

Regulating Psychologists and Psychological Associates

Standards of Professional Conduct 2005 Revision

Every member of the College was recently mailed a hard copy of the revised *Standards Of Professional Conduct* which come into effect, as the standards of the profession, on September 1, 2005. If you did not receive your copy, please contact the College and one will be sent to you.

The 2005 revision of the *Standards* is the product of an extensive review process, over a number of years, culminating in a full membership consultation in the fall of 2004 and final approval by the College Council in May 2005. The College wishes to thank all members who contributed to the review process.

In reviewing the *Standards*, it was found that many of them had withstood the test of time and therefore were carried forward to the 2005 revision. Some new *Standards* have been added to recognize changing practices while others have been modified or omitted as appropriate. You will notice that the format of the *Standards* has undergone a major revision. Where previously the *Standards* were organized as numbered Principles, the new *Standards* are organized by content. As well, a detailed Table of Contents is included. These changes will facilitate ease of use as one will now be able to find a particular *Standard* by referring to the topic headings.

Each member of the College is being sent a hard copy of the new *Standards Of Professional Conduct* and it is hoped that these will be kept in a binder for easy reference. The *Standards* are printed either singly or in groups, on separate pages, to readily allow for distribution of revisions that may be made to any particular *Standard*, without having to reprint the entire document. In addition, the complete *Standards Of Professional Conduct* is available on the College website.

Guidelines are being written to accompany a number of the *Standards*. These are being developed for educational purposes to provide specific examples or further elaboration for some of the *Standards* where members have indicated that examples would be beneficial. These will be distributed as they become available.

Please do not hesitate to contact the College with questions regarding the revised *Standards*.

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President's Message...

I am honoured to serve as President of the College Council for 2005-2006. My experience on Council over the past several years has given me the greatest respect for the members of the profession and the public who commit their time to participate on Council and on the various College committees, and for the dedicated College staff who ably support the process.

Although the terms of appointment for Council members and Presidents are finite, the work of the Council is ongoing. A quick scan of Presidents' Messages in past editions of the Bulletin illustrates the contributions of many people, over many years, to the development, implementation and continual enhancement of the processes that allow us to meet our statutory responsibilities with respect to registration, quality assurance, client relations, and hearings and investigations. These responsibilities form the core of self-regulation. Recent arms-length audits of several of our committees (Complaints, Jurisprudence and Ethics Examination, Registration) have highlighted the conscientious and effective way in which the College meets its responsibilities; audits of the remaining committees are planned. The commitment to regular audits of College committees and processes and to appropriate follow up on recommendations for improvement speaks to the value that Council members place on transparency, openness, quality improvement and self-monitoring.

In addition to performance of statutory responsibilities, Council is actively involved in the development of new legislation in support of our public protection mandate. Again, this work is ongoing, spanning the terms of many Council and committee members. Currently, we are engaged in the legislative review and approval process for amendments to two of our Regulations (Quality Assurance and Registration). Regular readers of the Bulletin will be well versed in the nuances of these amendments, and aware of the complexity involved in achieving change.

We also are consulting on a referral from the Minister of Health and Long-Term Care to the Health Professions Regulatory Advisory Council (HPRAC) on a number of issues regarding the regulation of health professionals. This activity builds on the 2001-2002 College Council's work as reflected in the HPRAC report "Adjusting the Balance: Review of the Regulated Health Professions Act (RHPA)" (available on the College website, www.cpo.on.ca). The present referral directs HPRAC to determine whether psychotherapy should be regulated, and I encourage members of the profession to participate in the public hearings on this issue. More information about this can be found on the HPRAC website (www.hprac.org). Other questions include regulation of currently unregulated professions including Pharmacy Technology, Homeopathy and Kinesiology, review of RHPA provisions with respect to complaints and discipline processes, and status of the Colleges' patient relations programs for the prevention of sexual abuse of patients/clients.

Council members and College staff have an ongoing tradition, which I am happy to support and uphold, of collaboration and leadership within the field of health care regulation. We are actively engaged in the activities of the Association for State and Provincial Psychology Boards (ASPPB; www.asppb.org), the Federation of Health Regulatory Colleges on Ontario (FHRCO; www.regulatedhealthprofessions.on.ca), and the regulators' component of the Council of Provincial Associations of Psychologists.

In addition to furthering this ongoing work of Council, as President this year I have the pleasure of assisting the College in updating our strategic plan. The 1997-1998 Council initiated development of our present strategic plan. It is time to revisit our Mission, Vision and Values statements to ensure their currency, and to develop the strategic agenda that will take us through the remainder of the decade. Members can anticipate that we will be soliciting their input and opinions as this process unfolds.

