

ANNUALREPORT<sub>2005</sub>

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THE COLLEGE OF VETERINARIANS OF ONTARIO

The principal object of the College is to regulate the practice of veterinary medicine and to govern its members in accordance with this Act, the regulations and the by-laws in order that the public interest may be served and protected.

Veterinarians Act, 1989

3.-(1)

#### The Vision

“Complete public trust through professional excellence”

#### The Mission

“To protect the public by regulating and enhancing the veterinary profession in Ontario”

#### Core Values

Integrity  
Equity  
Transparency  
Responsiveness

#### Key Result Areas

Government Relations  
Quality Assurance  
Public and Member Communication and Education

## PRESIDENT'S/COUNCIL ANNUAL REPORT

In recent years, the veterinary profession has seen a dramatic incline in the public's expectations. The true value of companion animals has been uncovered, and with leading edge technology having become a cornerstone of veterinary medicine, pet owners are demanding intensified treatment and care. Similarly, technology has found a place in the food animal sector where demands for quality care and medicine have risen as a result of stringent food safety regulations.

Meeting these ever-rising expectations and demands requires cooperation, communication and commitment among practicing veterinarians, future veterinarians, their regulating body, the government and the public served by all.

The College of Veterinarians of Ontario (CVO) strives to coordinate this cooperation and communication, and is committed to the continuous review of policies and regulations affecting the veterinary profession, as well as to the CVO's own Strategic Plan: *'2005 and Beyond'*.

With the help of a newly hired policy analyst, the CVO continues to identify areas of increasing public expectation and develop new policies in response to emerging issues.

Employing an Ontario Veterinary College (OVC) summer student has given the CVO insight into the issues on the minds of the next generation in veterinary medicine. It has also led to the creation of a non-voting Council seat for an OVC student representative, helping to facilitate information exchange between the CVO and the OVC student body.

A Consortium comprising the CVO, the OVC and the Ontario Veterinary Medical Association (OVMA), with funding from the Government of Ontario, worked in partnership to establish a bridging program facilitating the successful transition of new, internationally trained veterinarians into Ontario veterinary practice. This exciting new program has been named the *Veterinary Skills, Training and Enhancement Program*, or *VSTEP*.

All of the initiatives undertaken over the past year have been aimed at increasing cooperation, communication and commitment across the board. It is always a challenge for a self-regulating profession to remain "neck and neck" with a rapidly changing environment, but in 2005 the veterinary profession in Ontario has been witness to significant strides forward.



Alma Conn, DVM  
president

Dr. Tim Arthur  
Dr. James Clark  
Dr. Ed Doering  
Dr. Michele Dutnall  
Dr. Sheila Etue  
Dr. Nasim Gulamhusein  
Dr. Richard Liddell  
Dr. Melody Mason  
Dr. Grant Maxie  
Dr. Mark Spiegle  
Mr. Donald Stobo  
Dr. Lois Valli  
Dr. Arie Vreugdenhil  
Mr. Doug Walper  
Mr. James Williams

### Staff:

Dr. Barbara Leslie  
Ms. Christine Simpson

## Changes to Ontario Regulation 1093, By-laws, and Position Statements

### Proposed amendments to Ontario Regulation 1093

- Section 3.-(1)(h) (Part I - Registration and Accreditation - Licences)
- Section 52. (Part VII - Administration)
- Section 55. (Part VII - Administration)
- Section 56. (Part VII - Administration)

### By-law amendments

*(ratified at the Annual General Meeting January 19, 2005)*

- Section 15. (Part 3 - Council - Procedure)
- Section 33.2 (Part 6 - Finance - Remuneration)
- Section 33.4 (Part 6 - Finance - Remuneration)

### Proposed By-law amendments

*(to be presented to the membership at the Annual General Meeting January 18, 2006)*

- Section 23.-(1)-(5) (Part 5. Committees - Constitution)
- Section 24.-(1) (Part 5. Committees - Procedure)
- Section 27.-(2) (Part 5. Committees - Finance Committee)
- Section 28.-(4) (Part 5. Committees - Nominating Committee)
- Section 29.-(4) (Part 6. Finance - Banking)
- Section 31.(1)-(4) (Part 6. Finance - Expenses)
- Section 34.(4) (Part 6. Finance - Borrowing)
- Section 36.(2) (Part 7. Administration - Documents)
- Section 38. (1)-(2) (Part 7. Administration - Deputy Registrar)
- Section 39. (1)-(4) (Part 7. Administration - Membership)

