

**CANADIAN PSYCHOLOGICAL ASSOCIATION
SOCIÉTÉ CANADIENNE DE PSYCHOLOGIE**

MINUTES OF THE BOARD OF DIRECTORS MEETING

**October 19-20, 2002
Victoria Park Suites, Ottawa, Ontario**

Present: Abe Ross, President
Bill Melnyk, Past-President
Patrick O'Neill, President-Elect
Lorraine Breault, Director
Doris Hanigan, Director
Ian Nicholson, Director
Bob Robinson, Director
Sandra Pyke, Director
Jennifer Stolz, Director

Present Without a Vote: John Service, Executive Director
Marie-Christine Pearson, Executive Assistant and Recording Secretary

Regrets: Theresa Kline, Director
Kang Lee, Director
Karen Cohen, Associate Executive Director

Invited Observers: Janice Cohen, Canadian Council of Professional Psychology Programs (CCPPP)
Joseph Rallo, Chair, Council of Professional Associations of Psychologists (CPAP)

Invited Guest: Janel Gauthier, for item 3.3 - International Relations

Procedural Note: Votes recorded as **CARRIED** or **DEFEATED** do not imply unanimity. The results are minuted when requested.

The meeting was called to order at 8:30 a.m.

The President welcomed Board members and Doris Hanigan, a newly appointed Board member, as well as Janice Cohen of CCPPP and Joseph Rallo, Chair of CPAP.

1. APPROVAL OF AGENDA

1.1 Consent Agenda

The President received the Consent Agenda and asked the Board to identify those motions to be removed from the Consent Agenda and placed on the Working Agenda.

Motions 3, 5, 6, 7 and 10 were left on the Consent Agenda.

MOVED (Melnik/Breault) and **CARRIED** that the Consent Agenda be adopted.

Pertinent information related to each Consent Agenda item is recorded below.

6. EDUCATION

6.1 Mandate for the Psy.D. Sub-Committee of the Education and Training Committee

Dr. Pyke reported that the Education and Training Committee has been asked to review the draft model Psy.D. curriculum.

Adopted Motion 3

Motion: That the following mandate for the Psy.D. Sub-Committee be approved:

The Sub-Committee will consider, update and outline the curriculum features summarized in the Psy.D. Task Force report. The most widely accepted curriculum models and university-based curricula in place in the US will be reviewed. Features will be considered in light of the Canadian training context and evaluated with reference to the current CPA Accreditation Criteria/Standards. The major difference between Psy.D and Ph.D. training models is in the area of research objectives and training. The report will focus on explicating this distinction. The possibility that those with masters' degrees might upgrade their credentials to a Psy.D. will be considered in the review.

6. PROFESSIONAL AFFAIRS

7.1 *The Role of Psychology in Canadian Schools* Document

Dr. Breault reported that as is the case for psychologists in hospitals in Canada, school psychology positions have been eliminated by school boards that are attempting to meet budgetary constraints. School psychologists, students, parents and the public in general need well written materials that address evidence-based practice to lobby for psychological services in schools. CPA has undertaken the task of making such documents available. The documents have been reviewed by the Professional Affairs Committee who have provided extremely positive feedback.

Adopted Motion 5

Motion: That the Board of Directors adopt the document “Enhancing the Experience of Children and Youth in Today’s Schools: The Role of Psychology in Canadian Schools” as an official position paper of the Canadian Psychological Association.

****** ACTION ****** **Head Office to translate, print and distribute the document to the appropriate audience. The documents to be on the CPA website.**

7.2 *The Contribution of the School Psychologist Document*

(same rationale as 7.1)

Adopted Motion 6

Motion: That the Board of Directors adopt the document “Enhancing the Experience of Children and Youth in Today’s Schools: The Role of Psychology in Canadian Schools - The Contribution of the School Psychologist” as an official position paper of the Canadian Psychological Association.

****** ACTION ****** **Head Office to translate, print and distribute the document to the appropriate audience. The documents to be on the CPA website.**

7.3 *Strengthening Rural Health: The Contribution of the Science and Practice of Psychology*

Dr. Breault reported that a document to support lobbying efforts for the enhanced provision of psychological services in rural communities has been requested by a number of individual psychologists and organizations, particularly smaller provincial associations. The psychological community has greater success with lobbying efforts that are supported by a wide segment of the professional community and that present consistent accurate information. The document produced by Drs. Bob McIlwraith and Karen Dick is a revised document that has been

reviewed by both the previous and present Professional Affairs Committees. Both committees have supported the document.

Adopted Motion 7

Motion: That the Board of Directors approve in principle the document “Strengthening Rural Health: The Contribution of the Science and Practice of Psychology” as an official document of CPA to be used for advocacy purposes. The document to be produced in booklet form and circulated to MPs and provincial ministers of health.

****** ACTION ****** **Head Office to manage the production, translation and distribution of the document to the appropriate audience. The document to be on the CPA website.**

9. SCIENTIFIC AFFAIRS

9.2 Skills of Psychology Graduates Document

Dr. O’Neill reported that “Skills and Competencies: The Important Contributions of the Social Sciences and Humanities in Canada” is designed to bring balance to the discussion about the added value that university graduates bring to the economy and Canadian society. The NSERC and CIHR communities talk about the importance of both the products of their research and the skills of their graduates. The new buzz words, “highly qualified personnel”, are all too often used in reference to these communities to the exclusion of the social sciences and humanities. This paper is designed to address this inaccurate perception by clearly delineating the skills sets of social sciences and humanities graduates. The document has been reviewed by SSHRC staff.

Adopted Motion 10

Motion: That the Board approve in principle the document “Skills and Competencies: The Important Contributions of the Social Sciences and Humanities in Canada”.

****** ACTION ****** **Head Office to produce and translate the document and circulate to the appropriate audience. The document to be on the CPA website.**

WORKING AGENDA

1. APPROVAL OF AGENDA

1.2 Working Agenda

MOVED (Hanigan/Breault) and **CARRIED** that the working agenda be approved as amended.

1. APPROVAL OF MINUTES

2.1 May 28-29, 2002

MOVED (Breault/Robinson) and **CARRIED** that the minutes of the Board of Directors meeting of May 28-29, 2002 be approved as amended.

2.2 June 2, 2002

MOVED (O'Neill/Stolz) and **CARRIED** that the minutes of the Board of Directors meeting of June 2, 2002 be approved.

2.3 Minutes of Motions Approved by E-mail

MOVED (Breault/Pyke) and **CARRIED** that the minutes of the motions approved by e-mail from June 2002 to October 2002 be received.

1. FINANCE

3.1 2002 Year-to-Date

Dr. Service reviewed and responded to questions concerning the 2002 year-to-date financial statements.

MOVED (Robinson/Nicholson) and **CARRIED** that the 2002 year-to-date financial statements be received.

3.2 2003 Budget

Dr. Service reviewed and responded to questions about the 2003 proposed budget.

Dr. Service stated that the budget of the Association is a policy document. It is the concrete expression of the policy decisions taken by the Board of Directors while exercising their fiduciary responsibilities on behalf of the membership. As a policy document, the Board can change the budget in all or in part. Dr. Service added that the budget proposal is based upon several principles. The budget principles established by the Board include:

1. a balanced budget or one that shows a surplus of revenues over

- expenditures,
- 2. a budget based on the past and present policy decisions of the Board,
- 3. budget projections based on an analysis of financial performance to date and the current and previous years,
- 4. conservative estimates of revenues and liberal estimates of expenses,
- 5. the use of the generally accepted accounting principles with guidance and auditing from KPMG.

There was concern that projection of increased membership dues income for 2003 might be too optimistic. Dr Service agreed to review the figures and to inform the Board. It was suggested that the membership demographics may soon be problematic for CPA as many psychologists will soon be retiring. This needs to be examined by the Membership Committee. It was also suggested that there be a line on the membership renewal form to allow members to indicate the number of years they have been a registered psychologist. This suggestion was expanded to encourage the Membership Committee and staff to look at the membership renewal form to determine what information is needed to improve membership retention and recruitment.

****** ACTION **** The Chair of Committee of Membership to bring figures about membership age to the February 2003 Board meeting.**

A discussion of the cost effectiveness of publishing Psynopsis entirely in an electronic format led to the recommendation that the implications be examined by staff and reported in time for discussion at the next Board meeting in February 2003.

****** ACTION **** Head Office to prepare an actual proposal for the February 2003 Board meeting.**

After extensive discussion it was **MOVED** (Pyke/O'Neill) and **CARRIED** that the following budget items be considered by order of priority:

- 1) Staff salaries and benefits
- 2) Ambassador program
- 3) Psynopsis pages
- 4) Sections Chairs meeting
- 5) Buffer zone (contingency)
- 6) New software for surveys on the internet.

MOVED (Pyke/O'Neill) and **CARRIED** that the staff salaries and benefits package be increased by \$10,000 per year in each year of 2003 and 2004.

The Board expressed appreciation to the CPA Head Office staff for their excellent work.

****** ACTION **** The President to send an appreciation letter to all CPA staff.**

Ethno-Political Warfare

Dr. Service reported that Dr. Peter Suedfeld joined with his counterpart, the President-Elect of APA, to develop the APA/CPA Ethno-Political Warfare project. This became the APA presidential initiative of the following year. Dr. Suedfeld asked CPA to contribute financially and the Association did so to the tune of \$3,500 per year for three years for a total of \$10,500. In addition, APA transferred to CPA the unspent money (over \$20,000 US) at the end of the presidential year as APA policy does not allow presidential initiative money to be carried over from one year to the next. Upon leaving the Board, Dr. Suedfeld asked to have the \$3,500 continued for another three years and the Board agreed. The second allocation was to begin in 2001, a year in which CPA realized an unexpected excess of expenses over revenues. The Board suspended the allocation in 2001 and 2002.

The question before the Board was whether to reallocate the money (\$3,500 per year) and if so, whether the allocation should begin in 2003 for three years or be retroactive, thereby requiring an allocation of \$10,500 in 2003.

MOVED (Pyke/Breault) and **CARRIED** that the Board not reinstate the financial support for Ethno-Political Warfare initiative.

****** ACTION **** The President to inform Dr. Peter Suedfeld of the Board's decision.**

MOVED (Breault/Hanigan) and **CARRIED** that the Board reinstate the number of pages for Psynopsis to 24.

The Board agreed to leave the responsibility for ensuring that CPA has adequate financial resources to deal with unexpected reductions in external funding (SSHRC support for the journals program and the travel grant to the convention, rent increases and equipment replacement), a financial "buffer zone", to the Executive Director.

MOVED (Breault/Nicholson) and **Carried** that the 2003 budget be approved in principle pending final approval at the February 2003 Board meeting.

3.3 Accreditation Panel Year-End Excess of Revenues Over

Expenditures

Dr. Nicholson reported that the Accreditation Panel has a number of projects it funds over multiple years. The most recent example is the revision, printing and translation of the Accreditation Manual. Being able to keep the balance of funds left over at the end of any one year will allow the panel to more effectively manage its budget and fund long term projects and deficits out of the previous year's balance. Currently, year-end excesses of revenues over expenditures return to CPA and any Association excess of revenues over expenditures goes to members equity.

It was noted that all policies of Accreditation Panel must be vetted by the Board. The Board set an upper limit on the amount of the accumulated assets of the Panel for the purpose of initiating a discussion with the Panel about the use of the Panel's accumulated financial resources.

MOVED (Nicholson/Hanigan) and **CARRIED** that the Accreditation Panel budget become an internally restricted fund of the Association with a maximum accumulated excess of revenues over expenditures of \$10,000.

4. SECTIONS

4.1 Pre-Convention Section Chairs Meeting with the Board

At the post-convention Board meeting of June 2002, Dr. Lee reported that the meeting with sections chairs went very well and that 21 chairs attended. It was then suggested that there be more time allowed for the meeting in the future.

MOVED (Lee/O'Neill) and **CARRIED** that a pre-convention section chairs meeting expanded to half a day be held in Hamilton in 2003 and that the meeting be chaired by section chairs.

4. FINANCE

5.1 CPA Standing Committee on Non-Dues Revenue

It was agreed that non-dues revenue will become increasingly important to CPA's sustainability over the long term. Dr. Robinson stated there is a need for leadership, commitment, continuity and staff support. At the same time there would be the opportunity for Board members to continue after the Board service and to engage creative spirits through external membership on committees that were involved in non-dues revenue initiatives.

MOVED (Robinson/Breault) and **CARRIED** that the Board approve in principle a CPA Standing Fund Development Committee, details to be crafted by e-mail.