On behalf of Council, I hope everyone is enjoying a safe and happy summer.

Maggie Gibson, Ph.D., C.Psych.
President



Professional Liability Insurance - Frequently Asked Question

“I understand that the College by-laws require that I have professional liability insurance but do I have to purchase and carry this insurance personally or is the coverage provided by my employer sufficient to meet this requirement?”

Your understanding is correct. *By-law 22: Liability Insurance* states that, “Each member of the College must hold, or otherwise be covered by, professional liability insurance of not less than \$1,000,000.” The key phrase, in answering your question is “. . . or otherwise be covered by . . .” This phrase permits you to be covered by the insurance provided by your employer without having to purchase your own liability insurance. Therefore, if your employer provides you with professional liability insurance coverage of not less than \$1,000,000, the minimum amount required, it is not mandatory for you to purchase insurance on your own. Please note that while such a purchase may not be required, many members, who are otherwise insured through their employers, do make the decision to carry their own insurance. You might wish to speak to your colleagues about why they have made this decision.

If you decide to rely on the insurance provided by your employer you must remember that this insurance normally only covers you for activities you perform in carrying out the work related to your employment position. Therefore, if you provide any psychological services outside of your employment situation, you are required to hold liability insurance personally to cover these activities. If you have a small private practice or even do only the occasional assessment or consultation outside of your employment situation, personal coverage is necessary.

At the time of registration renewal, members are asked to indicate that they are covered by professional liability insurance and to provide the name of the carrier. If you are insured through your employer, you could indicate your employer’s name on the appropriate line if you do not know the name of the actual insurer. It is not necessary to submit proof of insurance with your registration renewal, however the College may, at some later date, ask you to provide such evidence of insurance. You may wish to ensure that you would be able to obtain a letter or other proof of insurance should it be requested.

Rick Morris, Ph.D., C.Psych.
Deputy Registrar/Director, Professional Affairs

Correction to the Standards of Professional Conduct 2005 Revision

A small numbering error is present in the copy of the revised *Standards Of Professional Conduct* recently distributed. On page 5, in **4. Supervision**, section **4.1 Responsibility for Supervised Psychological Services Providers** the lettering is incorrect. It currently lists from *a)* to *e)* with two letter *d)*'s. It should list from *a)* to *f)*. A corrected version of the Standards is on the website and this page may be downloaded and printed.



NOTICE TO MEMBERS

Re: Revocation of Regulation 955, Revised Regulations of Ontario 1990

In August 2002, the Ministry of Health and Long-Term Care wrote to the College noting that although the Psychologists Registration Act, 1990 had been repealed with proclamation of the Regulated Health Professions Act, 1991, the regulation made under the Psychologists Regulation Act continued to exist. The Ministry inquired whether the College continued to rely on any part of the regulation and, if not, advised that the Council of the College recommend that the regulation be revoked.

The College Council reviewed O. Reg. 955/90 under the Psychologists Registration Act, <http://www.e-laws.gov.on.ca:81/ISYSquery/IRL5179.tmp/11/doc> and concluded that any critical provisions of this regulation were currently provided for elsewhere in legislation, regulations and/or standards. In addition, the College advised the Ministry that it no longer used the form identified in O. Reg. 955/90 - the Certificate of Registration as a Registered Psychologist in the Province of Ontario.

At its meeting of December 6 - 7, 2002, the Council of the College approved a motion to request that the Ministry seek revocation of O. Reg. 955/90, effective immediately. In addition, for greater certainty, the Council approved a new bylaw respecting the forms currently in use for the Certificate of Registration for Psychologists, the Certificate of Registration for Psychological Associates, and the Certificate of Authorization for Professional Corporations.

The Ministry was advised of the Council's decision by letter in March 2003. It is anticipated that, in the absence of any compelling reasons to the contrary, the Ministry will proceed to seek revocation of O. Reg. 955/90 in the coming months. Anyone wishing to provide compelling reasons why O. Reg. 955/90 should not be repealed should make these known to the College, in writing, by October 31, 2005.

Information and Privacy Commissioner of Ontario

Short Notices, Posters and Brochures

As the oversight body for the *Personal Health Information Protection Act*, the Information and Privacy Commissioner of Ontario (IPC) has developed a number of tools to help health information custodians carry out their responsibilities under the *Act*. One of the tools health information custodians have repeatedly asked for are short, easy-to-understand notices to the public about the *Act*.

In conjunction with the Ontario Bar Association (Privacy and Health Law sections), the Ministry of Health and Long-Term Care, and the Ontario Dental Association, the IPC has developed short notices to inform the public about the information practices of health care custodians. These short notices can be used by health care providers (*In Our Office*), hospitals (*In Our Hospital*), and long term-care facilities (*In Our Facility*).

