



THE COLLEGE OF  
VETERINARIANS  
OF ONTARIO

**Council Meeting**  
June 22, 2022  
Video Teleconference Call

## MINUTES

Presiding Officer: Dr. Lorie Gold

Members present: Dr. Patricia Alderson  
Dr. Annatasha Bartel  
Dr. Tyrrel de Langley  
Dr. Harold Kloeze  
Ms. Catherine Knipe  
Ms. Joy Levison  
Dr. Kerry Lissemore  
Dr. Paula Menzies  
Dr. Alana Parisi  
Dr. Jessica Peatling  
Dr. Sami Qureshi  
Dr. Jessica Retterath  
Mr. Amanpreet Sidhu  
Ms. Rena Spevack  
Dr. Wade Wright  
Dr. Michael Zigler

Regrets: Ms. Gayle Ecker

Appointed Officer: Ms. Jan Robinson, Registrar and CEO

Staff attending the call: Ms. Kim Huson, Executive Partner, Communications  
Ms. Sarah Kirby, Senior Policy and Project Specialist  
Dr. Kim Lambert, Associate Registrar, Quality Practice  
Ms. Beth Ready, Executive Partner, Corporate Services  
Ms. Shilo Tooze, Associate Registrar, Licensure

Guests attended the call: Ms. Suzanne Conquer, OMAFRA Representative  
Ms. Agnes Pawelek, OVMA Representative  
Ms. Elise Wickett, OAVT

**1. Call to order**

The Council meeting was held via a video teleconference call.

A Land Acknowledgement was read aloud by the President.

Dr. Gold called the meeting to order at 9:00 a.m. and welcomed Councillors, guests and observers.

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

**2. Adoption of Agenda**

**MOTION:** It was moved and seconded,

“That the agenda be adopted as circulated.”

CARRIED

**3. Conflict of Interest**

No conflicts were declared.

**4. Consent Agenda**

Councillors reviewed the consent agenda and no items were removed for further discussion.

**MOTION:** It was moved and seconded,

“That the Consent Agenda be approved as presented.”

CARRIED

**5. Strategic Alignment**

**5.1 Evaluation**

- March 2022

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

Council reviewed the meeting evaluation from its meeting held on March 23 and 24, 2022.

**5.2 Strategic Plan**

**5.2.1 Strategy 2023 – Year 3 Tactics Progress**

Councillors were provided with the Year 3 Tactics related to Strategy 2023.

The document was provided to Council for information.

### **5.3 Policy Review and Project Priorities Update**

The Policy and Project Tracking Chart was provided for information.

### **5.4 Performance Measurement**

#### **5.4.1 Key Performance Indicators**

Ms. Catherine Knipe, Chair of the Governance, Audit and Risk Committee, 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.

### **5.5 Outcomes Focused Regulation**

#### **5.5.1 Project Update**

The Registrar reported that the Impact Strategy Unit meets after every Council meeting. There were no new policies to consider for implementation.

Work continues relating to the management of drugs, the role of facility directors, and the evaluation of remedial undertakings. An outline of new projects emerging for the Impact Strategy Unit was provided.

Council was provided with a report specific to remedial undertakings. This initiative has been underway for 2 years. Council was provided with a first report in 2020. Council found the 2022 report to be very thorough. Suggestions for next steps at the staff level were also provided.

## **6. Finance**

### **6.1 Financial Statements ending April 30, 2022**

Council reviewed the Variance Report, Balance Sheet, and Revenue and Expenses Statement ending April 30, 2022.

These documents are presented as information only.

### **6.2 Proposed Fee Increase**

In March 2022, Council was asked to consider a potential increase in annual licensure fees through by-law amendment. Following in-depth discussion, Council elected to approve an \$85.00 dollar increase for public consultation. The by-law consultation was available for public feedback from April 5, 2022, until June 8, 2022.

Council reviewed and provided its comments on the feedback received from the consultation.

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct that the proposed revisions to the College By-laws be accepted as presented.”

CARRIED

## **7. Public Policy**

### **7.1 North American Essential Competencies Profile for Veterinary Medicine**

In 2016 the College raised its interest in developing a competency profile for veterinary medicine with the Canadian Council of Veterinary Registrars (CCVR). The purpose of a competency profile is to provide an overarching validated description of the key competencies that a veterinarian must demonstrate in general practice from day one until retirement.

Several partners were involved in the project and an external consultant was hired to develop and validate the Profile. Over the past two years considerable effort and attention to the project has been paid by an Advisory Group, a Project Task Force of veterinarians, veterinary focus groups and veterinary responses to a broadly distributed validation survey.

The consultant attended Council for this agenda item and provided a presentation on the development and validation process. Council commented that this was great work and very exciting to have the Profile completed and ready for implementation.

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario endorse the validated North American Essential Competency Profile for Veterinary Medicine, as presented, for its use.”

CARRIED

### **7.2 Policy Statement – Competency Examination and Assessment Pathways**

Dr. Kerry Lissemore, Chair of the Registration Committee, introduced this agenda item.

The Competency Examination and Assessment Pathways Policy Statement was approved by Council in March 2021. The Policy increases transparency for applicants, the profession and the public about the College’s expectations related to the examination and assessment requirements in Ontario.

The Registration Committee reviewed information and data that was provided to the Canadian Council of Veterinary Registrars (CCVR) about a change to the policy. The Registration Committee indicated its support of the revised policy.

Council reviewed and provided its feedback on the revised Policy Statement – Competency Examination and Assessment Pathways.