****** ACTION **** The Associate Executive Director to prepare a draft proposal.**

4. EDUCATION

6.2 Proposed Procedures for the Implementation of a Data Bank for Continuing Education Credits

Dr. Pyke reported that a record of the accumulated continuing education credits accrued through participation in CPA approved continuing education events would be a valuable members' service.

MOVED (Pyke/Melnyk) and **CARRIED** that CPA establish and maintain a continuing education credit data bank for CPA members in good standing who have participated in CPA approved continuing education events.

8. CONVENTION

8.1 Convention Committee/Convention Planning

Dr. Robinson summarized the discussion related to the document prepared by Drs. Kline and Robinson regarding Convention Committee/Convention Planning, which was circulated to the Board in July 2002. Dr. Robinson added that in order to consider the convention as an important instrument to help realize the CPA vision and mission, strategic directions will need to be set over the next 3 years. Ultimately, the Board holds responsibility for governance and must approve in principle such a key planning document.

There was an extensive discussion on this issue. The importance of having a very highly recognized special invited speaker was noted. It was suggested that Dr. Vaira Vikis-Freibergs be approached to be a special invited speaker. Dr. Freibergs is a CPA Past-President and is now President of Latvia.

There was also a discussion regarding the possibility of inviting Dr. Vikis-Freibergs to become the 2004 CPA Honorary President.

*******ACTION***** Dr. Pyke to contact the office of the President of Latvia to invite Dr. Vikis Freibergs to become the 2004 CPA Honorary President.**

It was noted that invited speakers relate directly to the specific interest of

the sections.

After extensive discussion Dr. Robinson decided to withdraw the motion presented.

It was suggested that the document be reworked.

******ACTION**** Board members to send comments to Dr. Robinson.**

****** ACTION **** This issue to be discussed at the February 2003 Board meeting.**

MOVED (Breault/Melnyk) and **CARRIED** that a Convention Ad Hoc Committee be formed composed of two representatives each of Practice, Science and Education, these representatives to be identified by each function leader. The Ad Hoc Committee to work by e-mail and conference call and bring back a discussion paper to the February 2003 Board meeting.

****** ACTION **** Dr. Robinson to draft a mandate statement and work with the Ad Hoc Committee.**

SCIENTIFIC AFFAIRS

9.1 Productivity and Society: The Essential Contribution of Psychology as a Social Science

Dr. O'Neill reported that the document was reviewed by SSHRC staff and the Scientific Affairs Committee. It will have an executive summary at the beginning. This document is based in part on the report of the Aylmer Conference on Psychology as a Science. The purpose of the document is to answer the question "What do the Social Sciences have to offer". All too often key MPs and federal government officials state that the social sciences and humanities have not made a strong case for why the sector needs more funding.

The Board suggested adding the following line on page 11, Recommendations: SSHRCC undergraduate scholarships.

MOVED (O'Neill/Melnyk) and **CARRIED** that the Board approve in principle the document "Productivity and Society: The Essential Contribution of Psychology as a Social Science".

****** ACTION ****** **Head Office to manage the production and distribution of the document to the appropriate audience. The document to be on the CPA web page.**

9.3 Bill C-X

Dr. O'Neill briefly summarized the circulated document *Bill C-X Canada Post-Secondary Education Act*.

MOVED (O'Neill/Stolz) and **CARRIED** that CPA support in principle the document *Bill C-X Canada Post Secondary-Education Act* as proposed by the Canadian Association of University Teachers.

8. AMBASSADOR PROGRAM

Dr. Service reported that the Ambassador Program was identified as a priority by the Board during strategic planning. The goal of the program is to meet members and non-members to discuss the activities of CPA and to recruit and retain members. The success of the program is difficult to measure but anecdotal feedback indicates that organizations (e.g., provincial associations, psychology departments, clinical internship setting) and individual psychologists appreciate the opportunity to meet Board members and staff, to learn about issues of national importance, to review CPA's activities, to ask CPA specific questions (e.g., advocacy, practice patterns, research initiatives) and to give CPA advice.

The Board discussed the importance of the Ambassador Program.

It was suggested that a policy be developed on this program.

It was agreed that at the February 2003 Board meeting in Halifax, the Board conduct an Ambassador Program with universities, the Association of Psychologists of Nova Scotia, the internship setting and practitioners.

MOVED (Robinson/Melnyk) and **CARRIED** that the Board reinstate the Ambassador Program.

B. INFORMATION AND DISCUSSION AGENDA

1. PRESIDENTIAL

1.1 President's Report

Dr. Ross referred to his circulated report.

1.1.1 Ambassador Program

This item was considered under A-10.

1.1.2 Organizing Psychology in Canada

Nothing to report.

1.1.3 Masters Level Psychologist on the Board

This item was not considered due to time constraints.

****** ACTION ****** **This item to be carried forward to the February 2003 Board meeting agenda.**

1.1.4 Executive Director Performance Appraisal

Dr. Service and Ms. Pearson excused themselves. The ED Appraisal was discussed and the President will discuss the details with the ED.

1.1.5 Committee Membership

This item was not considered due to time constraints.

1.2 Past-President's Report

Dr. Melnyk briefly reported on the International Congress on Licensure, Certification and Credentialing of Psychologists which will take place in Montreal in April 2004.

1.2.1 Ad Hoc Review Committee on Fellows and Awards

Dr. Melnyk reported that the Review Committee has been struck and that a report will be submitted to the February 2003 Board meeting.

1.2.2 Book Award

Dr. Melnyk reported that Dr. John Mills, the Chair of the new section on Psychoanalysis approached him regarding the possibility that CPA offer a Book Award.

1.2.3 Psychopharmacology Survey

Dr. Melnyk circulated a document on prescription privileges. He added that he would like to use a CPA e-mail list address to do a survey.

This issue to be discussed at the February 2003 Board meeting.

1.3 President-Elect's Report

Dr. O'Neill reported that he represented CPA at the Annual Meeting of the CIHR's Institute of Neuroscience, Mental Health and Addictions in Montreal, October 5 and 6.

1. MEMBERSHIP

2.1 Membership Committee

2.1.1 Report and Statistics

Report circulated for information.

Due to the absence of Dr. Kline, the issue of membership will be considered at the February 2003 Board meeting.

2.1.2 Acquisitions of Software for Surveys on Internet

This issue was considered under 3.2 2003 Budget

1. COMMUNICATION

3.1 Sections

No report.

3.3 International Relations

Dr. Ross welcomed Dr. Janel Gauthier, representative of the International Relations Committee.

3.3.1 Committee Membership and Terms of Reference

The proposed terms of reference of the International Relations Committee were circulated.

3.3.2 Delegates to the IUPsyS Assembly - Update

Dr. Gauthier presented a summary of the organization of the International Union of Psychological Science, an overview of the IUPsyS activities and a report of the IUPsyS meeting he attended on behalf of CPA and Canada in Singapore in July 2002.

MOVED (O'Neill/Breault) and **CARRIED** that the report of Dr. Janel Gauthier be received with thanks.

The Board agreed to ask the International Relations Committee to revise their terms of reference.

****** ACTION ****** **The President to send a letter to the Chair of the Committee on International Relations.**

1. DISSEMINATION

4.1 Publications

No report.

1. EDUCATION

5.1 Education and Training

5.1.1 Committee Membership and Terms of Reference

The Committee Membership and the Terms of Reference were circulated for information.

5.1.2 Report

Dr. Pyke referred to her circulated report.

It was suggested that the Education and Training Committee look at the issue of faculty replacement at universities as well as professors' salaries.

5.2 Convention

5.2.1 Committee Membership and Terms of Reference

Document circulated for information.

5.2.2 Report

Dr. Robinson referred to his circulated report.

5.2.3 APA Convention in Toronto

There was discussion regarding the APA Convention in Toronto in 2003. It was suggested that the President represent CPA and welcome delegates to Canada during the welcoming ceremony.

******ACTION**** The CPA President to write the APA President to discuss the matter.**

5.3 Council of Canadian Departments of Psychology (CCDP)

5.3.1 Report

Dr. Pyke referred to her circulated document. She added that there is a schedule conflict at the post-convention Board meeting since

CCDP is meeting at the same time.

1. PRACTICE

6.1 Professional Affairs

6.1.1 Committee Membership and Terms of Reference

Documents circulated for information.

6.1.2 Interdisciplinary Collaborative Care and Mental Health

6.1.2.1 Proposal to Federal Government's Primary Health Care Transitional Fund

Dr. Breault reported that Health Canada funded a meeting in Ottawa to support the development of a Letter of Intent to the Primary Health Care Transition Fund. Dr. Breault added that she represented CPA as the Practice leader, and Dr. Service and Dr. Karen Cohen were also part of the meeting. This project is for \$5,000,000.00 over 3 years. She mentioned that this is a very important collaboration for psychology as it would be seen as a leader in health care and mental health in primary care reform.

It was suggested that CPA sit as an advisory committee member or executive committee member for the project as opposed to being the signatory organization unless the project in Agenda Item 6.1.5 reported below does not materialize as outlined. At that time, CPA might offer to be the signatory organization for the project.

The importance of having a link with CCPPP in this project was noted.

MOVED (Melnyk/O'Neill) and **CARRIED** that if this proposal receives federal funding, that CPA become principally involved.

6.1.2.2 Interdisciplinary Collaborative Care in Mental Health Working Group

The Interdisciplinary Collaborative Care in Mental Health Working Group is meeting in Ottawa on a

regular basis. The Group was the primary forum for the development of the Letter of Intent discussed in Agenda Item 6.1.2.1 above.

6.1.3 CCOPP: Evolving Core Principles Document

Document circulated for information.

6.1.4 Mental Health Summit

Dr. Service reported that CPA Psychology, CMA and CPA Psychiatry co-hosted a Mental Health Summit in Ottawa, October 2002. The purpose of the two-day meeting was to determine if participating national organizations were interested in developing a long-term advocacy agenda and infrastructure. Dr. Service added that the meeting resulted in an agreement in principle on a common position and on the development of an ongoing advocacy agenda and capacity. It was noted that CPA remains on the interim steering committee.

6.1.5 Health Human Resources: Proposal to the Federal Government's Primary Health Care Transition Fund

Dr. Breault reported that Health Canada funded a second meeting in July in Ottawa in support of the development of a second Letter of Intent on health human resources to the Primary Health Care Transition Fund. CPA chaired the meeting and was represented by the Executive Director and the Associate Executive Director. A letter of intent was developed and submitted by CPA on behalf of the group. As with the previous project, this project is for \$5,000,000 over 3 years. Dr. Service reported that it is likely that one or both of these projects will be funded.

Health human resources and primary care reform are two of the most important issues on the agendas of all levels of government. CPA could offer to be the signatory agency for the project, thereby giving psychology and CPA strong advocacy opportunities and visibility.

It was agreed that CPA offer to be the signatory agency for the next phase of the project (project development from the Letters of Intent).

6.1.6 Romanow Commission Update

Dr. Service referred to his circulated report.

6.1.7 Health Action Lobby (HEAL)

Dr. Service referred to his circulated report.

6.1.8 Disability Tax Credit

Dr. Service referred to his circulated report.

6.1.9 GST and Practitioner Liability

Dr. Service reported that CPA Head Office occasionally receives questions from members on GST exemption, psychology practice and the role of the Canadian Register. It is not possible for CPA to offer income tax advice because such advice is beyond the expertise of the Association and Association staff and there are serious liability issues for the Association. However, Dr. Service suggested that a short article will appear in the next edition of *Psynopsis* and in a CPA NEWS and will remain on the web site.

6.1.10 OPQ's Brochure on Psychotherapy

Dr. Service circulated a brochure on psychotherapy prepared by L'Ordre des psychologues du Québec. He added that L'Ordre had asked if CPA was interested in funding the translation of the brochure. It was decided that the brochure in its current form with an emphasis on psychotherapy would not fit with CPA's strategic initiatives in the practice area.

6.1.11 Canadian Council of Professional Psychology Programs (CCPPP)

Dr. Janice Cohen briefly summarized the activities of CCPPP. She noted that CCPPP has placed a high priority on improving the funding of internships and internship stipends. She added that there is a need to address this issue with other organizations, especially with CPA. Dr. Cohen reported that a CCPPP sub-committee will prepare a document including an action plan. The document will be circulated for feedback.

Dr. Cohen will prepare a letter to the President of CPA asking for CPA's co-operation on the project.

Dr. Cohen also mentioned that there would be a post-convention

workshop on training presented by Dr. Keith Dobson. There will also be a discussion of accreditation issues at the Convention to which the Accreditation Panel would be invited.

Dr. Cohen stated that Dr. Dick Steffy, a member of CCPPP, will be a member of Psy.D. Sub-Committee.

Dr. Cohen expressed appreciation to the CPA Board for the invitation to attend the Board meeting.