There are colourful posters that can be hung on office walls, as well as easy-to-read brochures that explain information practices in greater detail. The IPC has sent a complimentary copy of the poster and brochure to all health care providers. In addition, the IPC will provide health care providers, hospitals and long-term care facilities with an additional supply of printed posters and brochures free of cost.

Plain copies of the documents are also available for downloading, in PDF format, on the IPC website at <http://www.ipc.on.ca>.

Investigations and Hearings

The Committees involved in Investigations and Hearings reported the following activity for the year ending May 31, 2005 with a comparison shown for year ending May 31, 2004.

New Complaints Received	2004-2005	2003-2004
1. By Nature of Complaint		
Bias	1	5
Boundary Violation	2	2
Breach of Confidentiality	3	3
Complainant Has Yet to State the Nature of Complaint	1	
Conduct Unbecoming of a Member of the CPO	7	
Conflict of Interest		1
Failure to Obtain Informed Consent	5	4
Failing to Fulfill the Terms of the Agreement with User		1
Failure to Render Services Appropriate to the Users Needs	3	7
Failure to Respond to a Request in a Timely Manner		2
False or Misleading Statements	5	2
Fees & Billing		2
Illegal Conduct		1
Improper Supervision	1	5
Inaccurate Information	1	2
Inadequate Data to Support Conclusions	4	3
Inadequate Handling of Termination	1	
Inappropriate Conduct Toward a Colleague	1	
Insensitive Treatment of Clients	4	2
Quality of Services	9	4
Record Keeping Problems	1	
Sexual Comments/Questions		1
Sexual Gestures	1	
Sexual Touching	1	4
Total:	51	51
2. By Nature of Service		
Administration	1	0
Corrections Assessment	5	7
Custody & Access/Child Welfare Assessment	5	7
Educational Assessment	3	4
Mediation		1
Neuropsychological Assessment	1	2
Not Related to Psychological Services	8	2
Other Psychological Assessment	6	5
Psychotherapy / Counselling	10	11
Rehabilitation / Insurance Assessment	10	6
Supervision	1	4
Teaching/Training	1	2
Total:	51	51

Decisions Released by Disposition	2004-2005	2003-2004
Advice	8	25
Caution (Oral)	1	
Caution (Written)	6	14
Caution with Undertakings	6	7
Complaint Withdrawn	4	4
Refer to Quality Assurance Committee	1	
Refer to Discipline Committee	4	2
Take No Further Action	18	28
Take No Further Action - Facilitated Resolution	1	3
Take No Further Action - Frivolous, Vexatious, etc	2	
Withdrawn - Facilitated Resolution		2
Total:	51	85
Health Professions Appeal and Review Board		
1. Reviews Requested	13	29
2. Decisions Received		
Decision Confirmed	13	8
Decision Unreasonable	2	1
Investigation Inadequate	4	1
Withdrawn		2
Total:	19	12
Inquiries and Resolutions of Concerns, not resulting in Complaint	163	n/a

From the Complaints Committee

In the course of reviewing complaint cases, the Complaints Committee has the opportunity to consider a variety of issues that arise in the provision of psychological services. While generally, advice provided by the Committee is addressed to specific members in the context of a complaint, at times the Committee feels that information gathered in the course of an investigation could be of benefit to the profession as a whole. The following are two such items that the Complaints Committee wishes to provide for members to consider.

Content of Clinical Records

Members sometimes joke that ‘even if the allegations set out in a complaint are not proven’, the College will ‘get you on your (poor) recordkeeping’. This is almost an ‘urban myth’! The Complaints Committee does not typically investigate the quality of records, especially when this is not raised as an issue by the complainant. From time to time however, members of a panel of the Complaints Committee form concerns regarding the quality of the record reviewed as part of the complaint and may offer some advice to the member.



The Complaints Committee generally reviews clinical files that are relevant to an investigation. This is often useful in understanding both the context for the allegations as well as the member's actions and involvement with the client. While many members do a commendable job in keeping thorough records, there are times when the scarcity of information in a record raises questions as to whether the records would have any utility be it to the member or anyone else.

