

ANNUALREPORT₂₀₀₆



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

The past year has been an extremely challenging year which included a Search for a new Registrar. We were pleased to welcome Ms. Susan Carlyle as Registrar July 31st, 2006. Susan is a lawyer who brings a wealth of knowledge and experience from her background with the Law Society and her work with various regulated health professions colleges. We look forward to working with her as the Council reviews Board Governance issues, the Strategic Plan, and policy work.

Student Representative

The Council approved the continuation of a Student Representative position to attend meetings of Council as a non-voting observer. This appointment will be for a two-year term. The objective is to create a closer link among the OVC student body, the College and practicing veterinarians. We are very excited about this initiative and look forward to liaising with our Student Representative. An annual Student Soirée is held at OVC and is hosted by councillors and staff.

Quality Assurance

The Quality Assurance Program has undergone a review by the QA Committee and Council. A program plan has been drafted and is being finalized with Council input. A Professional Profile Survey completed by CVO members provided statistics and feedback that will be taken into account in shaping the Quality Assurance Program.

Medical Records Workshops

Ten highly successful Medical Records Workshops were held throughout the province in 2005-06 and 15 will be held in 2006-07. These workshops have been highly acclaimed by attending

practitioners and their staff. Our new Registrar looks forward to attending some of these workshops and meeting with members across the province.

Bill 190

The long awaited passage of Bill 190 (The Good Government Act) amended the *Veterinarians Act* and created significant changes to Ontario Regulation 1093 and the CVO By-laws, most notably an increased flexibility and scope in the by-law making authority. Council has approved these amendments as well as amendments to the *Minimum Standards for Veterinary Facilities in Ontario* (Remote Area Companion Animal Mobiles and Specialty Animal Hospitals - Ophthalmology and Dentistry).

Position Statements / Guidelines

The following Position Statements were approved: Conducting Programs for the Implantation of Electronic Identification Devices (EID) in Companion Animals; Ophthalmic Screening Programs; Congenital Deafness Screening Programs for Companion Animals; Cardiac Screening Programs; Terminating the Veterinarian-Client-Patient Relationship; and a Guideline - Facility Designations.

My year as President has been interesting, busy and exciting. Council continues to conduct its business in the interests of the public, the membership of the College and other stakeholders. The College is responsive to the constantly changing face of the profession and the expectations placed upon its members to uphold the standards of practice in companion animal and food producing animal practice, as well as the various roles of veterinarians in government, and industry.



Ed Doering, DVM
president

Dr. Tim Arthur
Mr. Mike Buis
Dr. Jim Christian
Dr. James Clark
Dr. Alma Conn
Dr. Michele Dutnall
Dr. David Kerr
Dr. Richard Liddell
Dr. Melody Mason
Dr. Grant Maxie
Mr. Donald Stobo
Dr. Al Thompson
Dr. Lois Valli
Dr. Arie Vreugdenhil
Mr. Doug Walper
Mr. James Williams

Student Representative:
Ms. Tanya Fournier

Staff:
Ms. Susan Carlyle
Ms. Christine Simpson

Changes to Ontario Regulation 1093, By-laws, Minimum Standards for Veterinary Facilities in Ontario and Position Statements / Guidelines

Passage of Bill 190, the Good Government Act, has resulted in amendments to the *Veterinarians Act*, Ontario Regulation 1093 and the By-laws.