### Position Statements *(approved by Council)*

- Granting Exemptions to the Self-Contained Requirement for Veterinary Facilities
- Deficiencies Noted During the Inspection of New Facilities
- Animal Rehabilitation in Veterinary Practice

## REGISTRAR'S ANNUAL REPORT

The CVO's 2004/2005 year has been a dynamic one, particularly with respect to the College's Quality Assurance (QA) initiative, which has taken hold and taken off!

Continued development of current programs - such as the medical records workshops and the peer review program - and intensive planning of upcoming additions have been part of a CVO strategy to increase its focus on QA.

The CVO's new Strategic Plan, *2005 and Beyond*, was passed by Council in September, 2005, and places increased emphasis on QA for CVO members, staff and for Council itself. The Strategic Plan calls for continued development and implementation of QA program components that are essential for ensuring that proactive steps are taken.

While the CVO has a statutory mandate to respond to complaints and, when warranted, discipline members, there is an equally valid mandate to take proactive steps to prevent complaints in the first place. The CVO offers assistance to members to help them to remain current and to understand the College's expectations. The medical records workshops and peer review program provide members with tools to improve the quality of medical records and, thereby, improve the quality of care. Now, the Council is looking forward to its next leaps in the QA arena, which will be rooted in the feedback received from a recent survey and several focus groups.

In the spirit of self improvement, Council has set out to create its own QA program that focuses on and results in the provision of excellent leadership in regulatory affairs. This program will include an annual review of the CVO Board Governance Model and Policies, an annual evaluation of Council and Councillor Performance, including feedback and communication, and the development and implementation of a Council Learning Portfolio, which will include documentation of education and training.

Finally, Council has asked that CVO staff develop a QA program that focuses on providing continuous learning opportunities to staff members and developing quality standards for internal processes and procedures, thereby ensuring that staff receive the greatest level of support possible.

The staff has already begun to implement these steps of the Strategic Plan, and members will soon notice some new initiatives come out of the pipeline, including a follow-up questionnaire for accreditation visits that will provide member feedback on the accreditation process.

Working towards the goals laid out by the Strategic Plan will ensure continued improvement not only in members' practices, but also in the services and programs offered by the CVO and the leadership and guidance from its Council. These challenging yet inarguably rewarding initiatives are carried forth with the anticipation to further connect Ontario's ever evolving veterinary profession with the College that continually strives to evolve along with it.



Barbara Leslie, DVM  
registrar



Alma Conn, DVM  
chair

Dr. Ed Doering  
Dr. Melody Mason  
Dr. Arie Vreugdenhil  
Mr. Doug Walper

Staff:  
Dr. Barbara Leslie  
Ms. Beth Ready

## EXECUTIVE COMMITTEE ANNUAL REPORT

Much of the Executive Committee's work relates to individual members, and must remain confidential. Hence, this report is statistical only.

During the fiscal year, the Executive Committee held 14 meetings. The committee:

- entered into four new Mutual Acknowledgement & Undertakings
- issued eight orders for Registrar's Investigation
- made two referrals to the Discipline Committee
- issued two letters of advice
- reviewed a final report of a Board of Inquiry

- forwarded one issue to legal counsel
- dealt with a total of 40 member specific issues <sup>(1)</sup>
- forwarded 35 issues to Council <sup>(2)</sup>
- forwarded five motions for ratification <sup>(3)</sup>

*(1) includes such matters as investigation of allegations and impairment issues*

*(2) includes proposed policies and amendments to legislation*

*(3) includes appointments to committees and any other business conducted by executive between council meetings that requires council ratification*

## Council 2004/2005



*(Front row, from left): Dr. Nasim Gulamhusein, Dr. Arie Vreugdenhil, Dr. Ed Doering, Dr. Alma Conn, Dr. Melody Mason, Mr. Doug Walper, Dr. Michele Dutnall  
(Second row, from left): Dr. Tim Arthur, Dr. Sheila Etue, Dr. Mark Spiegle, Dr. Richard Liddell, Dr. James Clark, Mr. Donald Stobo, Dr. Grant Maxie, Dr. Lois Valli, Mr. James Williams.*

## ACCREDITATION COMMITTEE ANNUAL REPORT

The Accreditation Program is responsible for the accreditation of veterinary facilities in Ontario. There were 309 inspections performed over the past fiscal year by trained CVO inspectors.