The Standards of Professional Conduct allows members significant discretion in determining how to best keep their records and what will be most useful to them, given the nature of their practice. Having said that however, the Standards do prescribe some specific requirements regarding the contents of records. The **Records and Record Keeping** section of the new Standards state, in part:

9.2 Individual Client Records

(1) *A member shall keep a record related to the psychological services provided by the member for each client who has engaged the member to provide psychological services, or for whom such services have been authorized; and*

(2) *The record shall include the following:*

- a) *the client's name(s), address(es) and (if available) telephone number(s), as well as any other identifying information needed to distinguish the client from other clients;*
- b) *the client's date of birth;*
- c) *the date of every relevant and material contact between the member and the client;*
- d) *the date of every material consultation, either given or received by the member, regarding service to the client;*
- e) *a description of any presenting problem and of any history relevant to the problem;*
- f) *relevant information about every material service activity related to the client that is carried out by the member or under the responsibility of the member, including, but not limited to: assessment procedures; resulting assessment findings; diagnoses; goals or plans of service developed; reviews of progress on the goals and/or of the continued relevance of the plan of service; activities related to crises or critical incidents; and interventions carried out or advice given;*
- g) *relevant information about every material service activity that was commenced but not completed, including reasons for the non-completion;*
- h) *relevant information about every controlled act, within the meaning of Section 4 of the Psychology Act, 1991 and subsection 27(2) of the Regulated Health Professions Act, 1991, and the regulations under both statutes, performed by the member;*
- i) *all reports or correspondence about the client, received by the member, which are relevant and material to the member's service to the client;*
- j) *all reports and communications prepared by the member regarding the client;*
- k) *a copy of every written consent and/or documentation of the process of obtaining verbal consent related to the member's service to the client; and*
- l) *relevant information about every referral of the client, by the member, to another professional.*

Providing Services to Children of Separated Parents

Members providing services to children often assess and/or treat children whose parents are separated or divorced. With growing frequency, parents who were not involved with the referral of their children are raising concerns with the College about whether a member has proceeded without appropriate consent. This matter was last discussed in the Bulletin in October 1996 [v.23, (2)] in an article entitled *Consent to Treatment – Capacity, Children, Custody*. The information contained in that article remains relevant.



The article posed the following question and provided this answer.

What do I do if the child cannot consent, that is, if the child is incapable?

If the child is incapable of consenting to treatment within the meaning of the Health Care Consent Act, 1996, the member is expected to inquire whether the person accompanying the child has custody or joint custody of the child. This inquiry and the response to the inquiry should be documented.

Where the parents are not separated, the member may rely upon the consent to treatment of the child from either parent.

Where the parents are living separate and apart and the child resides with one parent with the consent of the other, unless or until a separation agreement between the parents or a court order provides otherwise, the parent with whom the child resides has the right to consent to treatment on behalf of the child. Once the final custody arrangement has been determined by agreement or by court order the parent with custody may consent to treatment on behalf of the child. In a joint custody arrangement, it is rare for the consent of both parents to be required. However, where this is the case this provision must be observed.

If the person accompanying the child denies having custody of the child and the custodial parent has not provided consent, the member may not proceed to treat the child. If the person reports having joint custody of the child, the member should inquire whether the consent of both parents is required. In the rare case where both parents must consent to treatment, the member may not proceed to treat without the consent of both parents.

If the person accompanying the child reports having custody or being able to consent to treatment on his or her own in a joint custody arrangement, the member may rely upon the consent of that person, unless the member has reasonable grounds to doubt the word of the person.

Doubt respecting the authority of the person to consent could be based on the member's judgement regarding questionable behaviour of the person or on available information contradicting the person's claim respecting custody.

Summary

Where a child is incapable of consenting to treatment, the member is advised to inquire whether the accompanying adult has custody of the child and whether, in the case of a joint custody arrangement, the person may consent on his or her own to treatment for the child. If in the member's judgement, there is no reason to doubt the person's assertion of custody and the right to consent, the member may rely upon that consent in providing treatment. The member's inquiry and the resulting response should be documented in all cases.

The full text of this article may be found on the College website in the [Bulletin](#) section in Volume 23, Number 2, October 1996.



COLLEGE NOTICES

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

Electoral District 1 (North)

Josephine C. H. Tan, Ph.D., C.Psych. received her Ph.D. from the University of New Brunswick and has been registered as a psychologist since 1993. She is presently an Associate Professor at Lakehead University. She is also the Co-Director of the Psychology Clinic and a faculty member with the Women's Studies Collaborative Program at LU. Her research interests lie in clinical issues in rural and remote communities, seasonal depression, and family violence. She is part of the Centre of Excellence for Children and Adolescents with Special Needs, the Centre for Biological Rhythm and Cognition that is headquartered out of University of Toronto, and works with the Government of Nunavut on research with the Inuit. Her clinical activities include clinical consultation to the Lakehead University Health and Counselling Centre and to the St. Joseph's Care Group – Lakehead Psychiatric Hospital, involvement with the McMaster's Family Medicine North training program, and a long-term partnership with the Canadian Mental Health Association for public education on mental health issues. She presently is Chair of the Quality Assurance Committee and also serves on the Discipline Committee. Her term continues until March 2007.