6.1.12 Council of Provincial Associations of Psychologists (CPAP)

Dr. Rallo briefly reported on CPAP activities. He stressed the importance of having a CPAP representative at the CPA Board meeting. He noted that the opportunity to observe was both valuable and appreciated.

Dr. Rallo reported that a number of members of provincial associations had requested some clarification on the GST exemption matter. He suggested that CPA, as a national association, could provide guidance to CPA members and the provincial associations on the issue. It was noted that the GST issue is very important for private practitioners.

Dr. Rallo reported on the CCOPP specialty designation project. He stressed the importance of participating in the project so that Canadian organizations are well informed and to ensure Canadian interests are not compromised. He noted that the document is a draft internal document.

There was discussion about creating a network with the regulatory bodies to look at legal issues.

Dr. Rallo also outlined the purpose of the APIC sponsored competencies conference to be held in November in the US. He noted that the idea of the conference came from the Canadian Agreement on Internal Trade discussions during the Psychology Executives Roundtable meetings. He was pleased to report the strong Canadian representation including Professional Affairs Chair, Dr. Lorraine Breault, and Accreditation Panel Registrar, Dr. Karen Cohen.

6.1.12.1 CPAP Seat on the CPA Board

Dr. Rallo continued to say that it is a good idea to have a CPAP seat on the CPA Board but the

delegates had rejected it in a vote following CPAP voting procedures. He suggested that when CPA would like to revisit the issue, the CPA President send a letter to the CPAP Chair asking them to reconsider the issue.

****** ACTION **** The President to send a letter to CPAP.**

6.2 Accreditation Panel

The report was circulated for information.

It was **MOVED** (Nicholson/Robinson) and **CARRIED** to extend appreciation to Dr. Karen Cohen for her tremendous work on the Accreditation Panel manual.

1. SCIENCE

7.1 Scientific Affairs

7.1.1 Committee Membership and Terms of Reference

Documents circulated for information.

7.1.2 Report

Dr. O'Neill referred to his circulated report.

7.1.3 Canadian Society for Brain, Behaviour and Cognitive Science (CSBBCS)

Dr. Stolz reported on CSBBCS activities.

7.1.4 Canadian Consortium for Research

Dr. Service reported that CPA is no longer the Chair of the Consortium but remains on the Steering Committee. He added that the CCR is planning its fall lobby and has published its Brief to the House of Commons Finance Committee in anticipation of the February Federal Budget.

****** ACTION **** Head Office to e-mail the brief to Board members.**

Dr. Service added that the Consortium also sent an open letter to provincial and territorial premiers urging them to reinvest in post-secondary education.

He also noted that CCR has made SSHRC funding a priority.

7.1.5 Canadian Institutes of Health Research (CIHR)

7.1.5.1 INMHA Annual Meeting

Dr. O'Neill reported on this item in the Report of the President-elect.

7.1.5.2 INMHA Ethics Project

Dr. Service referred to his circulated report.

7.1.5.3 CRD Institute Clinician/Scientist Project

Dr. Service referred to his circulated report.

7.1.6 Natural Sciences and Engineering Research Council (NSERC)

7.1.6.1 NSERC Funding Issues

Dr. Service referred to his circulated report.

7.1.7 Social Sciences and Humanities Research Council (SSHRC)

7.1.7.1 SSHRC Funding Crisis

Dr. Service referred to his circulated report.

7.1.8 Canadian Association of University Teachers

7.1.8.1 Bill C-X

This issue was considered under A-9.3.

7.1.9 Autism Research

Dr. Service referred to his circulated report.

1. ETHICS, LAW AND STANDARDS

8.1 Ethics

8.1.1 Committee Membership and Terms of Reference

Dr. O'Neill referred to his circulated report.

As stipulated in the CPA By-Laws, Dr. O'Neill requested a motion to approve the membership of the Committee on Ethics.

MOVED (O'Neill/Nicholson) and **CARRIED** that the 2002-2003 membership of the Committee on Ethics be approved as circulated.

8.1.2 Report

The report prepared by Dr. Carole Sinclair was circulated for information.

8.2 Legal Affairs

No report.

1. ADMINISTRATION

9.1 Executive Director's Report

9.1.1 Head Office Overview

Dr. Service referred to his circulated report as well as the Executive Assistant's report and asked the Board if they had any questions.

MOVED (Breault/Pyke) and **CARRIED** that the Board express appreciation to Marlene Kealey for her 16 years of good service at CPA.

Ms. Pearson reported that the company leasing office space next to Head Office is interested in expanding by leasing the CPA office space.

The Board agreed that CPA Head Office explore this possibility.

9.1.2 Associate Executive Director's Report

Report circulated for information.

9.2 Finance

9.2.1 CPA Performance Network Update

Document circulated for information.

9.2.2 Product Recognition Update

No report.

9.3 Committee on Fellows and Awards

Dr. Melnyk reported that the deadline for submitting nominations for Fellows is November 30, and for CPA Awards was October 15. He added that the Committee on Fellows and Awards will review all the nominations of awards in November.

9.4 By-Laws, Rules and Procedures

No report.

9.5 Nominations

Dr. Melnyk reported that the deadline for submitting nominations for election to the CPA Board of Directors is November 8.

This year, nominations are required for President-Elect and two Directors. One of the Director positions is an at-large seat reserved for a Francophone. The other Director position is a designated seat for a scientist to be nominated by sections.

Dr. Melnyk reported that a call for nominations for elections was published in the Summer and the Fall issues of Psynopsis. A reminder was also sent to CPA Sections, CPAP and CCDP by e-mail.

9.6 Elections

No report.

1. OTHER BUSINESS

10.1 CPA Foundation

The Minutes of the meeting of the CPA Foundation are attached.

1. NEXT MEETING

11.1 February 22-23, 2003, Halifax, N.S.

The next Board meeting is scheduled for February 22-23, 2003 in Halifax.

1. ADJOURNMENT

There being no further business, it was **MOVED** (Robinson/Pyke) and **CARRIED**

that the meeting be adjourned.

Annex 1 President's Report

CPA Board

Fall 2002

At our last meeting I said that my goals included getting more members involved in CPA activities and more "real" committees. That is, committees which had a good number of members who were engaged in the committee activities. To get more members involved a call for volunteers was sent out in the member e-news of 4 September. The response was excellent (much greater than anticipated - 72 responses) and the next few weeks were spent responding to volunteers questions (I created an FAQ) and setting up a data base of volunteers, their locations, and their committee preferences. One way or another I managed to respond to all. I sent a list of preferences to all committee chairs and asked them to correspond with the people who had indicated a preference for their committee. I heard back from a few chairs. I hope that everyone corresponded even if they didn't let me know.

Another one of my goals was to get more people to run for offices. My first efforts here went to contacting the past-presidents and asking them what benefits, if any, had accrued as a result of their having been President of CPA. The results were discouraging in that most who responded said that they had no benefits from their employer, e.g., reduced work-load. The conclusions were that the only benefits that we can be sure of are the ones that CPA controls. Several suggestions were made which I will forward to the nominating committee to be brought forward as motions, if they think appropriate.

I took the liberty of writing to all who had volunteered (who were not students) and suggesting that they allow their names to stand for Board positions. I don't know if that effort bore any fruit.

Several years ago we started a policy of writing to Board members employers when a Board member finished his/her term on the Board. We have extended that to writing a letter to the employer when a person starts on the Board. In the letter we explain a bit about CPA and what we do and the final paragraph says:

Being elected to serve on the Board is an indication of the high stature [xxx] has amongst psychologists in Canada. It also reflects well on [his/her] department and university [or whatever employ is appropriate]. We hope that [university/hospital/etc] will be able to support and facilitate [Board member's] work for the three years [he/she] is on the Board.

John, Pat and I, on behalf of CPA, have been in contact with the Panel on Research Ethics to propose a systematic study of the implementation and impact of the Tri-Council research policy. This seems to be moving ahead but I should have more concrete information about the role CPA can play in this for our February meeting.

Other CPA activities (normal CPA business things)

Letter writing: We were asked by the Governor General's office to write a letter on behalf of a psychologist who has been nominated for the Order of Canada. This required a bit of time since I had to find someone who knew the nominee well enough to write an important letter like this (and who didn't mind my plagiarizing the letter.)

Committees: Establishing a Legal Affairs Committee has been an ongoing problem. The main difficulty is getting a person to chair the committee who has appropriate qualifications. John has contacted several people but they have declined one for personal reasons and one because he has not been on the committee before. He was willing to serve on the committee but not be chair.

There were some minor problems with our representative to the International Meeting. Jim Ogloff was willing to attend on our behalf but then it turned out that he had a conflicting engagement so couldn't do it. Thus, Janel Gautier was our only representative. He did an admirable job and will report directly to us.

Non-dues revenue: I have been on contact with Soosan Latham about the Psychology Speaks program. We have suggested some names for an advisory committee, she has developed letters to be sent to CEOs etc. and she and Ivan are developing a website. The CPARC project is moving ahead slowly but surely. I will have an article in the Winter issue of Psynopsis about it.

Etc. Most of my other activities since our last meeting are on the agenda so I will not review them here.

Date: October 1, 2002

To: Members of the CPA Board

From: Theresa Kline (2002 Membership Chair)

RE: MEMBERSHIP COMMITTEE REPORT FOR THE FALL CPA BOARD MEETING

This is the first year in which the Membership Committee has been headed by a single individual. In the past it has been part of a number of individuals' portfolios. As a result, I am just now beginning to take up the reins of the position and formulate ideas about the Committee. One might assume that we must continue to grow. I would question that assumption. If we should grow, where and by how much? What are reasonable targets for membership over the next three years? I have summarized the Membership Committee annual reports since 1993-1994 below. I believe that this is a starting place to see what has been done and where is the trend in memberships.

Changes in Committee structure over the past 10 years

1993-94 Chair, Vice-Chair, 3 members
1994-95 Chair, 1 member
1995-96 Chair, 2 members
1996-97 Chair, Co-Chair
1997-98 Chair
1998-99 Chair
1999-2000 Chair
2000-01 Chair
2001-02 Chair
2002-03 Currently a Chair only

Summary of the past 10 years of Committee Focus

1993-94 recruiting academics and research fellows
1994-95 recruiting graduate students
1995-96 adding benefits to current members
1996-97 recruiting new members
1997-98 improving communications with, and services to, members
1998-99 -----
1999-2000 -----
2000-01 -----
2001-02 -----
2002-03 To be Determined

Summary of the past 10 years of Committee Initiatives

1993-94: Developed an information package to disseminate to potential members through Departments of Psychology.

1994-95: Survey of Graduate Students to determine the primary benefits of belonging to CPA; develop one-page flyer to disseminate to graduate students through Departments of Psychology

1995-96: Granted one-year membership to students post-graduation in the hopes of them continuing as Full Members; Created an updated version of the membership directory; partnership with ScotiaBank, Budget Rent-A-Car, Midland Walwyn, Sage Publications; Issued membership certificates

1996-97: Conducted several different market surveys about CPA benefits; developed advertising flyers based on results; recommends no further market research.

1997-98: Adding a toll-free number to Head Office; Head Office combined Communications and Membership Departments and hired Ivan Parisien to coordinate the two.

1998-99: Launched an advertising campaign “Good for You, Good for the Discipline”; redesigned membership certificate; implemented new database for membership; Student Rep Package assembled.

1999-2000: Examining ways to launch a membership drive; new ad for “Good for You, Good for the Discipline”; continued to work on membership database; find student reps for every Psychology Department across Canada; Shared dues for CPA and PAA.

2000-01: Membership database development; emailing membership renewals; post membership directory on-line; recruiting new student affiliates through student reps in every Psychology Department; Two new classes of members (Retired Member/Fellow and International Student Affiliate); electronic version of Psynopsis sent out.

2001-02: Stabilization of membership database system.

2002-03: To be Determined

Membership over the past 10 years

Year	Full Member (+ Fellows)	Student	CPA/ APA Affiliate	International Affiliate	Special Affiliate	Honorary Life Fellow/ Honorary Life Member (non-dues paying)
93-94	2891 + 201 = 3092	880	39	9	38	61 + 141 = 202
94-95	2820 + 200 = 3020	873	32	11	24	65 + 143 = 208
95-96	2955	863	26	10	20	144 + 76 = 220
96-97	2948	768	25	20	24	219
97-98	2887	877	---	---	---	199
98-99	2929	881	19	16	---	206
99-00	3106	918	26	28	28	208
00-01	3165	1035	31	44	24	211
01-02	3627	1204	---	---	---	232

--- Note that this indicates that the data was collapsed across the three categories and thus not reported.