These inspections consisted of:

- regular renewals,
- new practices,
- the addition of, or change of category (e.g., adding a mobile to a hospital or upgrading from an office to a hospital),
- changes of ownership, and
- facilities that relocated.

All veterinary facilities in Ontario must meet, or be exempted from, the *Minimum Standards for Veterinary Facilities in Ontario*, which are developed under the authority of the *Veterinarians Act*. Staff handle daily calls and inquiries, act as a resource to members, and process accreditations which have no requests for exemptions or consideration of specific circumstances.

Requests for exemptions and special circumstances are referred to the Accreditation Committee. The committee also considers circumstances that may require amendments to the Minimum Standards. The CVO council must approve such amendments.

During the past year, the committee held 3 meetings (one by teleconference), at which they reviewed 26 requests for exemptions and one name application.

Some of the policy topics that the committee discussed over the year covered:

- specialty practices, proposed regulations and minimum standards
- the “self-contained” issue
- Remote Companion Animal Mobiles

Our role as committee members is to ensure that the public interest is protected while considering both member and public concerns.



Richard Liddell, DVM  
chair

Dr. Timothy Arthur  
Dr. Sheila Etue  
Dr. Ann West  
Mr. James Williams

Staff:  
Dr. Alec Martin  
Ms. Louise Hamilton  
Mr. Don Huston  
Mr. Brian Redpath

ACCREDITATION CATEGORY	
Companion Animal Hospital	899
Companion Animal Office	58
Companion Animal Mobile Office	2
Companion Animal Mobile	241
Companion Animal Emergency Clinic	12
Companion Animal Spay-Neuter Clinic	3
Food-Producing Animal Hospital	19
Food-Producing Animal Mobile	406
Equine Clinic	12
Equine Mobile	162
Poultry	5
<b>Total</b>	<b>1819</b>



Doug Walper, chair

- Dr. Michele Dutnall
- Dr. Nasim Gulamhusein
- Dr. Mark Spiegle
- Dr. Lois Valli

Staff:

- Dr. Barbara Leslie
- Ms. Karen Gamble

## REGISTRATION COMMITTEE ANNUAL REPORT

CVO staff handles registration for applicants who meet all of the requirements for licensure. The Registration Committee reviews only those applications for licensure that do not meet the requirements and request exemptions or limited licences. The Registration Committee may exempt an applicant from compliance with any qualification or requirement for a licence. Decisions of the committee may be appealed to the Health Professions Appeal and Review Board (HPARB) for a review or a hearing.

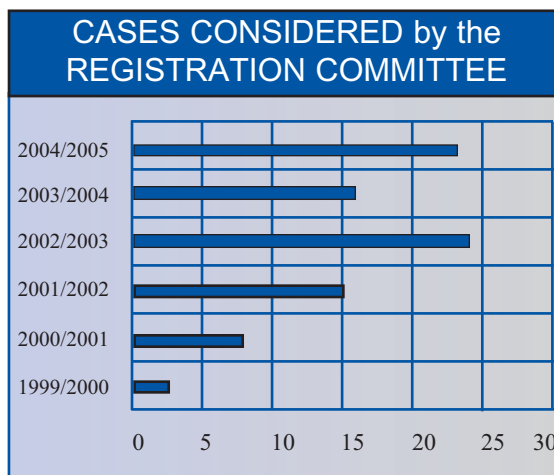
The committee met seven times this year and a total of 23 applications were reviewed.

Requests reviewed by the committee included:

- exemption from the Test of English as a Foreign Language and Test of Spoken English or equivalent English tests;
- exemption from the requirement that there has been no finding of guilt of, and that there is no charge pending involving an allegation of, an offence relevant to the applicant's suitability to practice veterinary medicine;
- restrictions to discipline and employer;
- exemption from all or part of the National Board Exams.

Two applications were appealed to HPARB for review.