Electoral District 2 (Southwest)

Maggie Gibson, Ph.D., C.Psych. received her Ph.D. in Psychology from the University of Western Ontario in 1987 and has been registered as a Psychologist in Ontario since 1988. She has worked in acute and chronic care hospitals, and provided services to pediatric and geriatric populations. Her role in her current position with the Veterans Care Program, Parkwood Hospital, St. Joseph's Health Care London includes program development, applied research and clinical consultation. She holds appointments as Clinical Adjunct Faculty, Department of Psychology, University of Western Ontario and Associate Scientist, Rehabilitation and Geriatric Care Program, Lawson Health Research Institute, London. In addition, Dr. Gibson represents the Canadian Psychological Association in the Canadian Coalition for Seniors Mental Health, participates in a research review committee for the Canadian Institutes of Health Research (CIHR) and leads Vet-link, a national, interdisciplinary clinical-research network for Veterans Care. She was elected to Council in 2001 and re-elected in 2004. She was elected to the position of President of the College for the current year. During her time on Council she has served on most College Committees: Complaints, Discipline (past Chair), Quality Assurance (past Chair), Client Relations (past Chair) and Executive. Her term continues until March 2007.

Appointment to Council

We are pleased to welcome **Dr. Ron Davis, C.Psych.**, recently appointed to the College Council as a representative of the training programs in psychology.

**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 was formerly the Chief Psychologist and Administrative Director of the Forensic Service at a provincial psychiatric hospital. Currently, Dr. Cotton is currently a psychologist with Correctional Service Canada, where she provides neuropsychological services. Dr. Cotton has taught at both the graduate and undergraduate levels in the Department of Psychology at Queen's, and lectured in the Department of Psychiatry. She is co-chair of a national police/mental health systems liaison committee and does research in this area. 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 Chair of the Complaints Committees and also serves on the Discipline Committee and the Client Relations Committee. Dr. Cotton is in her second term on the College Council which continues until 2007.

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 clinical 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 recently elected Vice-President of the College Executive Committee and continues as Chair of the Registration Committee. Her term on Council continues until 2008.

Electoral District 5 (GTA East)

Janice L. Currie, Ph.D., C. Psych. received her psychology training at the University of Toronto and the University of Waterloo obtaining her Ph.D. in 1981. Upon graduation, she held a postdoctoral fellowship for one year within the Neurology Department at the Hospital for Sick Children, working on the Learning Disabilities Research Project. Dr. Currie joined Psychological Services at the Scarborough Board of Education working as a psychologist and later, as Senior Psychologist. In 1996, she became Chief Psychologist with the Board of Education for the City of York. Currently, she is the Central Co-ordinator of Support Services for the amalgamated Toronto District School Board. In this position, she supervises Psychological, Social Work & Attendance, Occupational/Physiotherapy and Speech-Language Pathology Services for the Board. Dr. Currie has been a member of APA, CPA and OPA and served as the Ontario Psychological Association's representative to the Minister's Advisory Council on Special Education (MACSE). Dr. Currie is Chair of the Discipline Committee and also serves on the College's Fitness to Practice Committee. Her term on Council continues to 2006.

Electoral District 6 (GTA West)

Dalia Slonim, Psy.D., C.Psych. received her doctorate from The Chicago School of Professional Psychology in 1988, and trained as a developmental neuropsychologist at the University of Chicago Hospital, Billings Memorial. She became registered as a psychologist in Ontario in 1989, and also holds licenses as a clinical psychologist in the states of Illinois and New York since 1996 and 1999, respectively. Dr. Slonim has worked as a psychologist practicing Clinical Neuropsychology and Clinical Psychology at both the Wellesley Hospital and St. Michael's Hospital and as a consultant to Surrey Place Center, where she recently has taken on the role of coordinator of the newly established Neurodevelopment clinic. She also teaches in the Adult Education and Counseling Psychology Department at OISE/UT. Dr. Slonim was elected to the College Council in 2003 and is a member-at-large of the College Executive Committee, as well as a member of the Registration, and Discipline Committees. Her term continues to 2006.