Interpretation

In the early 1990s there was a Chair and members to assist in membership recruitment. During that time much energy was expended recruiting new members. Interestingly during this same time frame, the number of Members/Fellows and students actually dropped! About the same time as the Committee was simply “Chaired” and the focus was on improving member services, the number of members increased. What is the lesson? The most obvious is energy and resources spent on improving member services provides a better return on investment than on simply “recruiting”. I agree that CPA members have been surveyed enough about what they want. The goal of the membership committee should then be to improve member services.

Over the next month I will be working toward putting together a committee of no more than two other individuals. These will be CPA members (member, fellow, or student). I would also like to retain the assistance of Ivan Parisien at CPA Head Office for regular consultation. Because this Committee has no terms of reference this will be one of the first tasks of the Committee. Others will include setting up a plan for Improving Member Services.

Tasks for the next 6 months

1. Secure a Membership Committee.
2. Ensure that the goal of improved member services is congruent with CPA Board goals.
3. Articulate terms of reference for the Committee.

4. Flesh out a plan for improving on member services. This will include setting specific goals, delineating the strategies to achieve those goals, setting measures and targets to determine the effectiveness of the activities. Monitor progress toward the goals.

After the plan has been taken to the Board at the winter meeting for modification and approval, implementation of the plan will commence.

Fall 2002 Report: Scientific Affairs

Submitted by Pat O'Neill

Members:

Pat O'Neill, Acadia University
Jennifer Stolz, University of Waterloo
Theresa Kline, University of Calgary

Ramona Bobocel, Waterloo University
Francine Lavoie, Laval University
Linda McMullen, University of Saskatchewan
John Meyer, University of Western Ontario
Janet Stoppard, University of New Brunswick
Steve Taylor, UBC
Valerie Whiffen, University of Ottawa

Much of our time has been spent recruiting members and then giving them things to do. This worked so well that one new recruit resigned from overwork.

We have spent much time as a committee studying and commenting on drafts of a document which, if and when it is finished, is designed to save SSHRC. We have worked closely with the Executive Director on this matter.

Various other matters related (in some way) to scientific affairs have been discussed either within the committee or between the Chair and the Executive Director.

I attended, in early October, the first annual meeting of the CIHR Institute of Neurosciences, Mental Health and Addiction, at the Montreal Neurological Institute. The talks covered cutting edge research related to Multiple Sclerosis, suicide prevention, gene therapy for brain tumors and neurological diseases, autism, head injury in young hockey players, policy and treatment re illicit opiate addiction, and distance delivery of psychological services (our own Pat McGrath). Several hours were spent on round tables concerning advocacy and the need to establish a common agenda.

The Scientific Affairs Committee has also wrestled with its terms of reference (similar to but distinct from our strategic plan). Here is the result of those discussions:

Scientific Affairs Committee Terms of Reference, 2002-2003

The Scientific Affairs Committee has the mandate to work on matters of importance to the psychological research community and, where indicated, to researchers as individuals and in groups.

The following goals and objectives have been fashioned by the committee. They are consistent with the long range Strategic Plan, but they focus on what the committee sees as the key tasks at the present moment.

Goal 1: To Promote scientific values and to advocate for and protect academic freedom.

A. To work to improve the understanding of scientific values and academic freedom by university administrations and others in positions of power with respect to research.

B. To work to improve the understanding of scientific values and academic freedom by the general public.

C. To advocate to, and work with, agencies who develop, disseminate and/or impose ethical principles on research, to help them understand psychology and its modes of investigation. We would hope to work co-operatively with the Committee on Ethics.

D. To lend support in specific cases where academic values and academic freedom, particularly with regard to psychologists, are under threat. We would hope, if such occasions arise, to co-ordinate our efforts with Co-ordinate with Canadian Association of University Teachers, especially AF&T Committee.

Goal 2: To Work to increase research funding in general, and specifically to increase funding research in post-secondary institutions.

A. To advocate to government on behalf of researchers, emphasizing the need for increased funding and equitable distribution of funds to the research community.

B. To Advocate to increase funding for SSHRC; work with SSHRC where the opportunities arise.

C. To shore up research in smaller post-secondary institutions. This would involve reverse shrinking government support for smaller universities, and advocating for those universities to give more weight to research (as opposed to heavy teaching loads) in faculty positions.

Goal 3: Promote a synergy between research and practice and between different

areas of psychological research.

A. To emphasize the value of the scientist-practitioner model, in which practice has an empirical base. We anticipate working with Education and Training on this objective.

B. To emphasize interdisciplinary connections within psychology and between psychology and other research communities.

In all of these goals and tasks, the time of the Executive Director and other staff members is a major resource.

Scientific Affairs, September 2002

CPA EDUCATION AND TRAINING COMMITTEE
Report to the Board of Directors
October, 2002

The E&T Committee held its annual meeting in June and matters discussed at that meeting were reported in the education column of the Summer 2002 issue of Psynopsis. The report below outlines activities of the Committee subsequent to those noted in the newspaper.

Budget

The Committee prepared a budget for submission to the Board.

Continuing Education

Since the annual meeting in June the following applications for approval of continuing education events have been processed by the CE Sponsor Review Sub-Committee (Elizabeth Bowering, Deb Dobson, Peter Henderson, Sandra Pyke).

- Society for the Scientific Study of Sexuality – sponsor application
- New England Forensic Associates – sponsor application
- Centre for Addiction and Mental Health (CAMH) Cognitive Behavioural Therapy with Children Summer Training Institute – sponsor application
- CAMH Mindfulness Cognitive Therapy Workshop/Retreat
- CAMH Cognitive Therapy Summer Training Institute
- CAMH Interpersonal Psychotherapy Summer Training Institute
- Western Canada Psychoanalytic Psychotherapy Association – activity application

In addition to these applications, the Sub-Committee received and reviewed two annual reports and approved continued sponsor status for these organizations.

- Manitoba Psychological Society
- Ottawa Couple and Family Institute

In collaboration with the Convention Committee, a procedure was developed for the inclusion of continuing education credits for pre-convention workshops and the manual for continuing education sponsorship approval was modified accordingly. The Chair reviewed the draft Convention Manual to ensure appropriate inclusion of the new information regarding the processing of pre-convention workshops.

Procedures for the implementation of a CPA databank of continuing education credits for CPA members have been developed and are presented separately for review by the Board. Thanks to Deb Dobson for her work on this project.

Interest has been expressed in obtaining CPA approval for recognizing conventions as appropriate for continuing education credits (e.g., Congress of Psycho-Oncology). This issue was discussed by the Committee and the decision made not to approve conventions as continuing

education events. However, the Committee has encouraged organizations (e.g., the Canadian Association of Psycho-Oncology) to submit applications for sponsor status and if approved, workshops associated with the conference would be recognized for continuing education credit.

Mentoring

As agreed at the annual meeting of the Committee, the chairs/heads of departments of psychology in Canada were contacted and asked to provide the names of their new faculty members. A total of 53 new faculty members were sent an e-mail message alerting them to availability of the mentoring program and also inviting them to consider affiliation with CPA. This initiative has generated quite a positive response.

Psy.D. Project

A Sub-Committee chaired by Anna-Beth Doyle, was created to pursue the Psy.D. curriculum review. Terms of reference for the Sub-Committee have been developed by Professor Doyle and are presented separately for review by the Board.

Other

The Committee considered the possibility of working collaboratively with CCDP in the preparation of a faculty register. Subsequent consideration suggested that such a project would be redundant with information already available on Department websites. As an alternative, there seems to be considerable support for mounting a pre-convention workshop related to some aspect of education/training – for example, a workshop focusing on supervision of both student research and practica.

Submitted by Sandra Pyke, October, 2002

Council of Canadian Departments of Psychology
October, 2002
Report to CPA Board of Directors

The CCDP held its annual meeting in June. The program included:

- a presentation from the Coordinator of the CPA Section for Students (Rejeanne Dupuis)
- a discussion of faculty recruitment and equity (Richard Walsh-Bowers)
- issues related to the determination of course loads (Linda McMullen) including credits for administrative activities (Shelagh Towson) and supervision (Harvey Marmurek)
- the inclusion of history of psychology courses in the curriculum (Fred Weizmann)
- a luncheon session with CPA officers (Karen Cohen, Abe Ross, John Service) in which issues such as accreditation, research lobbying, the CPA Ambassador Program, and the paucity of Fellow nominations were explored.

Other topics addressed at the meeting included grade inflation, the tri-council ethics issue, graduate student admission procedures, a summary of the issues discussed at the meeting of Ontario Chairs, a tabulation by area of the faculty positions advertised on the listserv (high frequency positions were clinical and neuroscience), and the establishment of the CPA Foundation. In terms of new initiatives, Council decided to implement a teaching assistantship award and to establish a website archive (Gordon Hayman).

Activities of Council since the annual meeting include:

- updating the list of Department Chairs/Heads;
- advertising faculty positions (18 departments have advertised for a total of 44 positions since June)
- obtaining a list of new faculty and inviting them to participate in CPA's mentoring program
- distributing information from the Canadian Consortium for Research (CCR) and designating a CCDP representative to CCR (Pierre Mercier)
- tabulating and distributing data on recently graduated students from masters and doctoral programs (e.g., 40% of master's students enter doctoral programs; 68% of doctoral students are female; 35% graduated from clinical programs, 15% from neuroscience programs)
- the allocation of start-up funds for new faculty.

Prepared by S.W. Pyke
Executive Director

**PROFESSIONAL AFFAIRS COMMITTEE
CANADIAN PSYCHOLOGICAL ASSOCIATION
REPORT-OCTOBER 2002**

The Professional Affairs committee report to the fall meeting of the 2002 Board of Directors meeting consists of the following:

1. Terms of Reference
2. Committee membership
3. Committee report
4. Future Action
5. Motions

Terms of Reference

The following terms of reference for the Professional Affairs Committee have not been formally adopted by the Board but are currently being used as a guide for the activities for the Professional Affairs Committee.

The Professional Affairs Committee collaborates with provincial psychological associations and other national psychological associations to help practitioners assert and broaden their influence in the community and the health care system to ensure the availability of quality psychological services for clients and patients. This is achieved by:

1. advocating for legislative changes that promote access to psychological services,
2. developing and promoting products to help psychologists build and diversify their practices,
3. promoting projects that show the value and cost-effectiveness of psychological services,
4. collaborating with the health care system to develop and promote policies and programs to address the mental health needs of the Canadian population,
5. advocating for the use of safe and effective treatment modalities and technologies, and
6. advocating for leadership roles for psychologists in public health.

Committee Membership

An attempt was made to have broad regional representation on the Committee, therefore the committee members were selected with the support of the CPAP members representing associations. The CPA Professional Affairs committee will be closely linked with the Provincial Associations. The members include:

Lorraine Breault (Chair) – lbreault@cha.ab.ca

Ian Nicholсан (Co-Chair) – ian.nicholson@lhsc.on.ca
Geraldine. Brooks – gbrooks@interchange.ubc.ca
Debby Boyes – debbyboyes@shaw.ca
Hal Wallbrid – wallbrid@umanitoba.ca
Gwenyth Sterns – gwenyth.sterns@CDHA.NSHEALTH.CA
R. Charest – rcharest@ordryssy.qc.ca
Joycen G – joycen – joycen_g@hotmail.com
Bonnie Haave – bhaave@telusplanet.net

Committee Report

Since the June, 2002 Board meeting, three events involving Professional Affairs have occurred. The first was the CPAP meeting in June where the Professional Affairs Committee was established and terms of reference were discussed.

The second was the National Collaborative Mental Health Care Project meeting where a proposal for funding from the Federal Primary Health Care Transition Fund was developed. The goal of this project is to improve collaboration between primary health care providers and mental health care providers to ultimately improve the quality of mental health care in Canada. A more detailed description of the proposal can be found in the Professional Affairs article of the fall issue of Psynopsis and is reproduced in appendix A attached to this report. CPA was represented at this meeting by Drs. Service, Cohen, and Breault.

The third activity was a meeting of the committee for Integrated Health Human Resources and Primary Care Reform where a proposal for funding was prepared and also submitted to the Federal Primary Health Care Transition Fund. The goals of this group include the re-definition of the competencies and the service mix required for primary health care and the establishment of flexible relationships between healthcare providers to meet the health needs of people living in various geographic areas in Canada. CPA was represented at this meeting by Drs. Service and Cohen. Neither Dr. Nicholson or Breault were available to attend this meeting. To date, no response has been received from the Federal government on either proposal but submissions were made for sums of approximately three million dollars for each project. Should these be supported, the Professional Affairs committee will be directly involved in future activities.

