

# Minutes

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## Legacy Council Meeting

June 18, 2025

2-71 Hanlon Creek Blvd.

In-Person Meeting

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Presiding Officer: Dr. Jessica Retterath

Members present: Dr. Patricia Alderson  
Dr. Kathleen Day Dunbar  
Mr. John de Bruyn  
Ms. Cathy Hecimovich  
Dr. Louise Kelly  
Dr. Lena Levison  
Dr. Sean Marshall  
Dr. Clayton MacKay  
Mr. Douglas Reynolds  
Ms. Rena Spevack  
Dr. Yashvir Varma  
Dr. Michael Zigler

Regrets: Ms. Catherine Knipe  
Dr. Alana Parisi  
Dr. Sami Qureshi  
Dr. Wade Wright

Appointed Officer: Jan Robinson, Registrar and CEO

Staff attending: Ms. Kim Huson, Director, Communications & Engagement  
Ms. Sarah Kirby, Director, Policy  
Dr. Kim Lambert, Associate Registrar, Regulatory Programs  
Ms. Kali Pieters, Policy & Projects Coordinator  
Ms. Lindsay Sproule, Director, Regulatory Programs Performance  
Ms. Lesley Rankin, Director, People & Resources  
Ms. Shilo Tooze, Deputy Registrar  
Ms. Alice Couto, Executive Assistant

### 1. Call to Order

A Land Acknowledgement was read aloud by the President.

Dr. Retterath called the meeting to order at 9:04 am and welcomed Councillors and guests.

## 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.

The following consent agenda items were approved as presented:

- 5.1. Approval of Minutes
  - March 17, 2025 Legacy Council Meeting
- 5.3. Registrar's Report
- 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

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

“That the Consent Agenda be approved with item 5.2 – President's Report and 5.3 – Registrar's Report to be discussed separately.”

CARRIED

5.2 The Registrar noted that on the request of a Councillor, staff considered how to keep the trends reports more timely given that Council meets quarterly and often the trends identified pass the date of primary interest. It was suggested that the intranet be used as a Council hub for legal, regulatory and media trends that arise on a regular basis. Council agenda would then include a reminder of the link to the trends section, a summary of public questions and concerns and the ability for Councillors to raise items of interest in the general trends roundtable.

A discussion ensued and the Registrar answered questions posed by Council. Council agreed that the intranet be used as a Council hub for legal, regulatory and media trends. College staff

will brainstorm an effective way to prompt Councillors to review the trends once posted to the intranet.

## **6. Strategic Alignment**

### **6.1 Evaluation**

Dr. Jessica Retterath introduced this agenda item.

Council reviewed the meeting evaluation from its meeting held in March 2025.

### **6.2 Strategic Plan**

#### **6.2.1 Completion of Year Two Tactics**

Ms. Jan Robinson, Registrar introduced this topic and provided Councillors with a final report of the accomplishments and outcomes of Year 2 of Strategy 2026.

The Registrar answered questions from Council members.

#### **6.2.2 Approval of Year Three Tactics**

The Registrar provided an overview of the five objectives for the Strategy 2026 Year Three Tactics. The tactics presented were made with the transition in mind and with the intent of keeping the good work of the College moving forward.

A discussion ensued and the Registrar and Ms. Tooze answered questions posed by Council.

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

“That Council direct that the draft Three Year Tactics be accepted as presented.”

CARRIED

### **6.3 Performance Measurement**

#### **6.3.1 Key Performance Indicators**

Ms. Shilo Tooze, Deputy Registrar joined the table.

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.

A discussion ensued and Ms. Tooze answered questions posed by Council.

## **6.4 Outcomes Focused Regulation**

### **6.4.1 Update**

The outcomes focused regulation updates were provided for information.

## **7.0 Finance**

### **7.1 Financial Statement ending April 30, 2025**

Ms. Lesley Rankin, Director, People and Resources joined the table. Council reviewed the Variance Report, Balance Sheet, and Revenue and Expenses Statement ending April 30, 2025.

