

Minutes



Council Meeting

December 6 and 7, 2023

2-71 Hanlon Creek Blvd.

Hybrid Meeting

Presiding Officer:	Dr. Alana Parisi
Members present:	Dr. Patricia Alderson (attended virtually) Dr. Claire Beauchamp Dr. Lorie Gold Dr. Louise Kelly Dr. Harold Kloeze Ms. Catherine Knipe Dr. Lena Levison Dr. Clayton MacKay Dr. Jessica Peatling Dr. Sami Qureshi Dr. Jessica Retterath Mr. Douglas Reynolds Ms. Rena Spevack Dr. Wade Wright Dr. Michael Zigler
Regrets:	Ms. Cathy Hecimovich
Appointed Officer:	Jan Robinson, Registrar and CEO
Staff attending:	Ms. Kim Huson, Executive Partner, Communications Ms. Sarah Kirby, Executive Partner, Policy Dr. Kim Lambert, Associate Registrar, Quality Practice Ms. Kali Pieters, Policy & Projects Coordinator Ms. Beth Ready, Executive Partner, Corporate Services Ms. Shilo Tooze, Associate Registrar, Licensure

1. Call to Order

A Land Acknowledgement was read aloud by the President.

Dr. Parisi called the meeting to order at 9:02 a.m. and welcomed Councillors.

Dr. Parisi welcomed two new Councillors, Dr. Kathleen Day Dunbar and Dr. Yashvir Varma who joined Council after the Annual Council Meeting.

It was noted that the Council meeting was live streamed. Guests and observers watched the meeting via streaming.

2. Roll Call

A roll call was conducted.

3. Approval of Agenda

MOTION: It was moved and seconded,

“That the agenda be adopted as circulated.”

CARRIED

4. Conflict of Interest

No conflicts were declared.

5. Consent Agenda

Councillors reviewed the consent agenda and it was requested that

5.3 Registrar’s Report

be removed from the consent agenda to be discussed separately.

All of the following consent agenda items were approved as presented:

5.1 Minutes – September 25, 2023

5.4 Committee Reports

5.4.1 Accreditation

5.4.2 Registration

5.4.3 Complaints

5.4.4 Discipline

5.4.5 Executive

5.4.6 Quality Assurance

5.4.7 Governance, Audit and Risk

MOTION: It was moved and seconded,

“That the Consent Agenda be approved with item 5.3 to be discussed separately.”

CARRIED

5.3 Registrar’s Report

The Registrar reported that the College is aware of the Preventing Unethical Puppy Sales Act, 2023 (PUPS Act) which is out for consultation until January 4, 2024. Staff will respond to the draft Act directly to the Ministry of the Attorney General. Early review indicates our particular interest in corollary regulation that may be proposed.

The Registrar provided an update on her attendance at the International Association of Medical Regulatory Authorities (IAMRA).

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario accept the Registrar’s Report as presented.”

CARRIED

6. Strategic Alignment

6.1 Evaluation

Ms. Catherine Knipe introduced this agenda item.

Council reviewed the meeting evaluation from its meeting held in September 2023.

6.2 Strategic Plan

6.2.1 Strategy 2026 – Year 1 Tactics

Councillors were provided with the Year 1 Tactics related to Strategy 2026.

The Registrar answered questions posed by Council members. The document was provided to Council for information.

6.3 Policy Review and Project Priorities

The Policy and Project Tracking Chart was provided for information.

6.4 Performance Measurement

6.4.1 Key Performance Indicators

Ms. Catherine Knipe introduced this agenda item and Ms. Shilo Tooze, Associate Registrar, Licensure, joined the table to answer any questions.

The performance indicators are intended to assist Council to focus on the risks to the organization and within the practice of veterinary medicine.

Council is provided with a Dashboard on a quarterly basis.

6.5 Outcomes Focused Regulation

6.5.1 Update

The Registrar reported that the Impact Strategy Unit meets after every Council meeting.

Work continues relating to the management of drugs by veterinary facilities, the role of facility directors, the outcome of remedial undertakings, improving medical record keeping, both public and profession based understanding of the VCPR, supporting anti-microbial stewardship, promoting cultural humility, and utilizing data from the peer review of medical records program.

7. Finance

7.1 Financial Statement – October 31, 2023

Council reviewed the Variance Report, Balance Sheet, and Revenue and Expenses Statement ending October 31, 2023.

The documents are presented as information only.