The Registration Committee would like to remind members who are hiring veterinarians to ensure that they are licensed with the College of Veterinarians of Ontario. Staff at the CVO will assist with any inquiries.



## BREAKDOWN OF MEMBERS IN EACH CONSTITUENCY

CONSTITUENCY #1	(Essex, Kent, Lambton, and Middlesex)	224
CONSTITUENCY #2	(Brant, Elgin, Regional Municipalities of Haldimand-Norfolk, Hamilton-Wentworth and Niagara)	288
CONSTITUENCY #3	(Oxford, Perth, Regional Municipality of Waterloo)	241
CONSTITUENCY #4	(University of Guelph)	208
CONSTITUENCY #5	(Bruce, Dufferin, Grey, Huron and Simcoe)	254
CONSTITUENCY #6	(Wellington)	216
CONSTITUENCY #7	(Haliburton and Districts of Algoma, Cochrane, Kenora, Manitoulin, Nipissing, Parry Sound, Rainy River, Sudbury, Temiskaming and Thunder Bay and the District of Muskoka)	153
CONSTITUENCY #8	(Dundas, Frontenac, Glengarry, Grenville, Lanark, Leeds, Lennox and Addington, Prescott, Renfrew, Russell and Stormont and the Regional Municipality of Ottawa-Carlton)	430
CONSTITUENCY #9	(Members Employed by the Crown in Right of Canada or an Agency of the Crown in Right of Canada)	196
CONSTITUENCY #10	(Metropolitan Toronto and Regional Municipality of York)	563
CONSTITUENCY #11	(Hastings, Northumberland, Peterborough, Prince Edward, Victoria and Regional Municipality of Durham)	278
CONSTITUENCY #12	(Halton and Peel)	293

## REGISTRATION STATUS - LICENSE TYPE

General	3273
General Non-Resident	238
General with Conditions/Limitations	56
Public Service	9
Academic	13
Educational	19
Postgraduate & Resident	22

## GENDER



1870  
% 51.5



1760  
% 48.5



Steven Stewart, DVM  
chair

Dr. Tim Arthur  
Dr. Garry Balsdon  
Dr. Leslie Brangers  
Dr. David Brown  
Dr. David Desmond  
Dr. David Kerr  
Dr. Blair Simonson  
Dr. Diane Smith  
Dr. Darren Stinson  
Mr. Donald Stobo  
Dr. Roger Thomson

Staff:

Dr. Alec Martin  
Ms. Rose Robinson  
Ms. Mary Wyness

## COMPLAINTS COMMITTEE ANNUAL REPORT

In the past year, two members of the Complaints Committee completed their six year terms: Dr. David Kerr and Dr. Darren Stinson. I acknowledge with gratitude their contributions.

The committee welcomed two new members, Dr. Blair Simonson of Thornton and Dr. Garry Balsdon of Brantford.

The Complaints Committee is a statutory committee under the *Veterinarians Act*. Committee members are appointed annually by council and may serve up to six years. New committee members are selected using the selection protocol approved by council.

The Complaints Committee met seven full days and reviewed 174 cases involving 241 veterinarians. In many cases, the complaint is filed against more than one veterinarian; each veterinarian's conduct is reviewed individually and each receives a separate decision. A complaint may contain anywhere from a single to several dozen allegations against the veterinarian.

Once again the number of cases before the committee has increased both in number and complexity. As a result, in the past year we have had to add meeting dates and have found that meeting length and preparation time have expanded. In spite of the fact that we have the experience and talent of Dr. Patricia Klymas assisting with the drafting of our final reports, it continues to be a constant struggle to move the cases through in an expedient manner. A review of the complaints process authored by Dr.

Alec Martin, Deputy Registrar, can be found in the Vol. 20 No. 3 issue of the college newsletter *Update*.

The findings of the committee on complaints are categorized as shown below:

- Took no further action
- Had concerns resulting in:
  - written advice
  - oral advice
  - mutual acknowledgement and undertaking
- Refer to the Registrar or Discipline Committee
- Frivolous and vexatious

### Mutual Acknowledgements and Undertakings

Mutual Acknowledgements and Undertakings are legal documents used regularly by the Complaints Committee in the resolution of cases.

