: To-  
ronto

**Lawrence Freedman, Ph.D., C.Psych.,** Neuropsychol-  
ogy Consultant, Staff Psychologist, Trillium Health  
Centre: Mississauga

**John T. Goodman Ph.D., C.Psych.,** Private Practice and  
Consulting: Ottawa

**Monita Ho, M.Soc.Sc., C.Psych.Assoc.,**  
Psychoeducational Consultant, Toronto District School  
Board, Private Practice: York Region

**Josée Jarry, Ph.D., C.Psych.,** Eating Disorder Centre,  
The Toronto Hospital: Toronto

**Nina Josefowitz, Ph.D. C.Psych.,** Private Practice:  
Toronto

**Marguerite Kuiack, Ph.D., Psych.,** Private Practice:  
London

**Connie Kushnir, Ph.D., C.Psych.,** Child Development  
and Counselling Service, North York General Hospital,  
Private Practice: Toronto

**Louise LaRose, Ph.D., C.Psych.,** Supervising Psy-  
chologist, London District Catholic School Board; Private  
Practice: London

**Mark Lawrence,** Public Member of the College Council,  
Business Consultant: Thunder Bay

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

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

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

**Jill Pickett, Ph.D. C.Psych.,** Artemis Centre:  
Mississauga

**Joseph Regan, Ph.D. C.Psych.,** St. Michael's Hospital,  
Private Practice: Toronto

**David Rennie, Ph.D., C.Psych.,** Professor, Department  
of Psychology, York University: Toronto

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

**Ken Scapinello, Ph.D., C.Psych.,** Chief Psychologist,  
Ontario Correctional Institute: Brampton

**Brenda Speigler, Ph.D. C.Psych.,** Hospital for Sick  
Children, Private Practice: Toronto

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

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**THE  
COLLEGE OF PSYCHOLOGISTS  
OF ONTARIO**

~ presents ~

THE TENTH ANNUAL

**Barbara Wand Symposium  
on Professional Practice**

A full-day seminar:

**EMERGING ISSUES  
IN  
THE PRACTICE OF PSYCHOLOGY**

- ***Telehealth and Psychology: Surviving the Electronic Age***
- ***Issues and Challenges of Supervision***
- ***Conducting Neuropsychological Assessments: A College Advisory***

An interesting and informative day of discussion,  
exchange, and participatory activities

**Cost:** \$50.00  
**Date:** Wed. February 21, 2001  
**Time:** 8:30 a.m. - 4:30 p.m.  
**Location:** The Toronto Marriott Eaton Centre  
525 Bay Street  
Toronto



**Mission**

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

The Bulletin is a publication of  
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