Additional proposed amendments to Ontario Regulation 1093

(passed March 2006)

- Clinical Proficiency Examination (section 5.(1) 4.i)

(passed November 2006)

- Part III - Drugs (sections) 23.(2), 28.(1), 29.(0.1), (1) (a) (b) (c) (d), (2), (3), (4), (5), 30. (1), (1.1), (2), (3), (4), 33. (2) (c)

By-law amendments

(ratified at the Annual General Meeting January 18, 2006)

- section 23.(1)(3)(4) (Part 5 - Committees - Constitution)
- section 24.(1) (Part 5 - Committees - Procedure)
- section 27.(2) (Part 5 - Committees - Finance Committee)
- section 28.(4)(b) (Part 5 - Committees - Finance 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)(a)(b) (Part 7 - Administration - Documents)
- section 38.(1) (Part 7 - Administration - Deputy Registrar)
- section 39.(1-4) (Part 7 - Administration - Membership)

Amendments to the Minimum Standards for Veterinary Facilities in Ontario

(approved November 23, 2005)

- Title 4.1 - Remote Area Companion Animal Mobile

(approved September 27, 2006)

- Title 10 - Equine Mobile (clause 4.7)
- Title 10.1 - Equine Emergency Mobile (clause 4.7)
- Title 12 - Specialty Animal Hospital - Ophthalmology and Dentistry

Position Statements / Guidelines *(approved by Council)*

- Conducting Programs for the Implantation of Electronic Identification Devices (EID)
- Cardiac Screening Programs
- Congenital Deafness Screening Programs for Companion Animals
- Ophthalmic Screening Programs
- Facility Designations
- Terminating the Veterinarian-Client-Patient Relationship

REGISTRAR'S ANNUAL REPORT

As the newest member of the staff of the College of Veterinarians of Ontario, I am one component of the enormous changes the profession and the College have undergone this past year.

The organization has done without both a Registrar and a Deputy Registrar for many months, and yet it has carried on so smoothly that members report having been only barely aware of the changes and challenges. I commend Ms. Christine Simpson who assumed the role of Acting Registrar from January to August, as well as all staff for their dedication during this transition period.

New concepts are growing around us and the CVO is pleased to be part of them - for example, internationally trained veterinarians are now eligible for the Veterinary Skills and Training Enhancement Program (VSTEP) - a program jointly sponsored by OVMA, CVO and OVC to prepare the participants for licensing in Ontario; veterinary technicians are beginning the process of setting themselves up as a self-governing profession, with advice and encouragement from the CVO; registrars from the Provincial Veterinary organizations across

Canada met at the CVMA conference in July to begin dialogue on a number of national and international issues, such as a Veterinary Reserve and expanded opportunities for eligible candidates to take the necessary examinations for licensure.

New legislation has resulted in a reorganization of some of our authority to make changes, including changes to key committees, such as complaints and discipline. Orientation and training sessions are being held, and we have requested an additional public member to add to the current complement of four.

We have implemented, changed and revised the Quality Assurance program for our members, staff and Council, in accordance with suggestions and advice from all corners of the Province. It grows stronger and more effective every day, while preserving the core components such as Medical Records Workshops, and a commitment by everyone to constant continuing education.

It is an exciting time and an exciting world - one which welcomes new ideas, new perspectives and new relationships. The CVO is committed to continuing to expand its involvement, and I am very pleased to be part of it.



Susan Carlyle
registrar



Ed Doering, DVM
chair

Dr. Alma Conn
Dr. Michele Dutnall
Dr. Arie Vreugdenhil
Mr. Doug Walper

Staff:
Ms. Susan Carlyle
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 17 meetings. The committee:

- entered into eleven new Mutual Acknowledgement & Undertakings
- issued five orders for Registrar's Investigation
- made three referrals to the Discipline Committee
- issued three letters of advice
- forwarded five issues to legal counsel

- forwarded one Notice of Intention to appoint a Board of Inquiry
- forwarded one appointment of a Board of Inquiry
- dealt with a total of 53 member specific issues⁽¹⁾
- forwarded 12 issues to Council⁽²⁾
- forwarded 12 motions for ratification⁽³⁾

(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 2005/2006



(Front row, from left): Ms. Tanya Fournier, Mr. Doug Walper, Dr. Michele Dutnall, Dr. Ed Doering, Dr. Arie Vreugdenhil, Dr. Alma Conn (Second row, from left): Dr. Melody Mason, Dr. Tim Arthur, Dr. Grant Maxie, Dr. Richard Liddell, Dr. David Kerr, Dr. Al Thompson, Mr. Don Stobo, Mr. James Williams, and Dr. Lois Valli (Missing from photo: Mr. Mike Buis (from February 2006), Dr. Jim Christian (from February 2006) and Dr. James Clark)

ACCREDITATION COMMITTEE ANNUAL REPORT

The Accreditation Program is responsible for the accreditation of veterinary facilities in Ontario. There were 308 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 4 meetings (two by teleconference), at which they reviewed 20 requests for exemptions and 2 name applications.