In a Mutual Acknowledgement and Undertaking, the veterinarian voluntarily agrees to specific remedial exercises. This gives him or her the opportunity to address deficits of professional skill or knowledge which were identified in the course of a complaints investigation. The remediation typically includes a combination of mandatory attendance at a specified number of education sessions, submission of detailed literature reviews of a specific topic, or a period of mentorship under a veterinarian acceptable to the College.

Sub-standard medical record keeping is frequently identified as a problem area for many veterinarians. Many undertakings require the periodic submission of medical records by the participating veterinarians until such time that the individual's medical records appear to comply with the standards set out in the Regulations under the *Veterinarians Act*.

### Mediation

Since the beginning of this year, 10 complaints were judged to be appropriate for mediation. Of these, three have been successfully mediated. Seven mediation attempts were unsuccessful and were subsequently forwarded for consideration by the committee.

During a mediation attempt, the deputy registrar and/or the complaints/discipline coordinator act as informal arbiters between the complainant and the veterinarian. Both parties must consent to participate in the process. A case selected for mediation does not allege serious professional misconduct, and

typically focuses on requests for refunds of professional fees or straightforward matters of unsatisfactory communication between a veterinarian and client.

The outcomes of successfully mediated cases are submitted for ratification at a subsequent meeting of the committee.

With the combination of a very strong committee and a dedicated, hard working staff, together we make every effort to deal with cases in an equitable and speedy fashion.

Number of Veterinarians	241
Decisions	
No Concerns	153
Had Concerns - Written Advice	48
Had Concerns - Oral Advice	0
Had Concerns - Undertaking	6
Referred to the Registrar or Discipline Committee	4
Frivolous & Vexatious	18
Withdrawn Cases	2
Remain under Consideration	10



Dr. James Clark, DVM  
chair

- Dr. Tim Arthur
- Dr. Michele Dutnall
- Dr. Sheila Etue
- Dr. Richard Liddell
- Dr. Melody Mason
- Dr. Grant Maxie
- Dr. Mark Spiegle
- Mr. Donald Stobo
- Dr. Arie Vreugdenhil
- Mr. James Williams

Staff:

- Dr. Barbara Leslie
- Dr. Alec Martin
- Ms. Rose Robinson

## DISCIPLINE COMMITTEE ANNUAL REPORT

Cases for the Discipline Committee are referred from Council, the Executive Committee or the Complaints Committee. Once a case is referred to the Discipline Committee, a discipline panel of three to five committee members is established to hear the case. One panelist must be a public member of council.

Hearing dates are set based on the availability of all the parties involved. These include: the member, legal counsel for the College, counsel for the member, the independent counsel for the panel, and the panel members. Although, the College attempts to address cases in a timely manner, finding dates that are mutually acceptable to all the parties involved is challenging.

Discipline cases are legal proceedings held in a court-like setting. The College conducts training sessions for the members of the committee, and

panels are advised by independent legal counsel to ensure procedural compliance. Appeals of Discipline Committee decisions can be made to the Ontario Court of Appeal.

During the 2004/2005 (or past) fiscal year, members of the Discipline Committee heard six cases. Five of these involved pre-hearing conferences, which eliminated the need to hold full hearings and saved valuable time and resources for both the CVO and the members. The agreements from the pre-hearing conferences were presented to a discipline panel for consideration.

The duties of the Discipline Committee are among the most important functions of the College. Peer judgment is a vital requirement in a self-regulated profession.

Discipline cases are reported in *Update*, as required by legislation, after they are completed. Detailed findings will not be included in this report.

HEARING	DAYS	OUTCOME
A	2	Completed
B	1	Completed
C	2	Completed
D	2	Completed
E	2	Completed
F	2	Completed

## QUALITY ASSURANCE ANNUAL REPORT

The CVO Quality Assurance (QA) Program, *Pride in the Profession*, is established and has as its goals:

- To protect the public through enhancing and maintaining exemplary veterinary practice.
- To promote quality care.
- To encourage the provision of veterinary services in a safe, competent and ethical environment.

Five members of CVO Council serve on the CVO Quality Assurance Committee. The Committee's mandate expanded in September 2005 and will focus on the following two areas in addition to quality assurance for members during 2005 - 2006:

- Quality Assurance for Council that focuses on and results in an effective CVO Council.
- Quality Assurance for staff that focuses on providing continuous learning opportunities and developing processes to ensure quality and standards.