Electoral District 7 (Psychological Associate)

Mr. Glenn Webster, M.Ed., C.Psych.Assoc. received his honours B.A. in psychology from Nottingham University G.B. in 1968. After teaching 3 years in England, he moved to Jamaica and then to Manitoba. He moved to Toronto and OISE/UT to obtain an M.Ed. Two further years of graduate study have not yet produced a doctorate. He became eligible to register with the College in 1999. Mr. Webster has worked at the Toronto Catholic District School Board psychology department for 31 years, maintains a private practice and has taught community college, and university psychology courses. He has served on the executives of the provincial and federal Liberal parties and is active in the management and production of the performing arts, as well as other community activities. He is active with his professional union association being a local president and a provincial vice-president. Mr. Webster was elected to Council in May 2005 and serves as a member of the College Executive Committee, as well as the Complaints, and the Discipline Committees. His term continues until May 2008.

Electoral District 8 (Academic)

Ron Davis, Ph.D., C.Psych. is currently an Associate Professor and Chair of the Department of Psychology at Lakehead University. He teaches graduate courses in the Clinical Psychology program in the areas of clinical interviewing and cognitive-behavioural therapy. Prior to joining the faculty in 1997, Dr. Davis held appointments in the Department of Psychiatry at the University of Toronto. While there he served as founding director of the Eating Disorder Outpatient Clinic and the Ontario Community Outreach Program for Eating Disorders located at the Toronto Hospital. He also served as the director of the Psychiatry Emergency and Crisis Services at the Hospital for Sick Children. Previously, Dr. Davis was an Ontario Mental Health Foundation Postdoctoral Research Fellow at the Toronto Hospital. Dr. Davis obtained his M.A. in Clinical Psychology from Queen's University at Kingston, and his Ph.D. in Clinical Psychology from Simon Fraser University. He has been a member of the College of Psychologists of Ontario since 1987. He recently joined the College Council as a representative of the training programs and was appointed to the Quality Assurance Committee and Discipline Committee. His term continues until May 2008.

Electoral District 8 (Academic)

G. Ron Frisch, Ph.D., C.Psych. is a graduate professor of clinical psychology at the University of Windsor and coordinator of the Adult Clinical program. He teaches courses primarily in ethics, professional practice, and law and psychology. In addition to a small private practice, he is active in problem gambling research. Currently he is the Chair of the Board of Directors of the Ontario Problem Gambling Research Centre, a funding agency of the Ministry of Health and Long-Term Care. He previously served two elected terms on the College Council (Academic) and has been a member of the Complaints, Discipline, Fitness to Practice, Registration and Quality Assurance Committees. His term continues until May 2006.

Electoral District 8 (Academic)

Nick Kuiper, Ph.D., C. Psych. received his doctorate in psychology from the University of Calgary. He has been a faculty member at the University of Western Ontario since 1978, and is currently the Director of the Clinical Psychology Graduate Program. Dr. Kuiper has published numerous research articles on such topics as: (1) the self-schema in depressed and anxious individuals; (2) the social cognition aspects of depressive functioning; and, (3) the investigation of adaptive and maladaptive aspects of sense of humor, interpersonal functioning, and coping. Over the years, Dr. Kuiper has also held a number of administrative positions at the University of Western Ontario, including being the Director of the Clinical Psychology Graduate Program, the Graduate Chair in the Department of Psychology, and Associate Dean in the Faculty of Graduate Studies. Dr. Kuiper currently serves on the Registration, Discipline, and Client Relations Committees of the College. His term with Council continues until May 2007. Further information is available at: www.ssc.uwo.ca/psychology/faculty/kuiper_bio.htm

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 in the past, 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 and is now in her second term. She has been a member of the Registration Committee and Chair of the Discipline Committee and is currently a member of the Complaints and Discipline Committees. Her term continues until May 2006.

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 Ms. 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. Ms. Dale is a member of the College Complaints and Discipline Committees. The term of her appointment to Council continues to March 2006.

Mr. Vincent Lacroix is a retired electrician having worked at the Inco maintenance department in Sudbury, Ontario for 30 years in various capacities at both the hourly and staff level. Mr. Lacroix is married to Colette and has two sons who are now in living in Toronto. Residing in St. Charles, Mr. Lacroix enjoys municipal politics serving residents as a Councillor for 6 years and counting. He was appointed as a public member to the College Council in April 2005 and serves on the Finance, Registration and Quality Assurance Committees. His term continues until April 2008.

Mr. Mark Lawrence was first appointed to the Council of the College in March 2000 and re-appointed in 2003. His work experience included time with the Business Development Bank (then known as the Federal Business Development Bank) and later with the Bank of Nova Scotia as Assistant Manager, Commercial Loans. He has been self employed since 1988 providing funding proposals, feasibility studies and insurance investigations to the commercial sector. Over the past five years on Council he has served on the Registration, Complaints and Discipline Committees and was recently re-elected to the Executive Committee and is a member of the Finance Committee. Mr. Lawrence's term continues until March 2006.