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

- specialty practices, proposed regulations and minimum standards
- proposed changes to the minimum standards for Companion Animal Practice Categories

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



Tim Arthur, DVM
chair (from April 2006)



Richard Liddell, DVM
chair (to March 2006)

Dr. Jim Christian
Dr. Alma Conn
Dr. Doug Walper
Dr. Ann West

Staff:
Ms. Susan Carlyle
Ms. Louise Hamilton
Mr. Don Huston
Mr. Brian Redpath

ACCREDITATION CATEGORY	
Companion Animal Hospital	911
Companion Animal Office	59
Companion Animal Mobile Office	2
Companion Animal Mobile	249
Companion Animal Emergency Clinic	12
Companion Animal Spay-Neuter Clinic	4
Food-Producing Animal Hospital	18
Food-Producing Animal Mobile	404
Equine Clinic	10
Equine Mobile	173
Poultry	5
Remote Area Companion Animal Mobile	3



Michele Dutnall, DVM
chair

Mr. Mike Buis
Dr. David Kerr
Dr. Al Thompson
Dr. Lois Valli

Staff:
Ms. Susan Carlyle
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 applicants who do not meet the requirements and request exemptions or restricted licenses. 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.

Two applications were appealed to HPARB for a second time, but one was withdrawn.

The committee met seven times this year and a total of 18 applications were reviewed.

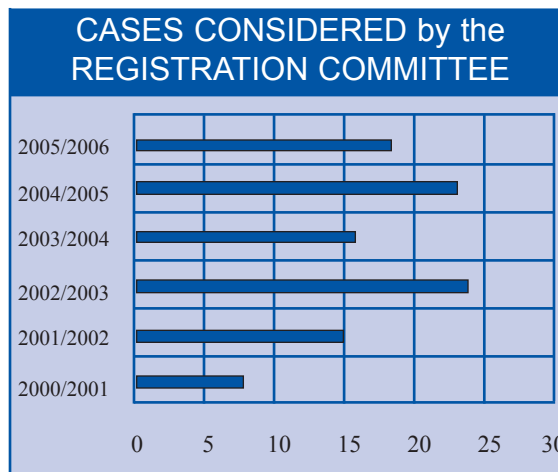
Requests reviewed by the committee included:

- Restrictions to discipline and/or employer.
- Exemption from all or part of the National Board Exams.

- Exemption from the Test of English as a Foreign Language and Test of Spoken English or equivalent English tests.

This year the CVO created an undertaking to be signed by the employer for internationally trained graduates who have completed the NAVLE and the VSTEP. This allows the graduates to apply for a restricted licence wherein they practice under arms length supervision until they have the opportunity to do the Clinical Proficiency Exam. Two Domestic graduates who passed the NAVLE after being unsuccessful more than once were also granted a restricted licence to practice under the supervision undertaking for a specified period until they pass the CPE. The restricted licence is revoked if they do not pass the CPE.

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.