### Quality Assurance for Members

#### Medical Records Workshops

continue to be well attended events. Veterinarians and their staff participate in an interactive seminar led by a veterinarian facilitator. The workshops have been organized at various locations across Ontario including Thunder Bay, North Bay, Huntsville, Belleville, Ottawa, Niagara and Sarnia with attendees numbering 193 in total.

#### Peer Review of Medical Records

continues to be offered to veterinarians. It is a voluntary program that enables veterinary practitioners to improve and streamline their operations through

professional consultation. The process is offered at no charge and is confidential. The participating veterinarian maintains control over any desired changes once the review is completed.

Two **Open Exchanges** were held, one in Sudbury and one in Thunder Bay. These sessions provide an opportunity for CVO to present information to veterinarians on topics of the attendees' choice that have included complaints and discipline processes, accreditation, advertising, quality assurance, policy formulation, medical records, informed consent, privacy and amendments to the regulations.

A series of **Focus Groups** were held across Ontario in late 2004 and early 2005 followed by a Practice Survey mailed in September 2005 to CVO members by a consulting firm hired by CVO. This initiative will gather information on the current patterns in the veterinary profession, emerging professional issues and trends, demographic information and facts about current practice customs and the practice setting. CVO expects that valuable information will be received from members, which can be used in future program planning for the College.

**Policy Formulation** is a major priority for the College. This activity includes the documents that are policy statements (an interpretation of existing legal authority), standards of practice (minimum standards that must be met by the profession) and guidelines (suggestions for best practice). Currently under development are standards of practice for medical records, which comprise companion animals, food producing, equine and poultry.



Susan Winter,  
director of quality  
assurance

#### QA Committee:

Dr. Michele Dutnall  
Dr. Nasim Gulamhusein  
Dr. Richard Liddell  
Dr. Lois Valli  
Mr. James Williams

#### Staff:

Ms. Susan Winter  
Ms. Anita Stephenson

## AUDITOR'S REPORT

To the Members of the College of Veterinarians of Ontario

The accompanying summarized balance sheet and statement of operations are derived from the complete financial statements of The College of Veterinarians of Ontario as at September 30, 2005 and for the year then ended on which we expressed an opinion without reservation in our report dated November 9, 2005.

The fair summarization of the complete financial statements is the responsibility of management. Our responsibility, in accordance with the applicable Assurance Guideline of The Canadian Institute of Chartered Accountants, is to report on the summarized financial statements.

In our opinion, the accompanying summarized financial statements fairly summarize, in all material respects, the related complete financial statements in accordance with the criteria described in the Guideline referred to above.

The summarized financial statements do not contain all disclosures required by Canadian generally accepted accounting principles. Readers are cautioned that these statements may not be appropriate for their purposes. For more information on the College of Veterinarians of Ontario's financial position and results of operations, reference should be made to the related complete financial statements.

*BDO Dunwoody LLP*

Chartered Accountants

Guelph, Ontario  
November 9, 2005

*Complete audited financial statements are available from the office of the Registrar.*

## The College of Veterinarians of Ontario Balance Sheet

<u>September 30</u>	<u>2005</u>	<u>2004</u>
<b>Assets</b>		
<b>Current</b>		
Cash	\$64,970	\$111,740
Accounts receivable	33,284	26,532
Interest receivable	9,206	16,365
Short-term investments	1,150,424	797,407
Prepaid expenses	26,970	26,903
	<u>1,284,854</u>	<u>978,947</u>
<b>Capital</b>	<u>1,220,739</u>	<u>1,169,946</u>
	<u>\$2,505,593</u>	<u>\$2,148,893</u>

### Liabilities

<b>Current</b>		
Accounts payable and accrued liabilities	<u>\$184,091</u>	<u>\$120,296</u>
<b>Net Assets</b>		
Net assets invested in capital assets	1,220,739	1,169,946
Unrestricted net assets	<u>1,100,763</u>	<u>858,651</u>
	<u>\$2,505,593</u>	<u>\$2,148,893</u>