The Professional Affairs committee has also reviewed three documents that will put before the Board for adoption at the October Board meeting. The motions are attached to this report in Appendix B. These include:

1. Enhancing the Experience of Children and Youth in Today's Schools: The Role of Psychology in Canadian Schools;

2. Enhancing the Experience of Children and Youth in Today's Schools: The Role of Psychology in Canadian Schools -The Contribution of the School Psychologist.
3. Strengthening Rural Health: The Contribution of the Science and Practice of Psychology.

Future Action

In addition to the health reform projects, the Chair of Professional Affairs will be attending a North America wide conference on competencies for professional practice in psychology to be held in Phoenix on November 7th through the 9th, 2002. Individuals were nominated to be delegates to the conference by colleagues and ultimately selected by the organizing committee on the basis of geographical location, areas of interest and organizational affiliations. CPA will be partially funding the Chair's attendance at this meeting and a report of the proceedings will be provided for the Board prior to the winter board meeting. **Appendix A**

The government of Canada has recently made funds available under the Primary Health Care Transition Fund to enhance collaborative, integrated, and interdisciplinary health care in our country. The defined keys areas of focus are the enhancement of collaborative care, evaluation of collaborative care programs, health promotion and disease/injury prevention, chronic disease management, and the engagement of both the public and stakeholders in the development of health care delivery models.

In light of this announcement, a consortium of national organizations representing psychologists, psychiatrists, nurses, occupational therapists, family physicians, social workers, and community mental health agencies are proposing a collaborative national initiative aimed at strengthening the ties between primary and mental health care providers. The goal of this initiative is to address barriers to optimal linkages between mental health care sectors to achieve better mental health outcomes for Canadians. CPA is represented on this consortium by Drs. John Service, Karen Cohen and myself.

The project proposed by the consortium includes analyzing key elements for collaborative success and the identification of potential barriers to effective collaboration, proposing evidenced-based strategies for addressing mental health care delivery, including delivery to those living in underserved communities, and making recommendations concerning policy directions for provincial and national health care plans. The estimated cost of this project is 3 to 4 million dollars and would run for 36 months. The proposal has been submitted to the federal government for consideration and at the time of writing, a response had not been received.

Should the project be supported, CPA will be involved with participating organizations to produce a joint declaration of a shared vision of collaborative

care. CPA will also be involved in reviewing and synthesizing prior research in this area and reviewing the current state of training in collaborative practice and consultation. In order to facilitate system changes the consortium has agreed that provincially-based networks of individuals from different disciplines who have expertise and interest in collaborative care must be established. This network of individuals would be involved in implementing, evaluating and advocating for collaborative projects in their communities.

It is hoped that interdisciplinary leadership and collaboration will result in the development of new models of shared mental health care in Canada, shared competency statements for primary mental health care providers and an integrated policy framework that will be consistent with sustainable mental health services across the country. It is also hoped that funders and policy makers in the area of mental health services will work more closely primary care providers to build a better mental health delivery system across Canada.

As chair of Professional Affairs for CPA, I would be very interested in hearing your opinions about this project and any experiences that you may have had in the delivery of shared mental health care services. The information would be useful in developing models that would underscore the enormous contribution psychologists make in mental health care delivery and in defining new potential roles for psychologists. Please send your feedback to lorraine.breault@ualberta.ca .

**CANADIAN PSYCHOLOGICAL ASSOCIATION
COMMITTEE ON ETHICS
Report to Board of Directors, 19-20 October 2002**

1. The Committee held its annual meeting on Saturday, 1 June 2002 at the University of British Columbia.

1. Work on the on-line ethics course continues. With Dr. Jim Ogloff unable to continue with the project, the completion date has been extended. It is anticipated that the course will be ready for Captus Press early in 2003. Dr. Jean Pettifor has agreed to act as a consultant to the project.

1. Current activities of the Committee include:
 - 1.1 Review of the guidelines produced by the Canadian Academy of Psychologists in Disability Assessment (“Practice Standards for the Psychological Assessment of Disability and Impairment”).

 - 1.1 Development of a set of proposed guidelines for on-line counselling.

 - 1.1 Adaptation of a COE opinion regarding the use of integrity/honesty testing in personnel selection, for submission to *Psynopsis*.

 - 1.1 Adaptation of presentation at 2002 CPA Convention (“Ethics Support for Psychologists on the World Wide Web”) for possible inclusion on CPA web site.

1. The Chair of the Committee will represent CPA at an ethics workshop being held on 8 - 9 November, held by the Institute of Neurosciences, Mental Health and Addiction of the Canadian Institutes of Health Research.

1. Members of the Committee continue to respond to questions from CPA members and members of the public. The majority of these questions are directed to the Committee by Head Office staff.

1. The Committee is not involved currently in the adjudication of any ethics complaints.

1. Proposals for 2002-2003 COE membership and COE terms of reference have been submitted separately.

Carole Sinclair, Ph.D.
Chair, CPA Committee on Ethics

7 October 2002 To: CPA Board

From: Bob Robinson, Chair, Convention Committee
Theresa Kline, Co-Chair

Subjects: 1) Committee Report
2) Terms of Reference
3) Motion to support the strategic directions as outlined in our memo of July 23
4) Membership List
5) Follow-up Steps

Committee Report

Please accept the July 23 Memo along with the Terms of Reference, the Motion, Membership list, and follow-up steps as outlined in the July 23 memo as our Committee Report.

(If you need another copy of the memo, just let us know.)

We have had a lot of positive responses to the memo, as well as concerns and questions. These will be discussed at the Board Meeting.

Many of you thought the approach could be invigorating, attractive and draw more attendance and potential membership. The new formats were well-received.

There were concerns about the political sensitivities in emphasizing psychologists in applied science and practice, and perhaps not identifying clearly enough the knowledge base of our profession in educators and trainers. While we do suggest moving more boldly in new formats, they need not be restricted in content to applied science and practice. Moreover, as Sandra pointed out, the setting of new directions should not be at the cost of abandoning Academics and Scientists. These Strategic Directions will be framed as “building on the base.” But let’s discuss it further.

The CPA Institute of Learning would of course be a virtual entity sponsored by CPA. Various formats might be considered, e.g. two day workshops, Wednesday-Thursday or Saturday-Sunday or bigger time blocks organized thematically and sequentially, Thursday-Friday-Saturday or combined. There would also need to be a high degree of collaboration with all of you as committee chairs and particularly with the Leader, Education portfolio for certification of Continuing Education Credits.

And finally, we totally respect Board Governance – hence the Terms of Reference and Motion.

Follow-up Steps

Once we have consensus:

- A. We would like to expand the Membership List.

Current List

Chair: Bob Robinson (Practitioner, Alberta)

Co-Chair: Theresa Kline (Academic, Alberta)

Jennifer Veitch (Scientist, Ontario)

Graham Reid (Scientist-Practitioner, Ontario)

Hazlon Schepmyer (Student, Ontario)

Nick Skinner (Educator, Ontario)

Joseph Snyder (Academic, Quebec)

Jennifer Stolz (BBCS, Ontario)

Joan Finegan (Academic Scientist-Practitioner, Ontario)

On review, ironically we need more practitioners! Also the West (BC, Sask, Manitoba) and the Maritimes are under-represented as are Francophones. We can maintain gender balance. And local organizers are needed. Could you each consider nominees and consult us about approaching them.

Thereafter we would use a Revised Discussion Document (as a result of Board input and approval) and the Terms of Reference to launch the 2003 Convention Committee.

We will look forward to a lively and productive dialogue.

DATE: July 23, 2002

TO: The CPA Board, John Service, Marie-Christine Pearson,
Karen Cohen, Kathy Lachapelle-Petrin

FROM: Bob Robinson & Theresa Kline

SUBJECT: Convention Committee / Convention Planning

We met over the summer to sort out our roles, etc. and get on with planning the Hamilton Convention. Some of the items below are about leadership and strategic directions; others are more organizational and pragmatic. We are both committed to building on the excellent operational base developed through Jennifer Veitch's prodigious efforts. As a primary construct we will consider the Convention as an instrument to invite more of psychology "into the tent," and to move CPA's mission and vision forward. In order to accomplish this, broader goals will be set and S.M.A.R.T. (specific, measurable, achievable,

realistic, timed) objectives will be identified. Hopefully, new and innovative convention components and/or processes will emerge without being totally "unconventional." We see our roles together as ones of leadership (with some division of labour and cross coverage). The Committee would be composed of roll-up-the-sleeve individuals, diversified and geographically representative, with special attention to a local organizing group. There would be important linkages to the membership through the Sections, to OPA if they co-sponsor, and to groups who are either alienated (Brain and Behaviour) or have not seen the Convention as important enough to attend (practitioners). We do, however, have some thoughts about how to prioritize efforts, maintaining interest among current attendees, decreasing focus on groups where there has been little, if not diminishing payoff, and assertively reach out in new formats to applied psychologists in particular. We recognize this is ambitious and that the path may be thistled along the way (ouch!) or impeded. And it is really a multi-year agenda.

Our concept of the Committee is that it develops the framework (within the governance of the Board), strategies, and operational directions. While it works hard, it does not micro-manage, and works collaboratively with coordinating and support staff who deliver the actual services.

Division of Labour

Within this arrangement Bob will focus on some of the political sensitivities amongst groups, the related communication and to a degree linkage to CPA Office Staff. Theresa has a better sense of the academic community (e.g. CDDP) as well as the linkage to Sections through its Chair. Bob has a better sense of professional practice and applied training and will focus there in relation to relevant sections, internal (e.g. Accreditation Panel) and external (e.g. CCPPP) committees/organizations.

Theresa will review some of the cost-benefit analysis, trade off issues re: fees, etc., and convention evaluations. Kerry Mothersill in Calgary has conducted some of the cost/benefit analyses and has been on the Convention Committee.

More specifically we have identified the following topics as requiring attention.

1. 2002 Convention

Some diplomatic follow-up is required in more personal thank you letters to award recipients and major presenters. We'll use the conference schedule and abstracts to ghost write. Ordinarily they might have gone out under the signature of the President at that time. However, given the unique circumstances, Abe has

agreed to be the signator.

2. Looking Ahead - Convention 2003

A. Titles: We have agreed that Bob retain the title of Chair, Convention Committee and Theresa be dubbed Co-chair. While we will work together collaboratively, there needs to be a point of accountability, so it will be "Bob- The Buck Stopper."

This division is not hard and fast and new items/areas may present. We are trying to capitalize on our knowledge, skills, networks, and cover off other areas that may be less comfortable and less fun.

3. Specific Tasks

A. Convention Committee: We would like to retain strong working members and recruit new ones congruent with the overall philosophy, goals and action steps.

Any suggestions you have as Board Members will be welcome. We need also to be cognizant of representatives re: geography, language, sectors, gender, etc.

B. LED Projectors: We feel it is unprofessional not to have support for power point presentations. At the same time we cannot break the bank. With John and office staff, we are determined to up the polish of major addresses while not lowering capital.

C. Organization of Convention: Some groups and individuals continually challenge CPA about the organization of the convention, costs, and the Convention Centre vs. University venues. We feel we need to communicate with them, consider all information and advice while determining a path acceptable to the CPA Board. Not easy, but we also see within the Convention format that we can build some bridges between the parallel meetings being held.

At the same time there are fundamental differences among organizations, their constituencies, the scope of conventions and the desired amenities of attendees. Thus, a made-by-CPA convention is essential.

D. Convention Format: Within the notion of form following function we want the Committee/Board to reflect on - must we do everything the same because it's been ever thus. What will meet the needs of current attendees; how do we draw in new registrants? And how can we let subsequent 'word of mouth' become one of our future marketing tools.

The following are only ideas.

i. A Renaissance Speaker

Find somebody who represents psychological science, applied psychology and public policy. Co-sponsor with Brain & Behaviour, maybe OPA, a large forum ?? early evening with wine and cheese to follow. (With Brain & Behaviour we may have to negotiate a location - convention or McMaster and this could involve the expenses of shuttle buses for a limited number of hours.) We are wondering if our Honorary President (who came from McMaster) might be such an individual.

ii. In Conversation /or Meet the Expert

Whoever is the above, and perhaps other major speakers/honorees, we arrange "bear pit" sessions where there is an open conversation. Include students - we need the spontaneity. And the facilitator could be more like Phil Donahue (or I guess Rosie!) to keep it stimulating, a bit provocative, and balanced off.

iii. Develop Best Practice Themes and Workshops

In addition to the Wednesday workshops (or perhaps extending from them) offer blocks of more in-depth learning opportunities. We think this would be of more interest to practitioners who don't necessarily schmooze with the inveterate CPA attendees, present talks, sponsor a student posters, etc.