8. Registrar's Performance Review (in-camera session)

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario move to go in camera to discuss the Registrar's performance review outcomes and her goals for 2023-2024.”

CARRIED

Public Policy

9.1 Accreditation Standard (Isolation Facilities)

Dr. Jessica Retterath, Chair of the Accreditation Committee, introduced this agenda item, and Dr. Kim Lambert, Associate Registrar, Quality Assurance, and Ms. Aneeta Bharij, Principal, Accreditation, joined the table to answer any questions.

At its meeting held in September 2023, Council approved the Accreditation Standards for Veterinary Facilities in Ontario, except for Requirement # 2 in the Additional Scope of Practice Service (ASPS) – Isolation Facilities, with an implementation date of October 1, 2023. The ASPS- Isolation Facilities, Requirement #2 was returned to the Accreditation Committee for review.

Council reviewed and provided its feedback on the suggested revision to Requirement #2 and the guidelines will remain the same.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario accept the revised Additional Scope of Practice Service (ASPS) – Isolation Facilities, Requirement #2 as amended.”

CARRIED

9.2 After Hours Care Task Force Update

Dr. Claire Beauchamp, Chair of the After Hours Care Task Force, introduced this agenda item and Ms. Sarah Kirby, Executive Partner, Policy, joined the table to answer any questions.

Dr. Beauchamp provided an update on the progress of the After Hours Care Task Force. Ongoing reports will be provided to Council.

9.3 Notice of Motion

At its meeting held September 25, 2023, Dr. Michael Zigler provided the following statement of intent to make a motion at the next regularly scheduled meeting date of Council.

That the Council of the College of Veterinarians of Ontario review the standards for facility accreditation, specifically the standards related to dentistry, on or before September 2026.

Dr. Michael Zigler provided background information and spoke to this agenda item.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct that the requirement for dental radiography in companion animal veterinary medicine in the new Accreditation Standards for Veterinary Facilities in Ontario be revisited by Council on or before September 2026.”

CARRIED

9.4 Graduated Licensing

Dr. Jessica Peatling, Chair of the Registration Committee, introduced this agenda item and Ms. Shilo Tooze, Associate Registrar, Licensure, and Ms. Lindsay Sproule, Principal, Licensure and Professional Corporations, joined the table to answer any questions.

A recommendation that came from the Standard of Care Working Group to Council in March 2022 was the need to create programs that support newly licensed veterinarians to practice in Ontario, including the specific consideration of whether a graduated licensure system was needed to better control the entry to practice period of newly licensed veterinarians.

The College’s Strategic Plan, Strategy 2026, Objective 2 Partnering for Improved Access to Veterinary Services has a year one tactic which reads, “to consider programs that support new graduates to gain confidence in front line practice.” The transition into practice has been identified as a critical period for new veterinary professionals. Concerns and challenges were brought forward by some members of Council and the Working Group.

The Registration Committee was directed by Council to study this issue and explore whether new supports are needed and whether a graduated entry to practice model would be appropriate.

Council reviewed and provided its feedback on a briefing note and research documents provided by the Registration Committee.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct the Registration Committee to develop and implement a work plan to provide resources and supports to newly licensed veterinarians, employers and mentors.”

CARRIED

9.5 Regulatory Sandbox Proposal (in-camera session)

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario move to go in camera to discuss a regulatory sandbox proposal.”

CARRIED

The following staff members were invited to join the in-camera session: Ms. Jan Robinson, Ms. Sarah Kirby, Ms. Kali Pieters, Ms. Shilo Tooze, Dr. Kim Lambert, Ms. Kim Huson, and Ms. Beth Ready.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario move to go out of in camera.”

CARRIED

It was noted that Council provided direction to proceed with the proposal after clarifying minor areas requiring further clarity.

The Annual Council meeting began at 1:17 pm and adjourned at 2:15 pm.

Council resumed its regular meeting.

Retiring Councillors, Dr. Lorie Gold and Dr. Jessica Peatling, left the Council meeting and the two incoming Councillors, Dr. Kathleen Day Dunbar and Dr. Yashvir Varma, joined the Council table.

At this time the Election of the Executive Committee for 2023 – 2024 took place.

Ms. Shilo Tooze, Associate Registrar, Licensure, chaired the Election of the Executive Committee, and Dr. Kim Lambert, Associate Registrar, Quality Practice, and Ms. Sarah Kirby, Executive Partner, Policy, acted as scrutineers.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario appoint Ms. Shilo Tooze, Associate Registrar, Licensure, as Chair, and Dr. Kim Lambert, Associate Registrar, Quality Practice, and Ms. Sarah Kirby, Executive Partner, Policy, as scrutineers, for the 2023 – 2024 election of the Executive Committee.”