Ivan McFarlane, PhD, MA, BA Hons (Toronto), MA (Carleton), MES (York) was appointed to the College Council in May 2005 and was named to serve on the Complaints, Discipline, and Registration Committees. Dr. McFarlane comes to the College with a background as an Ontario community college professor, and a member of the Graduate Faculty of Central Michigan University. A Toronto resident who is involved in his community, Dr. McFarlane is President of Findhelp Information Services (that includes the "211" initiative), Director of the Canadian Club of Toronto, past president of his neighbourhood residents' association, and a member of Anglican Diocese of Toronto's Doctrine & Worship Committee. He is also a member (academic) of the Community Advisory Committee of the Financial Services Commission of Ontario, and is a former trustee of the Harry Jerome Scholarships established by the Black Business & Professional Association of Toronto. As well, Dr. McFarlane is very active in university alumni matters and governance at the University of Toronto. His term continues until May 2008.

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. She is currently Chair of the Client Relations Committee and also serves on the College's Complaints and Discipline Committees. Her term continues until June 2007.

Mr. Enyie John Onuoha was appointed to Council in January 2005. Prior to his retirement in August 2003, Mr. Onuoha worked in a variety of health planning and health related management positions. Most recently he was Chair of the Employment Insurance Board of Referees for the District of Barrie, Ontario and prior to that he owned and operated the OJE Health/Hospital Consulting Company, consulting to health facilities in Nigeria and Saudi Arabia. Mr. Onuoha has an M.A. from Waterloo Lutheran University and an M.H.A in Health Administration from the University of Ottawa. Residing in Orillia, Mr. Onuoha is a member of the Complaints, Discipline and Client Relations Committees of the College. His term continues until January 2008.





Changes to the Register

The College would like to congratulate and welcome the **46 new *Psychologist*** members and the **8 new *Psychological Associate*** members issued with Certificates Authorizing Autonomous Practice between May 1, 2005 and July 31, 2005.

PSYCHOLOGISTS

Mark Anthony Antoniazzi
Maria Luisa Armilio
Revital Ben-Knaz
Olivera Bojic-Ognjenovic
Mila Marissa Buset
Holly Cormier
Tad Hamilton Crohn
Jennifer Crotogino
M. Christine Curran
Peter George McLaren Fraser
Larissa René Goertzen
Lih-Yea Guo
Andrew John Rawson Harris
Trevor Adam Hart
Brent Albert Hayman-Abello
Peter Neil Spencer Hoaken
Sandeep Hunjan
Gordon James Josephson
Gregory Paul Kerry
Nasreen Khatri
Sean Andrew Kidd
Jennifer Georgian La Guardia
Steven Matthew Lazarovitz
Lisa Marie Linders
Donna McDonagh
Shari Anne Elizabeth McKee
Paul David Mendella
Amy Kathryn Moustgaard
Charles Gilbert Nelson
Cheryl Anne Noble
Vivienne Ann Pasieka
Catherine Anne Nobbs Pryor
Margaret McKenzie Reid
Carol Ann Root
Rachel Shayna Rosenbaum
Rajko Seat
Geris Serran
Robert Edmund Smith
Daniel Paul Taylor
Sheila Lynne Tervit

Beverly Jane Ulak
Lisa Christine Vettese
Wynsome Harriet Walker
Rosemary Susan Waxman
Simon David Williams
Karen Anne Wolfman

PSYCHOLOGICAL ASSOCIATES

Kingsley Todd Caldwell
Lorna Jane Cuttress
Susan Marie Smith Koschmider
Billy Mangos
Victor Lewis Mota
Diane Eileen Nicholson
Leah Stein-Sagi
Roy Freeman Thompson

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 **13 new *Psychologist*** members and the **5 new *Psychological Associate*** members issued with Certificates Authorizing Supervised Practice between May 1, 2005 and July 31, 2005.

PSYCHOLOGISTS

Jane Brindley
 Connie Loretta Dalton
 Jenny Lynn Demark
 Darlene Patricia Floden
 Maureen Fox
 Nancie Im-Bolter
 Jelena King
 Hadley Stephen Koltun
 John Kowal
 Patricia Eileen Pailing
 Tricia Elaine Schöttler
 Andrea Spooner
 Anita Gisela Teslak

PSYCHOLOGICAL ASSOCIATES

Frank Battaion
 Natali Eva Belanger
 Jodi Ann Buchanan
 Susan Marie Chudzik
 Ali Shahrami

The College would like to congratulate and welcome the **2 new *Psychologist*** members issued with Certificates Authorizing Interim Autonomous Practice between May 1, 2005 and July 31, 2005.