Could we develop, in effect, an "Institute for Learning" within the framework of the Convention. These are the kind of events practitioners pay big bucks to attend. Expense is involved, but there might be a mechanism to combine Convention fee with Institute fee which would garner additional \$, but be a "bargain" for attendees - either because there's an alternative to bouncing among sessions, or for new attendees to get the affiliation with the CPA Convention as a bonus to attending the Institute.

Since we are in Calgary and hold appointments at the University of Calgary, with Abe Ross's advice, we would like to engage Harvey Weingarten in this larger vision of the Convention, and his possible role.

The Focus Of The CPA Convention

The purpose of this document is to highlight that the CPA convention is primarily attended by and put on by members of a relatively few Sections of CPA. This poses a question about the utility of undue attention to the few attendees from some Sections. Our response is that this has

little pay-off. We propose that the Board consider phasing in over a three-year period a shift in focus and operation of the CPA Annual convention. Specifically, the focus should be on fulfilling the needs of the practitioner members of CPA while trying to maintain the interests of strongly associated members and current academic attendees. The scheduling of the convention then might move toward two days of continuing education credit programs followed by two days of symposia and poster sessions.

The evidence for this suggestion comes from the fact that from 1997 – 2001, 6 of the 23 Sections and both of the Interest Groups had an average of 3 or fewer hours of convention time associated with their Section/Interest Groups. These are:

- Adult Development and Aging
- Brain and Behaviour
- Environmental
- Perception, Learning, Cognition
- Psychopharmacology
- Religion

- Disaster and Trauma Interest Group
- Psychophysiology Interest Group

The common theme amongst most of these is that they fall into the “basic” side of the Psychology discipline.

The average session attendance at the 1999 and 2000 conferences of these Sections and Interest Groups were:

	<u>1999</u>	<u>2000</u>
Adult Development and Aging	0	0
Brain and Behaviour	0	11
Environmental	3	16
Perception, Learning, Cognition	0	0
Psychopharmacology	2	0
Religion	2	2
Disaster and Trauma Interest Group	0	0
Psychophysiology Interest Group	0	0

These Sections and Interest Groups are simply not participating in the CPA Convention. To continue to try and “get them to come” we believe is not viable for two primary reasons. The first is simply that there has been an explosion of information in the past 30 years; as such general conferences such as CPA and APA hold far less appeal to these individuals than smaller, very focused conferences directly in their area of research. The other is that with cutbacks in travel funds for academics, faculty members are only able to afford to attend one conference per year. CPA simply cannot fight these two trends.

We are not advocating that CPA drop its advocacy role for “science” from its general mandate. What we are concerned about is that continued efforts by CPA to try to bring a great range of scientists to the CPA convention, has limited gain. Instead, we propose that focus of the annual CPA convention be directed to those members who attend, expanding the convention to fill their needs better, and to enlarging the “target audience.”

So which sections do participate in CPA?

Again, the data are clear: The Clinical Section with an average of 25.4 hours (from 1997 – 2001) of convention time devoted to its Section, and Industrial-Organizational Section, with an average of 20.5 hours (from 1997 – 2001) of convention time devoted to its Section are the primary participants in the Convention. Other Sections with 9 or more hours of convention time devoted to their activities were:

Counseling	9.6
Criminal Justice	12.6
History and Philosophy	12.3
Social and Personality	11.5
Women and Psychology	9.1

The average session attendance at the 1999 and 2000 conferences for these Sections were:

	<u>1999</u>	<u>2000</u>
Clinical	24	27
Counseling	6	23
Criminal Justice	28	30
History and Philosophy	19	21
Industrial-Organizational	21	33
Social and Personality	22	17
Women and Psychology	22	22

Two other Sections, Health and International-Cross Cultural had good attendance at their sessions over these two years as well:

	<u>1999</u>	<u>2000</u>
Health	28	20
International and Cross-Cultural	17	15

Finally although not a random sample, the respondents to the 2001 CPA Convention Evaluation, continue to bear out that there are virtually no individuals from the “basic science” area that attend CPA.

<u>Section</u>	<u>Respondents</u>
Adult Development and Aging	3

Brain and Behaviour	0
Environmental	1
Perception, Learning, Cognition	0
Psychopharmacology	1
Religion	5
Disaster and Trauma Interest Group	0
Psychophysiology Interest Group	0
Clinical	29
Counseling	4
Criminal Justice	7
History and Philosophy	1
Industrial-Organizational	16
Social and Personality	19
Women and Psychology	5

(From Table 5 of the CPA 2001 Convention Evaluation Report)

In examining these data, we interpret it to mean that the primary attendees and presenters at the CPA conference belong to the more applied Sections.

The bottom line is that a lot of time and effort goes into CPA's annual convention. The Board for many years has tried to ensure that the basic science members had a place to present their work. Frankly, these efforts have not had a large pay off. We think it is time the Board reconsider what the CPA convention might be about; specifically, we believe that more effort should be going into tailoring the convention to the needs of the Applied Sections and to attracting psychologists in practice.

We suggest that over a period of time (perhaps three years) fundamental shifts in the CPA convention program be introduced. These include:

1. That more time be devoted to credited Continuing Education opportunities for those psychologists who need the credits. This will mean running far more workshops and extending some of the workshops to from half-day to full day, or from one-day to two-day workshops. (The Institute concept.) These would be aimed at the needs of members (and non-members) who are concerned with continuing education credit as part of their professional development.
2. That the format of the presentations moves away from poster sessions to more symposia and speaker-focused.
3. Reserve the poster sessions primarily for student members and their academic sponsors. This will continue to provide student members more opportunity to present their research and will allow the academics more time to view the research from other graduate programs.

This is a whole lot to consider, but it really impacts our first two deadlined tasks (Establishing a

Committee and Terms of Reference), as well as the many tasks ahead. If you could respond prior to the Board Meeting, we will synthesize, develop key questions and develop a discussion format for the Board Meeting.

Please and Thanks

1. We would like your thoughts about these concepts. 2. Do you have any related or additional ideas?

3. How do we go about building a bigger vision of the Convention and working it through the Board, in principle, while building a working Committee in partnership with staff – particularly Kathy who has done so much hard work?

Theresa & Bob

8 October 2002

CPA CONVENTION COMMITTEE

TERMS OF REFERENCE

Purpose: To develop the framework and operational directions to realize the shorter and longer term goals and strategies for the CPA Convention.

Authority: The Committee is accountable to the CPA Board of Directors through its Chair who, as a member of the Board, is appointed by the Board President.

The Committee is advisory and works collaboratively with Staff who are accountable to the Executive Director.

Vision: The CPA Convention will serve as an instrument to realize CPA’s vision: *Advancing Psychology for All*. Within the cornerstones of Education, Science and Practice the Convention will support continuous learning, information exchange, dialogue, and collegial interaction within an expanding base of member and non-member attendees.

Roles and Responsibilities:

1. Advise and guide Convention planning.
2. Review as required proposals, nominations, and venue-specific plans for the current and future years’ conventions.
3. To provide representative input from constituencies associated with CPA for Convention Planning.

4. To promote a spirit of inclusiveness within CPA towards its Convention.
5. To engage in a process of continuous quality improvement through a cycle of evaluation, planning and action.

Chair and Co-Chair:

The Chair as appointed by the President holds ultimate accountability for the operations of the Committee. Where a Co-Chair has been appointed, s/he will share a division of the duties as mutually established and may serve in the role of Chair as may be necessary from time-to-time.

Membership:

12 – 15 members

The membership of the Convention Committee should be as representative of CPA membership as possible. Consideration should be given to at least the following factors:

- Geography
- Gender
- Language
- Cornerstones: Education, Science, Practice
- Sections with special attention to the Student Section

Additional to the Standing Membership, wherever possible a Local Organizing Committee should be developed.

Communication:

Throughout the year communication will take place through e-mail or correspondence, with lesser reliance on telephone. Where absolutely necessary Conference Calls will be arranged by the Chair. Such proceedings will be documented. Regular communication of the plans and activities of the Committee will be provided to the Board through the Committee Chair/Co-Chair.

Meetings: The Committee will meet at the beginning and conclusion of each Convention.

Terms of Reference:

Will be reviewed annually by the Committee Chair and Board with input from the Committee as appropriate.

Accreditation Panel for Doctoral Programs
and Internships in Professional Psychology

Committee Report

Submitted to the CPA Board of Directors
October 11, 2002

The membership of the Accreditation Panel is as follows:

Dr. Sam Mikail, Chair
Dr. Ian Nicholson, Board Liaison
Dr. David Clark
Dr. Laurel Lee Mayo
Dr. Derek Truscott
Dr. Sylvie Belleville
Ms. Heather MacIntosh, Student Member

Dr. Karen Cohen serves as the Registrar and is assisted by Ms. Ann Marie Plante. Dr. John Service is an ex-officio member of the panel

Dr. Belleville and Ms. MacIntosh are new to the panel. Drs. Clark and Mayo are in the final year of their three-year term. The panel will need to fill these two vacancies by June, 2003.

The panel has finalized the latest edition of the Accreditation Manual. The Manual is currently being printed (1000 copies have been ordered). These will be distributed to accredited programs (2 copies for each program), provincial and territorial licensing boards and members of the ASPPB.

The panel continues to await the final decision of the APA regarding revisions made to the Memorandum of Agreement between the CoA and the CPA accreditation panel. Our basic position is to continue working toward an agreement with the CoA whereby Canadian programs seeking APA accreditation would be required to be accredited by CPA.

The panel will continue working toward educating Canadian programs about the value of CPA accreditation. Most importantly in this effort is the task of dispelling long-held misconceptions regarding the disadvantages and limitations of not having APA accreditation.

Respectfully,

Samuel F. Mikail, Ph.D.

CANADIAN PSYCHOLOGICAL ASSOCIATION

BOARD OF DIRECTORS' MEETING

OCTOBER 2002

EXECUTIVE DIRECTOR'S REPORT

This report covers the period between the June 2002 and October 2002 Board of Directors' meetings. These are some examples of the activities undertaken in the past four months.

FINANCES

The year-end deficit is expected to be substantially less than the @ 65K projected in the 2002 budget or the adjusted @ 69K reported on the year-to-date financial statements. This is a result of a number of factors such as:

1. Board and staff effectively managing expenses.
1. Workshop revenues exceeded budget predictions by @ 20K in 2002.
1. Membership dues are expected to exceed budget predictions by @ 20K.
1. The Convention deficit will be substantially lower than the projected deficit.
1. The Accreditation Panel deficit will be substantially lower as a result of the increases in accreditation fees.

HEAD OFFICE ADMINISTRATION

Please see the Executive Assistant's Report.

EXTERNAL ACTIVITIES

ROMANOW COMMISSION

The Commission continues to be a priority for the Association and for our practitioner and scientist/practitioner members. To date CPA has:

1. Monitored Commission publications.

1. Secured an invitation to the National Stakeholders Roundtable that was subsequently cancelled for lack of time.
1. Assisted in the writing of a letter of submission to the Commission on behalf of the Ottawa Academy of Psychologists.
1. Contacted the Commission on various occasions reminding them of psychology relevant information and positions.
1. Sat on a sub-committee of HEAL preparing positions in anticipation of the Romanow and Kirby reports. This information is to assist HEAL and member organizations to respond quickly to the Romanow report.

CANADIAN CONSORTIUM FOR RESEARCH

CPA is no longer the Chair of the Consortium but remains on the Steering Committee.

The CCR is planning its fall lobby and has published its Brief to the House of Commons Finance Committee in anticipation of the February Federal Budget. The Brief was circulated to Board members by e-mail in late September. The Consortium also sent an open letter to provincial and territorial premiers urging them to reinvest in post-secondary education.

The CCR has made SSHRC funding a priority.

SSHRC FUNDING

This has been the focus of much of the CPA advocacy work since the last meeting. The postcard campaign has produced responses from MPs and Minister Rock. The CPA web site has been visited and favourably commented on. The SSHRC situation was the content of a CPA NEWS to CPA members and to CCDP through Sandra Pyke, the CCDP representative on the Board.

The two papers to be reviewed in principle by the Board at the October 2002 Board meeting were prepared by the Science Leader, Pat O'Neill and the ED. *Productivity and Society: The Essential Contribution of Psychology as a Social Science* was reviewed by SSHRC staff and the Scientific Affairs Committee. It will have an executive summary at the beginning. This document is based in part on the Report of the Aylmer Conference on psychology as a science. The purpose of the document is to answer the question "what do the social sciences have to offer". All too often key MPs and federal government officials state that the social sciences and humanities have not made "a strong case" for why the "sector" needs more funding.