CARRIED

Ms. Shilo Tooze explained the election process and rules of election. The voting was held in an electronic platform. She then opened the floor for nominations.

Dr. Wade Wright was nominated for the position of President. The chair called for nominations three times and, there being no further nominations, declared Dr. Wade Wright elected by acclamation to the office of President.

Dr. Harold Kloeze and Dr. Jessica Retterath were nominated for the position of 1st Vice President. The chair called for nominations three times and hearing none, nominations were closed. Dr. Kloeze and Dr. Retterath provided brief comments on the reasons for running for a position on the Executive Committee. Dr. Jessica Retterath was elected to the office of 1st Vice President.

Dr. Clayton MacKay, Ms. Cathy Hecimovich, and Ms. Catherine Knipe were nominated for the position of 2nd Vice President. The chair called for nominations three times and hearing none, nominations were closed. Dr. MacKay, Ms. Hecimovich, and Ms. Knipe provided brief comments on the reasons for running for a position on the Executive Committee. After the vote, the Chair

reported that Ms. Cathy Hecimovich was removed from the ballot and that there would be a second vote between Ms. Knipe and Dr. MacKay. After the second vote, Ms. Catherine Knipe was elected to the office of 2nd Vice President.

Dr. Alana Parisi was declared elected as Past President.

Dr. Louise Kelly was nominated for the position of Member at Large. The chair called for nominations three times and, there being no further nominations, declared Dr. Louise Kelly elected by acclamation to the office of Member at Large.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario appoint Dr. Wade Wright, President, Dr. Jessica Retterath, 1st Vice President, Ms. Catherine Knipe, 2nd Vice President, Dr. Alana Parisi, Past President, and Dr. Louise Kelly, Member at Large, to the Executive Committee for 2023-2024.”

CARRIED

MOTION: It was moved and seconded,

“That all ballots for the election be destroyed.”

CARRIED

The new President, Dr. Wade Wright addressed Council.

At this time the meeting adjourned for the day.

Dr. Wade Wright called the meeting to order at 9:01 a.m. on December 7th, 2023.

The two incoming Councillors, Dr. Kathleen Day Dunbar and Dr. Yashvir Varma, were presented with a CVO lapel pin. Dr. Day Dunbar and Dr. Varma provided a brief personal introduction.

Dr. Alana Parisi presented the new President, Dr. Wade Wright with a CVO President lapel pin.

9.6 Legislative Reform Update (in-camera session)

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario move to go in camera to receive an update on Legislative Reform.”

CARRIED

Ms. Julie Maciura, the College’s legal counsel, joined the meeting virtually for this agenda item.

The following staff members were invited to join the in-camera session: Ms. Jan Robinson, Ms. Sarah Kirby, Ms. Kali Pieters, Ms. Shilo Tooze, Dr. Kim Lambert, Ms. Kim Huson, Ms. Ashley Coles, Mr. John Nieminen, and Ms. Beth Ready.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario move to go out of in camera.”

CARRIED

10. Organizational Policy

10.1 Early Discussion on Council Election during Legislative Transition Period

Ms. Catherine Knipe, Chair of the Governance, Audit and Risk Committee introduced this agenda item.

In its last few meetings, the Governance Audit and Risk Committee (GAR) began a conversation concerning governance of the College during the transition period prior to full proclamation of the new Act.

While the College itself will continue under the new Act and receive a name change, the Council under the existing Act and By-law will cease to be and a new Council composition will be formed. Prior to the full proclamation of the new Act, however, it is proposed that a transitional Council will be charged with working with government to develop new regulations, to create new By-laws and to hold a first election of the new Council.

The question raised for strategic consideration at the GAR Committee is whether or not election to the open positions on existing Council should occur in 2024 and in 2025. And what best supports sound decision making during this period.

Council robustly discussed its early thoughts on the direction to be taken. The GAR Committee is not making any recommendations until the new Bill is introduced and Council composition and the transitional period is fully understood.

Council directed that this item be returned to staff for developing proposed By-law changes which will be brought forward to its meeting in March 2024.

11. Council Roundtable

Trends – Media, Regulatory, Legal, and Public

Councillors were provided by staff with the top trends relating to media, regulation, recent legal cases, and public.

Councillors reviewed the trends that were brought forward.