PSYCHOLOGISTS

Eva Fisher
 Douglas Devlin Schmidt

Resigned

The following individuals have resigned their membership in the College.

Brown, Murray
 Dineen, Catherine Tana
 Carver, Virginia Palmyre
 Clarkson, Thomas Arthur
 Heinzl, Jane Ann
 Thomas, Norman Wilberforce
 Pass, Lawrence Eugene
 Quinsey, Vernon Lewis
 Scott, Rosemary S.A
 Seggie-Flemming, Jo Ann Louise
 Tauber, Lewis Earlen
 Thompson, John Wayne
 Vipond, Carole
 Héroux, Gisèle
 Fraser, Leah Monique
 Oates-Johnson, Tina Joanne

Retired Status

Since the publication of the last Bulletin, the following members have requested their Certificates of Registration be changed to Retired Status. The College would like to wish them well in their retirement.

Bowers, Patricia Elaine
 Cappell, Howard David
 Cousins, Laurence Robert
 Reberg, Douglas
 Langston, Jean S. Newton
 Purohit, Arjun Prasad
 Toukmanian, Shaké
 Laughlin, Terrence James
 Liddell, André
 Hochster, Marilyn
 Jansen-Nurmi, Birgitta C
 Rollie, Allen Bernice
 Wilkinson, Sincheung Cynthia
 Hart, Joan Elizabeth
 Bulow, Catherine Anne- Marie

Thank you Oral Examiners...

The College would like to thank the following individuals who assisted in conducting the oral examinations in June 2005.

Irwin Altrows, Ph.D., C.Psych. Providence Continuing Care Centre, Mental Health Services; Private Practice: Kingston

Cheryl Alyman, Ph.D., C.Psych. Pediatric Oncology Service, McMaster Children's Hospital; Private Practice: Hamilton

Jean-Martin Bouchard, M.Ps., C.Psych.Assoc. Cambrian College; Northern Ontario Assessment and Resource Centre; Private Practice: Sudbury

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

Vincent Caccamo, Ed.D, Ph.D., C.Psych. Private Practice: Kingston

Dorothy Cotton, Ph.D., C.Psych. Regional Treatment Centre (Ontario) of Correctional Services Canada: Kingston

Stephen Dukoff, Ph.D., C.Psych. Kingston West Psychological Services; Private Practice: Kingston

Petra Duschner, Ph.D., C.Psych. Ottawa-Carlton District School Board; Private Practice: Ottawa

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

Allyson Harrison, Ph.D., C.Psych. Clinical Director, Regional Assessment and Resource Centre; Adjunct Professor, Department of Psychology, Queen's University: Kingston

Elisabeth Joly, Ph.D., C.Psych. Private Practice; La Cité collégiale: Ottawa

Nina Josefowitz, Ph.D., C.Psych. Private Practice; Assistant Professor, Counselling Psychology Program, OISE/UT: Toronto

Sharon Kennedy, Ph.D., C.Psych. Community Corrections, Correctional Services Canada: Ottawa

Nicholas Kuiper, Ph.D., C.Psych. Professor, Department of Psychology, University of Western Ontario: London

Paul Legzdins, M.A., C.Psych.Assoc. Coordinator of Psychology, Toronto District School Board, Southeast Quadrant : Toronto

Stefan Losztyyn, M.Ed. C.Psych.Assoc. Warkworth Institution; Private Contractor, Central East Correctional Centre: Lindsay

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

Patricia Marra Stapleton, M.Sc., C.Psych.Assoc. Toronto Catholic District School Board: Toronto

Peter Marshall, Ph.D., C.Psych. Faculty, University Studies, Georgian College Campus; Private Practice: Barrie

Lise Mercier, Ph.D., C.Psych. Private Practice: Ottawa

Elaine Moroney, M.A., C.Psych.Assoc. Private Practice: Mississauga

Ian Nicholson, Ph.D., C.Psych. Psychology Professional Practice Leader, London Health Sciences Centre: London

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

Enyie J. Onuoha, Public Member of the College Council: Orillia

Carolee Orme, Ph.D., C.Psych. Brampton Memorial Designated Assessment Centre; Anxiety & Stress Disorders Clinic of York Region: Richmond Hill

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

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

Dalia Slonim, Psy.D., C.Psych. Consultant for Surrey Place; Private Practice: Toronto

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

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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.

The Bulletin is published quarterly. Subscriptions for members of the College are included in their registration fee. Others may subscribe at \$20 per year, or \$5.00 per single issue. The College will also try to fill requests for back issues of the Bulletin at the same price.

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