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the revised Policy Statement – Competency Examination and Assessment Pathways, as presented, for publication.”

CARRIED

### **7.3 Professional Practice Standard – Advertising**

The Registrar introduced this agenda item, and Ms. Sarah Kirby, Senior Policy and Project Specialist, joined the table to answer any questions.

The College has had a Professional Practice Standard on Advertising since 2016. The standard outlines professional expectations that are based primarily on provisions contained in Regulation 1093 related to advertising and professional misconduct. With new regulatory language related to advertising set to come into effect July 1, 2022, there were corollary changes required to the standard to ensure uniformity.

Council reviewed and provided its feedback on the revised Professional Practice Standard – Advertising.

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct that the draft amended Professional Practice Standard – Advertising be published on July 1, 2022, as presented.”

CARRIED

### **7.4 Position Statement – Balancing Access to Care and Animal Health Care Options**

The Registrar introduced this agenda item, and Ms. Sarah Kirby, Senior Policy and Project Specialist, joined the table to answer any questions.

The Standard of Care Working Group recommendations were approved by Council at its meeting in March 2022. One of the recommendations was to develop a Council position which acknowledges a spectrum of care that supports varied public access to veterinary medicine in Ontario.

The draft Position Statement was presented to the Executive Committee at its meeting in May 2022.

Council reviewed and robustly discussed the draft Position Statement – Balancing Access to Care and Animal Health Care Options.

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct that the draft Position Statement – Balancing Access to Care and Animal Health Care Options be returned to staff for further review and consideration.”

CARRIED

**8. Registrar’s 2022-2023 Goals (in-camera session)**

Councillors were asked to call in after they exited the Council meeting prior to the lunch break to discuss the Registrar’s 2022-2023 goals. This was an in-camera session and only Councillors and the Registrar were in attendance.

**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 2022-2023 goals.”

CARRIED

**MOTION:** It was moved and seconded,

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

CARRIED

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario accept the Registrar’s goals for 2023 as presented.”

CARRIED

**9. Organizational Policy**

**9.1 Enabling Competency Based Councils and Committees of the Future: Project Recommendations**

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

In 2021 Council approved a project to consider its nominations processes and how to best establish strong decision making for the future of the College. The reason for this project was based on the emerging trend across Canada and internationally to assure that decision makers in regulatory policy have the competency and skill set to tackle the complex issues of public interest within their specific domain. Terms of reference were established, and oversight of the project was directed to the Governance, Audit and Risk Committee of Council.

Ms. Knipe provided a presentation to Council of the outcomes and recommendations.

Council was provided with a copy of the full report.

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario adopt an updated Council Composition Matrix.”

CARRIED

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario adopt an updated Committee Composition Matrix.”

CARRIED

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct the Governance, Audit and Risk Committee to develop terms of reference for a selection/nomination committee and a related process map.”

CARRIED

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario adopt introducing a “cooling off” period for those candidates in either advocacy or CVO employment roles.”

CARRIED

## **9.2 Roles**

The Registrar introduced this agenda item.

The Governance, Audit and Risk Committee (GAR) has been considering updating the roles of its primary officers. At its meeting held in May, the GAR Committee reviewed each role (President, 1<sup>st</sup> Vice President, 2<sup>nd</sup> Vice President, and Past President) and provided its feedback. There were no changes suggested for the role of the 2<sup>nd</sup> Vice President.

Council reviewed the suggested revisions and provided its feedback.

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the revised role of the President as amended, and approve the roles of the 1<sup>st</sup> Vice President, 2<sup>nd</sup> Vice President, and Past President as presented.”

CARRIED

## **9.3 College Visual Identifiers**

In December 2021, Council approved a special project to re-develop the College logo, which will begin use when the office relocates.

The College sought input from licensed members and key partners on the redevelopment. A clear indication was received that the logo is out of step with the College brand.

Ms. Kim Huson, Executive Partner, Communications, provided a presentation to Council. A redeveloped logo will help ensure the College’s current brand is reflected in all communications and will support the College’s ability to connect and resonate with desired audiences.

Council reviewed the information provided on the redeveloped logo and provided its feedback.

**MOTION:** It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the redeveloped logo for use when the College office relocates.”

CARRIED

#### **9.4 2023 Draft Meeting Schedule**

Council considered a draft 2023 meeting schedule.

Council reviewed the schedule and will make note of the 2023 dates.

### **10. 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 and provided additional feedback.

#### **General Trends**

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

- study from the Royal Veterinary College relating to English Bulldogs in the UK – the breed remains compromised by major health issues that have been recognized
- article in Globe and Mail – corporate chains buying up dentists’ offices, veterinary clinics and pharmacies – difficulties purchasing a clinic – not sure what long-term implications there will be

### **11. Other Business**

It was noted by the President that an analysis of surveys circulated to Council and non-Council Committee members, relating to returning to in-person meetings, revealed support to return to in-person meetings. The September Council meeting will be held in-person at the College office. Moving forward, Committee Chairs will consult with staff to determine if its meetings will be held virtually, or a hybrid meeting.

### **12. Notice of Motion**

No notice of motion was brought forward.

### **13. 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.

**14. 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.

**15. Date of Next Meeting**

The next regular meeting of Council will be held on September 28 and 29, 2022.

**16. Adjourn**

**MOTION:** It was moved,

“That the meeting of Council be adjourned.”

CARRIED

The meeting adjourned at 2:28 pm.

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Dr. Lorie Gold  
President

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Jan Robinson  
Registrar and CEO

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Beth Ready  
Recording Secretary