Skills and Competencies: The Important Contributions of the Social Sciences and Humanities in Canada is designed to bring balance to the discussion about the added value of university graduates. The NSERC and CIHR communities talk about the importance of both the products of their research and the skills of their graduates. The new buzz words, "highly qualified personnel", are all too often used in reference to these communities to the exclusion of the social

sciences and humanities. This paper is designed to address this inaccurate perception by clearly delineating the skills sets of social sciences and humanities graduates. *Skills and Competencies* has been reviewed by SSHRC staff.

CPA is the lead advocacy organization for the SSHRC advocacy campaign besides the Humanities and Social Sciences Federation of Canada. The other associations are smaller, do not have head offices in Ottawa, or are less organized in their advocacy efforts.

CIHR

Clinician/Scientist Task Force

Pat McGrath and Head Office crafted a response to the CIHR's draft document intended to strengthen the role of the clinician scientist in health research. CPA's input was designed to highlight the discipline's long and proud history as scientist/practitioners and psychology's unique education and training in research. The advocacy effort resulted in Pat being appointed to the Clinician/Scientist Task Force to develop recommendations to better support scientist/practitioners. This is very important for psychology as our discipline is the quintessential example and our members need more supportive working conditions and research support. Janet Olsen, a CPA member and scientist/practitioner at the Children's Hospital of Eastern Ontario, has also been asked to discuss psychology-specific issues with the Scientific Officer of the CIHR Institute of Circulatory and Respiratory Health.

Annual Meeting of the Neuroscience, Mental Health and Addictions Institute

It became evident during a meeting with CPA psychiatry that CPA psychology had not been invited to the Annual Meeting of the NMHAI. This oversight was quickly rectified and Pat O'Neill attended on CPA's behalf. It is clear that the oversight is a symptom of a CIHR bureaucracy that is in transition from the old MRC, very bio-medical in orientation and culture and undershafted.

As a result of this and other issues, a meeting was held with Mark Bisby of the CIHR senior staff. He was very positive and suggested psychology examine all the Institute Advisory Boards (IAB) to determine if psychology is represented and, if so, to contact the sitting IAB members to discuss psychology research issues. Secondly, the IABs will be looking to replace members and psychology should suggest candidates for each IAB.

Ethics Work Group of the Neuroscience, Mental Health and Addictions Institute

At the same meeting mentioned above, it was learned that the NMHAI was striking a work group to examine ethical issues in research in mental health and addictions. The Institute was not aware of CPA's work in this area. Subsequently Carole Sinclair was invited to join the work group and a copy of the Companion Manual and the Report of the Aylmer Conference were sent to each Institute's Scientific Director.

This is yet another example of the lack of knowledge of psychology within the CIHR system.

This is particularly disappointing considering psychology was a member of the MRC research agenda. However, this shows the overwhelming dominance in administrative systems and culture of the bio-medical sector.

Meetings With Staff of the Neuroscience, Mental Health and Addictions Institute

The ED met with the senior administrative official and will meet with the Scientific Director. At the meeting with the administrative staff member, it was clear there was a great deal of good will towards psychology. The problem was administrative in that employees, contact lists, etc. were often from the old MRC system. It will take a great deal of work to help CIHR change the culture. CPA suggested they hire some psychologists whose responsibility it would be to assist the CIHR in fulfilling its broad and inclusive research mandate as outlined in the legislation passed by Parliament that created the CIHR. Regular and ongoing contact will be maintained with the CIHR, and particularly with the NMHAI.

CPA has been concerned for years with the inability of the councils' data bases to correctly identify the discipline of the primary and secondary researchers. Mark Bisby promised to continue to urge the technology department to correct the problem. He indicated that it would take time. He also suggested that it was in CIHR's best interests to do so. They know they will be asked to show proof that they are fulfilling their legislated mandate of a broad health research agenda.

Autism Research Agenda

Associate ED Karen Cohen was invited to attend the Annual Meeting of the Autism Association. They were insistent that psychology attend as they consider psychology vitally important in the assessment and treatment of Autism. Part of the agenda of the meeting included developing a national research agenda for Autism, increasing the availability of services and improving provider education and training. Officials from CIHR and NIMH attended.

NSERC

Meetings with NSERC and AUCC staff indicate that federal government funding for the NSERC research grants program has been relatively flat over the past few years following the cuts of the mid and late 1990s. This, combined with faculty renewal, new facilities (CFI) and the Canadian Research Chairs program, has put significant pressure on the research grants program. Once the SSHRC situation is resolved, it will be important to turn our attention to increasing NSERC's base budget.

INDIRECT FUNDING FOR RESEARCH

The CCR, CAUT and AUCC continue to be concerned about the indirect funding of research. The most recent Federal Budget allocated \$400 million in each of the next two years for indirect costs. It is important to make this funding envelope permanent. This will be a primary focus of advocacy efforts once the SSHRC issue is resolved.

INTERDISCIPLINARY COLLABORATIVE CARE IN MENTAL HEALTH

CPA psychiatry and the College of Family Physicians of Canada (CFPC) developed a model of shared care. They met over a period of five years. CPA objected vigorously to the exclusion of psychology from these talks. Family medicine was open to including psychology but psychiatry was not.

In the spring of 2002, CPA psychiatry and the CFPC invited psychology, nursing, social work and occupational therapy to a new set of talks under the Interdisciplinary Collaborative Care in Mental Health Working Group. These discussions led to the proposal submitted to Health Canada's \$800 million Primary Health Care Transition Fund mentioned below.

INTERDISCIPLINARY COLLABORATIVE CARE IN MENTAL HEALTH AND THE PRIMARY HEALTH CARE TRANSITION FUND

Health Canada funded a meeting in Ottawa to support the development of a Letter of Intent (LoI) to the Primary Health Care Transition Fund. The meeting was held in July. CPA was represented by Practice Leader Lorraine Breault, the ED and the Associate ED. There was agreement and a LoI was submitted. The project is for @ \$5 million over three years.

This is a very important collaboration for psychology. If the project is funded, it is important for the Board to discuss whether CPA will offer to act as the contract association for the project, sit as a member of the project management committee or sit as an advisory committee member. These options need to be discussed at the October Board meeting. This discussion needs to take place in light of the Health Human Resources and the Primary Health Care Transition Fund information found in the next section and the HEAL Co-Chair issue described below.

HEALTH HUMAN RESOURCES AND THE PRIMARY HEALTH CARE TRANSITION FUND

Health Canada funded a second meeting in July in Ottawa in support of the development of a second Letter of Intent (LoI) to the Primary Health Care Transition Fund on health human resources. CPA chaired the meeting and was represented by the ED and the Associate ED. The group included the national organizations representing medicine, family practice, nursing, occupational therapy, social work, speech therapy and audiology, pharmacy, physiotherapy and the prevention coalition, of which CPA is member.

An LoI was developed and submitted by CPA on behalf of the group. The project is for @ \$5 million over three years.

It is likely that one or both of these projects will be funded. Once again, it is important for the Board to discuss CPA's role in the management of the project(s).

MENTAL HEALTH SUMMIT

CPA Psychology, CMA and CPA psychiatry co-hosted a Mental Health Summit. The purpose of the two-day meeting was to determine if participating national organizations were interested in developing a long-term advocacy agenda and infrastructure. One example is a mental health HEAL. The meeting incorporated the release of a study of mental health by Health Canada (CPA was involved in editing the volume) and an address by the Honourable Michael Wilson. He has had personal experience with mental illness and is now a strong advocate for increased funding for mental health services.

The meeting resulted in an agreement in principle on a common position and developing an ongoing advocacy agenda and capacity. CPA remains on the interim Steering Committee. Secretariate duties are being provided by CPA psychiatry with assistance from CMA. The College of Family Physicians in Canada and nursing were represented and are in agreement along with other provider and consumer groups.

MENTAL HEALTH SUPPORT NETWORK OF CANADA

This Network was developed by CMA and the two CPAs in response to Sept 11. The Network held a news conference with the Minister of Health and developed information for the CPA psychology, Health Canada and Network web sites on the psychological aspects of disasters. The three founding groups decided to deactivate the Network but to keep it ready to address future disasters.

One issue the Board needs to discuss is the question of the lack of citations in the information on the psychological aspects of disasters on the Health Canada web site. The issue at hand is whether to begin serious discussions with Health Canada concerning the intellectual property issues involved.

Health Canada has four information sheets on their web site. The sheets were adapted from existing Health Canada information and from new copy developed primarily by yours truly with help from CMA, CPA psychiatry and CPHA (normalizing the language). The citation only lists all the organizations in the Network. It does not mention the special and critical contribution of CPA psychology and the other organizations. To put this in perspective, CPA staff worked evenings, weekends and went to meetings at Health Canada in order to write and edit the information on the web. It involved many hours and many inconvenient hours.

The point for the Board to consider is whether the Association is well served by pursuing this issue. My recommendation is that it is because of the principle involved and because it will allow CPA another productive avenue to represent psychology. The cost will be time and not money. The proposal to Health Canada, which was suggested and rejected on first contact, is to recognize the valuable contributions of CPA, CMA, CPA psychiatry, and CPHA.

HEAL

HEAL has partially completed its administrative reorganization. The Canadian College of Health Service Executives will serve as the new Co-Chair and Secretariate. The other Co-Chair will retire in January. The question for the CPA Board is whether CPA (the ED) should offer to be the other Co-Chair.

The advantages are political presence and access for the Association and the discipline. HEAL is considered by some to be the most important health lobby in Canada. The disadvantages include, for example:

- a. The issues addressed by HEAL are very overarching macro health funding issues. They are not at the heart of psychology's issues. They are more directly germane to medicine, nursing and hospitals, for example.
- a. CPA may wish to put our energies into other initiatives such as one of the Primary Health Care Transition Fund projects mentioned above. This would fall more directly into the Association's areas of interest.

It is important to have a balance in the Co-Chair position. Previously, CNA and CHA (hospitals and other health care facilities) were and currently CHA and CCHSE (hospital and facility CEOs) are the chairs. HEAL has agreed on the principle of balance and physiotherapy is interested. This would bring the needed balance.

This is an issue the Board will need to discuss at the October Board meeting.

GROUP OF SEVEN HEALTH PROFESSIONS

This group is affectionately known as the G7 or the Group of 7. It is comprised of dietitians, psychology, pharmacy, physiotherapy, occupational therapy, social work, and speech and language. The group meets around issues of mutual interest. The application to the Primary Health Care Transition Fund on health human resources was initiated by the G7. It is interested in presenting a united front on issues before HEAL, with the Federal and provincial/territorial governments, the media, before the Romanow and Kirby enquiries, etc. Medicine, hospitals and nursing are not members for obvious reasons.

HUMAN RESOURCES DEVELOPMENT CANADA: HOME CARE STUDY

HRDC's sector study of home care in Canada continues with CPA as a member of the National Advisory Committee.

MENTAL HEALTH AND LONG TERM CARE PROJECT

CPA was invited to send a representative to a mental health and long term care consensus conference in March of 2001. CPA was not amused at not being invited to be an original partner.

The organizers had not realized psychology's central role in health care in general and mental health in specific. Discussions followed resulting in an invitation to CPA to be a sponsoring organization. It was announced in September that @ \$150K of funding from Health Canada's Population Health Fund has been secured to support the group for three years. Two psychologists who work with geriatric patients in the Toronto and London areas represent CPA.

TELEHEALTH ADVISORY BOARD

The Canadian Society of Health Service Executives (CSHSE) received a grant from the Ivey Foundation to develop guidelines for telehealth service delivery in Canada. Many organizations were invited including private sector providers, health professions, provincial government officials, Health Canada officials, CIHI staff, Statistics Canada staff, etc. Of interest to psychology and other health professions are the issues of confidentiality, liability and trans-jurisdictional practice.

HEALTHY WORK WEEK

A meeting was called by Health Canada in cooperation with HRDC, Industry Canada and Treasury Board. Attendees included business and industry representatives, the business media, business and industry associations, etc. CPA was the only professional association. The Association has continued to be involved in a virtual planning committee through Head Office. Healthy Work Week is scheduled for October 2002. It is hoped it will be an annual event.

STATISTICS CANADA AND THE MENTAL HEALTH SURVEY

Stats Can piloted a national mental health survey during February. It is the first one of its kind in Canada. John Hunsley is consulting on behalf of CPA and the discipline. The survey is now in the field.

THE CANADIAN CUSTOMS AND REVENUE AGENCY AND THE DISABILITY TAX CREDIT

The CCRA has asked CPA to review the questions CCRA officials ask practitioners concerning applications for the Disability Tax Credit (DTC). They are also interested in CPA's position on the tax credit as it relates to mental health. Karen has attended meetings with CCRA staff, asked for input from rehabilitation psychologists and is liaising with other associations (i.e., CMA, CPA psychiatry, Learning Disabilities Association of Canada, Canadian Mental Health Association) and consumer groups. CPA's input has been very valuable and the Association is one of the lead organizations.