General Trends

Councillors were given the opportunity to raise any matter that they believe is relevant to the College and its activities. Comments included:

- rising number of dogs sick with a severe type of respiratory illness
- conversations continue relating to Artificial Intelligence (AI) in veterinary medicine – see links below:
 - <https://www.cbc.ca/player/play/2290204740002>
 - <https://ovc.uoguelph.ca/news/node/2628>

- College staff will attend a demonstration of “Scribenote” – the world’s first AI scribe for veterinarians

12. Other Business Committee Slates

A slate of nominees, assembled by the Executive Committee, was presented by Dr. Jessica Retterath.

Executive Committee

Dr. Wade Wright, President, Dr. Jessica Retterath, 1st Vice President, Ms. Catherine Knipe, 2nd Vice President, Dr. Alana Parisi, Past President, Dr. Louise Kelly, Member at Large.

Registration Committee

Dr. Alana Parisi, Chair, Dr. Kathleen Day Dunbar, Dr. Michael Zigler, Dr. Chiemi Ogawa, Mr. Douglas Reynolds.

Accreditation Committee

Ms. Cathy Hecimovich, Chair, Dr. Clayton MacKay, Dr. Yashvir Varma, Dr. Barinder Jassal.

Complaints Committee

Ms. Rena Spevack, Chair, Dr. Sami Qureshi, Dr. Ehab Hanna, Dr. Tyrrel de Langley, Dr. Helen Waters, Dr. Aaron Shackelton, Dr. Lisa Jones, Dr. Roselyn Allen, Dr. Anne Watson, Dr. Lesley Ralston.

Discipline Committee

Dr. Lena Levison, Chair, Dr. Alana Parisi, Dr. Claire Beauchamp, Dr. Louise Kelly, Dr. Clayton MacKay, Dr. Kathleen Day Dunbar, Dr. Patricia Alderson, Dr. Jessica Retterath, Dr. Sami Qureshi, Dr. Michael Zigler, Dr. Yashvir Varma, Ms. Catherine Knipe, Ms. Cathy Hecimovich, Mr. Douglas Reynolds, Ms. Rena Spevack, Dr. Danielle Anderson, Dr. Scott Arnold, Dr. Lorie Gold, Dr. Davinder Jassal, Dr. Shannah Kavonic, Dr. Kerry Lissemore, Dr. Arif Memon, Dr. Paula Menzies, Dr. Atul Pakhawala, Dr. Ravi Sankar, Dr. Sarah Thompson, Dr. Ines Walther, Dr. Steve Watts, Dr. Ellen Williamson.

Pre-Hearing Chairs

Dr. Patricia Klymas, Dr. Patricia Lechten, Dr. Darren Stinson.

Quality Assurance Committee

Dr. Patricia Alderson, Chair, Dr. Claire Beauchamp, Dr. Kristen Reynolds, Dr. Jessica Peatling.

National Examining Board Representative

Dr. Suminder Sawhney

Governance, Audit and Risk Committee

Dr. Alana Parisi, Chair, Dr. Jessica Retterath, Ms. Cathy Hecimovich, Mr. Douglas Reynolds, Dr. Wade Wright, ex-officio member.

Registrar’s Performance Review Panel

Dr. Wade Wright, President, Dr. Jessica Retterath, Ms. Catherine Knipe, Dr. Alana Parisi, Dr. Louise Kelly.

At this time a presentation was provided by Brandon Touchie and Scott Streiner from Deloitte. The presentation was on Regulatory Recharge: Effective Governance in an Age of Disruption. Council found the presentation to be informative.

13. Notice of Motion

A Notice of Motion is the way in which a Councillor can request Council take action on an issue, as per Robert's Rules.

At its meeting held December 7, 2023, Dr. Clayton MacKay made the following statement of intent to make a motion at the next Council meeting:

That the Council of the College of Veterinarians of Ontario review the election procedure for the Executive Committee.

14. Confidentiality

Councillors were reminded that Council meetings are public meetings.

Information discussed in in-camera sessions must be kept confidential by all in attendance. All budget/financial/strategic alignment documents are not to be shared outside of the meeting as these documents are working documents of Council and not public material. Any inquiries regarding the package can be directed to the website where the public package is posted.

Minutes of the Council meeting are not approved until its next meeting.

15. Evaluation Form

The Council meeting evaluation form will be forwarded for completion electronically via Survey Monkey. Councillors are encouraged to complete the evaluation which is helpful in continually improving future Council meetings.