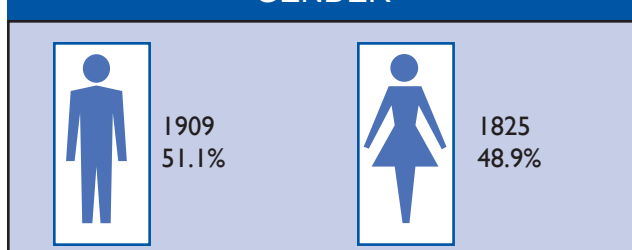
BREAKDOWN OF MEMBERS IN EACH CONSTITUENCY

CONSTITUENCY #1	(Essex, Kent, Lambton, and Middlesex)	226
CONSTITUENCY #2	(Brant, Elgin, Regional Municipalities of Haldimand-Norfolk, Hamilton-Wentworth and Niagara)	287
CONSTITUENCY #3	(Oxford, Perth, Regional Municipality of Waterloo)	250
CONSTITUENCY #4	(University of Guelph)	211
CONSTITUENCY #5	(Bruce, Dufferin, Grey, Huron and Simcoe)	258
CONSTITUENCY #6	(Wellington)	226
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)	157
CONSTITUENCY #8	(Dundas, Frontenac, Glengarry, Grenville, Lanark, Leeds, Lennox and Addington, Prescott, Renfrew, Russell and Stormont and the Regional Municipality of Ottawa-Carleton)	440
CONSTITUENCY #9	(Members Employed by the Crown in Right of Canada or an Agency of the Crown in Right of Canada)	199
CONSTITUENCY #10	(Metropolitan Toronto and Regional Municipality of York)	592
CONSTITUENCY #11	(Hastings, Northumberland, Peterborough, Prince Edward, Victoria and Regional Municipality of Durham)	274
CONSTITUENCY #12	(Halton and Peel)	319

REGISTRATION STATUS - LICENSE TYPE

General	3370
General Non-Resident	245
Restricted	61
Public Service	9
Academic	11
Educational	16
Postgraduate & Resident	22

GENDER





Mr. Don Stobo
chair

Dr. Tim Arthur
Dr. Trevor Bachelder
Dr. Garry Balsdon
Dr. Leslie Brangers
Dr. David Brown
Dr. David Desmond
Dr. Nancy Miller
Dr. Blair Simonson
Dr. Susan Warren

Staff:
Ms. Susan Carlyle
Mr. Martin Fischer
Ms. Rose Robinson

COMPLAINTS COMMITTEE ANNUAL REPORT

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.

In the past year there have been a few changes in the committee. Firstly, I took over the position of Chair from Dr. Steven Stewart who completed his six year term as did Dr. Diane Smith.

Secondly, the committee welcomed new members, Dr. Nancy Miller of North York, Dr. Susan Warren of Niagara Falls and Dr. Trevor Bachelder of North Bay.

The Complaints Committee met seven full days and reviewed 152 cases involving 202 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.

The number of cases before the committee decreased from the numbers reviewed at the same time last year. However, the complexity of the cases has not decreased. The College struggled to complete the backlog of decisions which had built up over the past year due to an increase in the cases from the previous year. This backlog has now been resolved.

The allowable findings of the committee on complaints are categorized as follows:

- Took no further action
- Had concerns resulting in:
 - ▶ written advice
 - ▶ oral advice
 - ▶ mutual acknowledgement and undertaking
- Referred 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 deficiencies 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 as the individual's medical records comply with the standards set out in the Regulations under the *Veterinarians Act*.

Mediation

Since the beginning of this year, six complaints were judged to be appropriate for mediation. All six have been successfully mediated.

During a mediation attempt, the complaints/discipline coordinator acts as an informal arbitrator 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.

Decisions on cases in 2005/2006	
Number of Veterinarians	202
Decisions:	
No Concerns	134
Had Concerns - Written Advice	48
Had Concerns - Oral Advice	0
Had Concerns - Undertaking	6
Referred to the Registrar or Discipline Committee	4
Frivolous & Vexatious	3
Withdrawn Cases	4
Remain under Consideration	3



Al Thompson, DVM
chair

- Mr. Mike Buis
- Dr. Jim Christian
- Dr. James Clark
- Dr. Alma Conn
- Dr. Michele Dutnall
- Dr. David Kerr
- Dr. Grant Maxie
- Dr. Lois Valli
- Mr. James Williams

- Staff:
- Ms. Susan Carlyle
 - 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.