John Service,
Executive Director

CANADIAN PSYCHOLOGICAL ASSOCIATION
Board of Director's Meeting

October 2002

ASSOCIATE EXECUTIVE DIRECTOR'S REPORT

My activities as AED since the last Board of Directors meeting in June 2002 have been many and varied. I am pleased to report that our 2002 workshop activities yielded approximately \$14,000 in revenue (before overhead). I attended several very interesting workshops at the APA convention in August 2002 – two of which I believe are worth bringing to our members. I am planning a “Depression Institute” to include a psychopharmacology workshop (the prescribing psychologist who gave this workshop at APA was excellent and has agreed to come to Canada and deliver the workshop for the CPA), as well as two workshops on CBT (I have been speaking with Dr. Zindel Segal about his availability on this topic) as well as IPT (I have several ideas about who to contact for the IPT workshop – one is the psychologist who gave an IPT workshop at the APA convention). The Institute will be practice based and will span 2 to 3 days. Participants will have the choice of attending one, two or all three of the workshops.

My other CE endeavour for 2003 is to engage Dr. Tom Brown (he delivered the very successful ADHD workshop we hosted in Vancouver of this year) for a 4 or 5 venue tour of Canada to deliver his ADHD workshops. Dr. Brown is very interested in pursuing this possibility.

I note that arrangements for the Depression Institute are being developed in consultation with the Clinical Section of CPA and Dr. Brown's trip to Calgary is being developed in consultation with the PAA. I have a meeting with Eli Lilly in Toronto October 2nd both with their ADHD team and their depression team. Initial conversations lead me to be hopeful that we will receive sponsorship from Lilly for 2003. Other CE revenue plans include marketing the depression and ADHD workshops to non-psychologists (MDs, educators, social workers) both as a means of generating revenue but also as a means of taking what psychologists know and do best to other groups who make use of psychological knowledge. Finally, following a successful collaboration with the Psychological Corporation this year (they were also a cosponsor of the Brown workshop), I have been contacted by them to address other collaborative CE opportunities.

Another successful convention activity was the clinical quandary session – moderated by two expert therapists who offered their insights and technical advise on a case presented by a member of the well attended session. Plans are underway to continue and develop this type of technical session at the next convention.

Psychology has been a key professional group involved in consultation to Canada Customs and Revenue Agency about the **disability tax credit**. I have attended several meetings on behalf of CPA and have endeavoured to help the CCRA in its efforts to revise the form it uses to assess eligibility for the credit. I have circulated the latest draft to CPA members involved in the assessment and treatment of major mental illness, developmental disabilities and rehabilitation for feedback. I have prepared a synthesized response which I will submit on behalf of CPA by October 5, 2002. The CPA has been contacted by lay groups and an MP interested in soliciting

our professional support on this issue.

I continue to represent CPA on an inter-disciplinary group formed to address **prevention and health issues** (the group is undergoing a name change which is why I leave it unnamed in this report). Through this group, CPA may pursue membership on the Chronic Disease Alliance – a multi-sectoral group with a stake in the management of chronic disease. This group is also looking at cost effectiveness in prevention and participation in a population health fund project.

I worked with John on inter-disciplinary meetings and workshops with the intent to submit **proposals to Health Canada's Population Health Fund**. One workshop was developed by providers of mental health care and intends to look at collaboration among mental health and primary care providers in the area of mental health. The other was developed to assess health human resource needs, services and supply across disciplines. Workshop proceedings have been submitted to Health Canada with the intent of securing funds to develop project proposals.

I am scheduled to attend several upcoming meetings and conferences. At the October meeting of the **ASPPB**, I will participate in a Panel addressing access to information and the practice of psychology. I will present on the Canadian Institute for Health Information's privacy guidelines as these affect the practice of psychology. I will also join a discussion session on education, training and credentialing. I will attend a research workshop organized by the **Autism Society of Canada**. This consumer-run group has received funding from the CIHI to present and develop research into autism in Canada. CPA was among the invited guests and it is the hope of the Autism Society that psychologists and CPA will support training and research into autism. Finally, I will represent CPA at the **North American competency conference** in psychology to be held in November 2002.

I continue to act as a **resource to members and the public** about CPA and its activities and about the practice of psychology in Canada. I have presented to a local group of psychologists about CPA activities and field multiple phone calls and email inquiries weekly. I have liaised with members in an effort to field requests received at the office from members of the public or government sectors for psychologists and psychological services. I have acted as a resource to the **Education and Training Committee** about the development of PsyD programmes and criteria and other credentialing-related issues (e.g. Dr. Kats). I will participate on the CPA committee, chaired by Dr. Ross, which reviews **fellowship nominations**.

Registrar's Report

Since the June 2002 meeting of the CPA Board, my activities as Registrar of the Accreditation Panel can be summarized as follows. We enjoyed a very productive conversation session at the convention – discussion around CPA/APA concurrent accreditation continues to abound. Several ideas which proceeded from that discussion included the organization of local workshops and meetings with training faculty in order to both receive and convey information about training and accreditation.

The Accreditation Manual, now entitled The Accreditation Standards and Procedures, has gone to print! This is a significant achievement for the Panel and the training community (the Manual was last revised in 1991). It is my intent to distribute copies of the new Standards and

Procedures to all regulatory bodies in North America, in addition to the Committee on Accreditation at APA, APPIC, and CUDCP (not to mention the CCPPP and all of our accredited programmes). I have been working on revisions to the self study forms to accord with the new Standards and Procedures and expect that these will be available by November 2002. Both the manual and the new forms will be accessible from the CPA website.

Other of my accreditation activities include reviewing self studies submitted in application and re-application for accreditation, review of the 2001-02 annual reports from accredited programmes and routine correspondence and consultation with programmes and students on matters related to accreditation and training, preparation of Accreditation Updates for Psynopsis, and participation in preparation of the Accreditation Panel budget.

I have worked with the current Chair, Dr. Sam Mikail, in preparing correspondence with the Committee on Accreditation about CPA's relationship on accreditation with the CoA. We continue to bring our concerns to the CoA about the accreditation of free-standing professional schools of psychology in Canada and our need to determine our own educational models. My liaison with my CoA counterpart, Dr. Susan Zlotlow, has yielded a suggestion that members of the Panel and CoA endeavour to meet in Canada at the time of the APA convention in Toronto in August 2003.

I am currently preparing for the November 2 and 3rd meeting of the Panel by reviewing programmes' annual reports and drafting reaffirmation letters, setting the agenda for the meeting, and finalizing revisions to our self study materials. I note that the Panel voted to reserve one of its 7 seats for a doctoral student member and the successful nominee, Heather MacIntosh, will join the Panel for her first meeting in November.

Respectfully submitted
Karen R. Cohen
October 1, 2002.

CANADIAN PSYCHOLOGICAL ASSOCIATION
BOARD OF DIRECTORS' MEETING

October 2002

EXECUTIVE ASSISTANT'S REPORT

This report covers the period between the Board meeting in May-June, 2002 and the Board meeting of October, 2002.

HUMAN RESOURCES

Retirement/Recruitment

Marlene Kealey, our Convention/Publications Assistant will retire at the end of December after 16 years with CPA. We will all miss her.

Before recruiting a replacement for Marlene, there was a need to re-examine the job description. In fact, the Association's investment in computer systems has considerably changed some of the tasks in convention and the journals program. In addition, new opportunities have brought new tasks which need to be re-distributed among the staff. For example, some help is required to assist the Associate Executive Director in organizing the workshops.

A review committee composed of John, Karen, Kathy, Ivan and myself met to discuss issues. It was agreed that the new position will be called Assistant, Convention and Workshops. As Marlene's duties for journals now requires much less time (1-2 days per month), these duties will be given to Francine Cabana, who already does work for the journals.

As our staff policy is to encourage promotion within the office, the staff were encouraged to apply for the position. The recruitment and selection should be completed by the end of November. Marlene has kindly offered her help during the transition period.

Finance Office Transition

The transition from Mary to Francois has been very smooth. Francois has improved the financial system because of his interest and expertise in computer based solutions. For example, the bi-weekly pay for staff took 3 to 4 hours as a manual operation. Currently it takes four hours in January to set up the system for the year and five minutes every two weeks for a saving of approximately 99 hours of staff time. Soon we will be able to send the financial year-to-date information to Board members as an email attachment. The 2003 budget proposal was developed electronically for the first time.

Staff Development

In the past years, the CPA staff has not been as involved as they would like in staff development due to budget and time constraints. In this coming year, we are planning to arrange training in Microsoft Word and other training opportunities related to their duties.

General Comments on Human Resources

All staff are performing well. None are experiencing any sanctions or corrective action. There have not been any serious issues concerning performance of individual staff or concerns of the staff during the past four months. The working atmosphere is very pleasant.

MEMBERS COMPLAINTS

Complaints from members are very few in number as our system is evolving. We have not received any complaints concerning the conduct of staff. We use a member oriented approach that seems to be well received by the members.

ELECTRONIC INFRASTRUCTURE

The electronic infrastructure has developed significantly. The electronic invoicing for annual membership dues implemented last year is very well received by the members. Minor

adjustments have improved the system.

We get positive comments on the web site from members, the press and other association staff. The content of the CPA web has been significantly enhanced since Ivan can post information in very little time.

The On-Line Call for Submissions for the Convention is working well and is also well received by the members. Like all newly implemented systems, minor adjustments will be required.

COMMUNICATIONS AND MEMBERSHIP SERVICES

Please see Ivan Parisien's report.

GOVERNANCE

The usual fall activities are to assist Presidential Officers and Committee Chairs in their constitutional functions such as coordinating the calls for nominations of Fellows and Awards, for elections, the Mentoring Programs, communicating information to Sections and CCDP, preparing information for publication in Psynopsis and the organizing the Board meeting.

Marie-Christine Pearson
Executive Assistant
15-10-02

COMMUNICATIONS AND MEMBERSHIP SERVICES

October 2002 Report

Membership

Although we will have an increase in membership for 2002, for the first time since 1998 the increase will be less than 5 %. I would recommend that the Board increase the budget for membership recruitment in order to put forth a campaign that could be launched in late 2002 and hopefully increase membership by 5% or more in 2003. I contacted the colleges of psychologists of the provinces of Ontario, Alberta and BC to obtain mailing/email lists. The additional funds would be used to pay for the mailing lists (if there is a fee), to produce a pamphlet or other material, and mailing costs.

Our objective is to send the first 2003 membership renewal notice by the end of October. We would like to have our second notice out in late November, rather than in the New Year (February) as in the past. By sending renewals to more than half of our members by email for the first time in 2002, we noticed that renewals came in more quickly. The quick response can also be attributed to the fact that we have made it easier for members to renew their membership either on-line or by email, phone, fax or Canada Post. Many members are not yet comfortable with making payments on-line, so we did receive many calls. In order to address this issue, we established a strategy designed to spread calls between two head office staff, rather than having the one membership staff member responsible for all the calls. From late October to early March, members calling specifically for membership renewal will be able to talk to our receptionist instead of leaving a message at the membership office. We should consider having a fax line dedicated specifically for membership renewal.

With the 2003 renewal, we will send a notice to members that, unlike in previous years, members will start receiving journals only once they have renewed their membership and back copies will not be available free of charge, other than on the web. This is to encourage members to renew their membership early but also in order to reduce costs. It will also free some of the time spent by staff and occasional help sending back issues to members renewing later in the year.

Journals

All three CPA journals are published on time. New editors will be coming on board as of January 2003. A letter of appreciation from the President to outgoing editors Vic Catano (CP) and Warren Eaton (CJBS) would certainly be appreciated. They have both been very cooperative and worked very hard to upkeep and even improve the reputation of their respective journal. Vic Catano has served as CP Editor for the past 8 years. Incoming editors Lorne Sulsky (CJBS) and Thomas Hadjistavropoulos (CP) are already involved in the manuscript selection and a smooth transition is anticipated.

Psynopsis & Web

The last issue of Psynopsis was posted to members on October 11. The advertising revenues for the first three issues of the year were disappointing. Fortunately, advertising did pick up for the last issue and we should be within \$2000 of the budgeted amount for 2002. But it will represent a decrease of approximately \$4000 compared with 2001. On the other hand, advertising revenues for the web have been increasing and we should exceed the projected amount for 2002. For the web, we anticipate that advertising revenues will increase by \$3000 compared to 2001.

IVAN PARI SIEN

Director, Communications and Membership Services

October, 2002