16. Date of Next Meeting

The next regular meeting of Council will be held on March 20 and 21, 2024.

17. Adjourn

MOTION: It was moved,

“That the meeting of Council be adjourned.”

CARRIED

The meeting adjourned at 12:00 pm.

Dr. Wade Wright
President 2024

Dr. Alana Parisi
President 2023

Jan Robinson
Registrar and CEO

Beth Ready
Recording Secretary

Minutes



Annual Council Meeting

December 6, 2023

Presiding Officer:	Dr. Alana Parisi
Members present:	Dr. Patricia Alderson (attended virtually) Dr. Claire Beauchamp Dr. Lorie Gold Dr. Louise Kelly Dr. Harold Kloeze Ms. Catherine Knipe Dr. Lena Levison Dr. Clayton MacKay Dr. Jessica Peatling Dr. Sami Qureshi Dr. Jessica Retterath Mr. Douglas Reynolds Ms. Rena Spevack Dr. Wade Wright Dr. Michael Zigler
Regrets:	Ms. Cathy Hecimovich
Appointed Officer:	Ms. Jan Robinson, Registrar and CEO
Staff in attendance:	Ms. Kim Huson, Executive Partner, Communications Ms. Sarah Kirby, Executive Partner, Policy Dr. Kim Lambert, Associate Registrar, Quality Practice Ms. Beth Ready, Executive Partner, Corporate Services Ms. Shilo Tooze, Associate Registrar, Licensure
Guest attended:	Ms. Michelle Steele, RLB Chartered Professional Accountants

1. Call to order

Dr. Parisi called the meeting to order at 1:17 pm.

2. Adoption of Agenda

MOTION: It was moved and seconded,

“That the agenda be adopted as circulated.”

CARRIED

3. Annual Reports of Council

Written reports for each Committee were provided in the Council package.

- 3.1 Accreditation
Dr. Jessica Retterath, Chair of the Accreditation Committee, provided an oral report.
- 3.2 Registration
Dr. Jessica Peatling, Chair of the Registration Committee, provided an oral report.
- 3.3 Complaints
Ms. Rena Spevack, Chair of the Complaints Committee, provided an oral report.
- 3.4 Discipline
Dr. Harold Kloeze, Chair of the Discipline Committee, provided an oral report.
- 3.5 Executive
Dr. Alana Parisi, Chair of the Executive Committee, provided an oral report.

Non-Statutory Committees

- 3.6 Quality Assurance
Dr. Patricia Alderson, Chair of the Quality Assurance Committee, provided an oral report.
- 3.7 Governance, Audit and Risk Committee
Ms. Catherine Knipe, Chair of the Governance, Audit and Risk Committee, provided an oral report.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario accept the Accreditation, Registration, Complaints, Discipline, Executive, Quality Assurance, and Governance, Audit and Risk Committee Reports as presented.”

CARRIED

4. Audited Financial Statements

Ms. Michelle Steele, from RLB Chartered Professional Accountants, presented the draft Audited Financial Statements for 2022/2023.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario accept the draft audited financial statements for 2022/2023, as presented.”

CARRIED

5. Appointment of Auditor

Annually the Council appoints an auditor at the Annual Council Meeting to audit the accounts of the College and to prepare financial statements for each fiscal year.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario appoint RLB Chartered Professional Accountants as auditors for the College of Veterinarians of Ontario for the fiscal year 2024.”

CARRIED

6. 2023 Annual Report of the College of Veterinarians of Ontario

The draft Annual Report was distributed prior to the meeting. The Report will be finalized and made available to all stakeholders including veterinarians.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario receive the draft 2023 Annual Report of the College of Veterinarians of Ontario, as amended.”

CARRIED

7. President’s Remarks

Dr. Alana Parisi addressed Council. She thanked Councillors and staff for their support during the past year.

8. Recognition

Dr. Alana Parisi acknowledged the two outgoing Councillors, Dr. Lorie Gold and Dr. Jessica Peatling.

Dr. Gold and Dr. Peatling were provided with a certificate of recognition and letter from the President. The two Councillors spoke and thanked Councillors and staff and indicated that they enjoyed their time as a Councillor.

Dr. Wade Wright acknowledged the outgoing President, Dr. Alana Parisi.

8. Close

Adjournment:

MOTION: It was moved and seconded,

“That the Annual Council Meeting be adjourned.”

CARRIED

Dr. Alana Parisi
President

Jan Robinson

Registrar and CEO

Beth Ready
Recording Secretary