## The College of Veterinarians of Ontario Statement of Operations

<u>For the year ended September 30</u>	<u>2005</u>	<u>2004</u>
<b>Revenue</b>		
Registration	\$2,321,683	\$1,767,568
Short-term interest	39,372	38,589
Premises inspections revenue	69,034	72,265
Other income	81,731	71,477
	<u>2,511,820</u>	<u>1,949,899</u>
<b>Expenditures</b>		
Office and staff	1,415,742	1,220,746
Other expenditures	229,825	261,659
Council and committees	211,120	210,849
Office	96,662	90,697
Accounting	24,922	25,406
	<u>1,978,271</u>	<u>1,809,357</u>
<b>Surplus from operations</b>	<u>533,549</u>	<u>140,542</u>
<b>Less: Legal expenses</b>	<u>240,644</u>	<u>166,846</u>
<b>Net surplus (deficit) for the year</b>	<u>\$292,905</u>	<u>\$(26,304)</u>

### Council

Dr. Alma Conn, *president*  
 Dr. Ed Doering, *1st vice president*  
 Dr. Arie Vreugdenhil, *2nd vice president*  
 Dr. Tim Arthur  
 Dr. James Clark  
 Dr. Michele Dutnall  
 Dr. Sheila Etue  
 Dr. Nasim Gulamhusein  
 Dr. Richard Liddell  
 Dr. Melody Mason  
 Dr. Grant Maxie  
 Dr. Mark Spiegle  
 Mr. Donald Stobo  
 Dr. Lois Valli  
 Mr. Doug Walper  
 Mr. James Williams

### Complaints

Dr. Steven Stewart, *chair*  
 Dr. Tim Arthur  
 Dr. Garry Balsdon (*from January 2005*)  
 Dr. Leslie Brangers  
 Dr. David Brown  
 Dr. David Desmond  
 Dr. David Kerr (*to November 2004*)  
 Dr. Blair Simonson (*from January 2005*)  
 Dr. Diane Smith (*to September 2005*)  
 Dr. Darren Stinson (*to June 2005*)  
 Mr. Donald Stobo  
 Dr. Roger Thomson

### Discipline

Dr. James Clark, *chair*  
 Dr. Tim Arthur (*from June 2005*)  
 Dr. Michele Dutnall  
 Dr. Sheila Etue  
 Dr. Richard Liddell  
 Dr. Melody Mason  
 Dr. Grant Maxie  
 Dr. Mark Spiegle  
 Mr. Donald Stobo  
 Dr. Arie Vreugdenhil  
 Mr. James Williams

### Executive

Dr. Alma Conn, *chair*  
 Dr. Ed Doering, *1st vice president*  
 Dr. Arie Vreugdenhil, *2nd vice president*  
 Dr. Melody Mason, *past president*  
 Mr. Doug Walper

### Accreditation

Dr. Richard Liddell, *chair*  
 Dr. Tim Arthur  
 Dr. Sheila Etue  
 Dr. Ann West  
 Mr. James Williams

### Registration

Mr. Doug Walper, *chair*  
 Dr. Michele Dutnall  
 Dr. Nasim Gulamhusein  
 Dr. Mark Spiegle  
 Dr. Lois Valli

### Staff

Dr. Barbara Leslie	<i>registrar</i>
Dr. Alec Martin	<i>deputy registrar</i>
Mr. Martin Fischer	<i>investigator</i>
Ms. Karen Gamble	<i>registration and incorporation coordinator</i>
Ms. Louise Hamilton	<i>accreditation coordinator</i>
Mr. Don Huston	<i>accreditation inspector</i>
Ms. Beth Ready	<i>communications &amp; executive committee coordinator</i>
Mr. Brian Redpath	<i>accreditation inspector</i>
Ms. Rose Robinson	<i>coordinator for the complaints, discipline and the deputy registrar's office</i>
Ms. Christine Simpson	<i>executive assistant to the registrar</i>
Mr. Art Sinclair	<i>policy analyst/writer</i>
Ms. Anita Stephenson	<i>quality assurance coordinator</i>
Ms. D-J Vandongen	<i>general coordinator</i>
Ms. Susan Winter	<i>director of quality assurance</i>
Ms. Mary Wyness	<i>assistant coordinator</i>

The College of Veterinarians of Ontario  
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[www.cvo.org](http://www.cvo.org)

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