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.

Hearing dates are set based on the availability of all participants. 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 everyone involved is challenging.

During the 2005/2006 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.

After discipline cases are completed, they are reported in *UPDATE*, as required by legislation. Detailed findings will not be included in this report.

HEARING	DAYS	OUTCOME
A	2	Completed
B	1	Completed
C	3	Completed
D	3	Completed
E	2	Completed
F	2	Pending

QUALITY ASSURANCE ANNUAL REPORT

The goals of the CVO Quality Assurance (QA) Program, are:

- 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.

Medical Records Workshops

continued to be well attended events. Veterinarians and their staff participated in interactive seminars conducted by our facilitators. Dr. Susan Kilborn, Dr. Marc Marin and Dr. Susan Sabatini. The workshops were organized and held in the following cities across Ontario for 2005-2006; Windsor, Mississauga, New Liskeard, Pembroke, Kingston, Ottawa, Peterborough, Toronto, London and Sault Ste. Marie. A total of 393 attendees participated.

Peer Review of Medical Records

continued 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.

Professional Profile Survey was designed to establish a complete professional profile of veterinarians across Ontario. The objective of the survey was to understand the

emerging issues and current practices of the CVO membership. The questionnaire was sent to all members in the Fall of 2005. The response rate was approximately 40%. The valuable information received from the members will assist in future program planning.

The survey results can be found on the CVO website at www.cvo.org.

VSTEP (Veterinary Skills Training and Enhancement Program)

was officially announced in December 2005. The College of Veterinarians of Ontario, the Ontario Veterinary College / University of Guelph and the Ontario Veterinary Medical Association worked in partnership and with the Ministries of Training, Colleges and Universities and Citizenship and Immigration to establish this program whose primary focus is on internationally trained veterinarians.

VSTEP was designed to build on existing skills and qualifications while assessing needs such as academic knowledge and clinical skills that may be required for licensure in Ontario, and providing upgrading, re-training and remediation opportunities.

In November of 2005, Dr. Alec Martin left his position as Deputy Registrar to head up the development and implementation of this program. For more information regarding VSTEP please visit their website at www.vstepontario.org.



Mr. Jim Williams, chair

Dr. Jim Christian
(from June 2006)
Dr. Michele Dutnall
Dr. Richard Liddell
(to March 2006)
Dr. Grant Maxie
Dr. Lois Valli
(to July 2006)

Staff:
Ms. Susan Carlyle
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, 2006 and for the year then ended on which we expressed an opinion without reservation in our report dated November 8, 2006. 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.

B O O Greenwood L L P .

Chartered Accountants

Guelph, Ontario
November 8, 2006

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>2006</u>	<u>2005</u>
Assets		
Current		
Cash	\$41,725	\$64,970
Accounts receivable	53,721	33,284
Interest receivable	6,006	9,206
Short-term investments	1,455,706	1,150,424
Prepaid expenses	22,789	26,970
	<u>1,579,947</u>	<u>1,284,854</u>
Capital	<u>1,191,854</u>	<u>1,220,739</u>
	<u>\$2,771,801</u>	<u>\$2,505,593</u>

Liabilities

Current		
Accounts payable and accrued liabilities	<u>\$337,168</u>	<u>\$184,091</u>
Net Assets		
Net assets invested in capital assets	1,191,854	1,220,739
Unrestricted net assets	<u>1,242,779</u>	<u>1,100,763</u>
	<u>\$2,771,801</u>	<u>\$2,505,593</u>

The College of Veterinarians of Ontario Statement of Operations

<u>For the year ended September 30</u>	<u>2006</u>	<u>2005</u>
Revenue		
Registration	\$2,386,087	\$2,321,683
Short-term interest	55,614	39,372
Premises inspections revenue	66,809	69,034
Other income	115,526	81,731
	<u>2,624,036</u>	<u>2,511,820</u>
Expenditures		
Office and staff	1,226,642	1,396,689
Other expenditures	672,334	248,878
Council and committees	218,591	211,120
Office	95,062	96,662
Accounting	26,066	24,922
	<u>2,238,695</u>	<u>1,978,271</u>
Surplus from operations	<u>385,341</u>	<u>533,549</u>
Less: Legal expenses	272,210	240,644
Net surplus (deficit) for the year	<u>\$113,131</u>	<u>\$292,905</u>

Council

Dr. Ed Doering, *president*
 Dr. Arie Vreugdenhil, *1st vice president*
 Dr. Michele Dutnall, *2nd vice president*
 Dr. Tim Arthur
 Mr. Mike Buis (*from February 2006*)
 Dr. Jim Christian (*from February 2006*)
 Dr. James Clark
 Dr. Alma Conn
 Dr. Michele Dutnall
 Dr. David Kerr
 Dr. Richard Liddell (*to March 2006*)
 Dr. Melody Mason (*to March 2006*)
 Dr. Grant Maxie
 Mr. Donald Stobo
 Dr. Al Thompson
 Dr. Lois Valli (*to July 2006*)
 Mr. Doug Walper
 Mr. James Williams

Complaints

Mr. Don Stobo, *chair*
 Dr. Tim Arthur
 Dr. Trevor Bachelder (*from March 2006*)
 Dr. Garry Balsdon
 Dr. Leslie Brangers
 Dr. David Brown
 Dr. David Desmond
 Dr. Nancy Miller
 Dr. Blair Simonson
 Dr. Susan Warren

Discipline

Dr. Al Thompson, *chair*
 Mr. Mike Buis (*from June 2006*)
 Dr. Jim Christian (*from July 2006*)
 Dr. James Clark
 Dr. Alma Conn
 Dr. Michele Dutnall
 Dr. David Kerr
 Dr. Richard Liddell (*to March 2006*)
 Dr. Melody Mason (*to March 2006*)
 Dr. Grant Maxie
 Mr. Don Stobo (*to June 2006*)
 Dr. Lois Valli (*to July 2006*)
 Mr. James Williams

Executive

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

Accreditation

Dr. Tim Arthur, *chair (from April 2006)*
 Dr. Richard Liddell, *chair (to March 2006)*
 Dr. Jim Christian (*from March 2006*)
 Dr. Alma Conn (*from June 2006*)
 Dr. Melody Mason (*to March 2006*)
 Mr. Doug Walper
 Dr. Ann West

Registration

Dr. Michele Dutnall, *chair*
 Mr. Mike Buis (*from April 2006*)
 Dr. David Kerr
 Mr. Don Stobo (*to March 2006*)
 Dr. Al Thompson
 Dr. Lois Valli (*to July 2006*)

Staff

Ms. Susan J. Carlyle *registrar (from July 2006)*
 Mr. Martin Fischer *investigator*
 Ms. Karen Gamble *registration and incorporation coordinator*
 Ms. Louise Hamilton *accreditation coordinator*
 Mr. Don Huston *accreditation inspector*
 Ms. Chris Lana-Sarrate *assistant general coordinator*
 Ms. Beth Ready *communications & executive committee coordinator*
 Mr. Brian Redpath *accreditation inspector*
 Ms. Rose Robinson *coordinator for complaints and discipline*
 Ms. Christine Simpson *assistant to the registrar acting registrar (from January to August 2006)*
 Ms. Anita Stephenson *quality assurance coordinator*
 Ms. D-J Vandongen *general coordinator*
 Dr. Barbara Leslie *registrar (to February 2006)*
 Dr. Alec Martin *deputy registrar (to November 2005)*
 Mr. Art Sinclair *policy analyst/writer (to May 2006)*
 Ms. Susan Winter *director of quality assurance (to April 2006)*

The College of Veterinarians of Ontario
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