Ms. Rankin and the Registrar answered questions posed by Council members.

The documents are presented as information only.

## **8. Public Policy**

### **8.1 Antimicrobial Stewardship Project Update**

Dr. Kim Lambert, Associate Registrar, Regulatory Programs joined the table and introduced Ms. Laura Zehr, Consultant from ACER Consulting. Dr. Lambert noted that at its September 2024 meeting, Legacy Council considered the suggestion to launch a new campaign to raise awareness on antimicrobial stewardship. The College engaged ACER Consulting to begin a project aiming to investigate the current prescribing practices and behaviours of veterinarians.

Ms. Zehr, Consultant at ACER Consulting provided a progress update on the first phase of the project.

A discussion ensued and Council was given the opportunity to ask questions.

### **8.2 Limited Licensure**

#### **8.2.1 Project Update**

Ms. Tooze introduced this agenda item. She noted that for the last several years, the College has collaborated with the Canadian Council of Veterinary Registrars (CCVR), with funding support from the Canadian Veterinary Medical Association (CVMA) to develop a modern licensure pathway for internationally educated veterinarians to assess competencies within a limited practice area. The aim of the Limited Licensure Assessment project was to create tools to evaluate the competence of experienced veterinarians wishing to work within a limited scope. In April 2025, the Registration Committee reviewed a project report provided by consultants to the CCVR and was in support of the Limited Licensure program moving forward as a new competency assessment pathway. The project reports were provided but will not be made publicly available.

Ms. Tooze noted that the CCVR is recommending that the Limited Licensure pathway be offered by the National Examining Board (NEB) and highlighted that this will take time to implement and no firm timeline has been set to date.

A fulsome discussion ensued, and Ms. Tooze answered questions posed by Council.

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

“That Council direct that the Limited Licensure program be accepted as a new pathway to licensure.”

CARRIED

### **8.2.2 Policy Revision: Competency Examination and Assessment Policy**

Ms. Tooze introduced this agenda item. She noted that the College has a policy statement on Competency Examination and Assessment Pathways which outlines the approved assessments for applicants to demonstrate competence in order to receive licensure in Ontario. Council was provided with the evaluation reports on the new Limited Licensure program. The Registration Committee reviewed the amended policy statement and provided the proposed amendments to Council for its review.

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

“That Council direct that The Competency Examination and Assessment Pathways policy be approved as presented.”

CARRIED

### **8.3 Technology & Innovation Panel Terms of Reference**

The Registrar introduced this agenda item. She noted that as the College of Veterinarians of Ontario transitions to the College of Veterinary Professionals of Ontario, the Innovation Panel looked at how it can best provide support to this work until a new Council and next set of strategies are in place. Proposed changes to the Technology and Innovation Panel Terms of Reference were provided to Council for review.

A discussion ensued and the Registrar answered questions posed by Council. A suggestion was made to clarify Jan Robinson’s role in the Terms of Reference to be a facilitator.

Dr. Louise Kelly encouraged Councillors to put forth suggestions for membership on this panel to the Registrar for consideration.

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

“That Council direct that the proposed changes to the Innovation Panel Terms of Reference be accepted as amended.”

CARRIED

## **9. Organizational Policy**

### **9.1 Council Vacancy**

The Registrar opened this agenda item noting that at the March Legacy Council meeting, Dr. Claire Beauchamp resigned as Councillor for District #10, leaving a vacancy that requires direction from the By-laws as to next steps.

The Executive Committee met in April 2025 and considered what direction it would like to suggest to Legacy Council at its meeting in June 2005 related to filling, or not, the current Councillor vacancy in District #10.

The Registrar noted that the direction provided by the By-law contemplates that an election is not required at this time, however, if the Committee directed a by-election be held, candidates would need to be informed that if successful, their term would be two years or less. The Registrar also noted that the vacancy of this Council position leaves vacancies on the Quality Assurance and Discipline Committees, but that neither pose an issue for completing the work of the College at this time. Based on the orientation required of new Councillors, the shortened term, and the minimal consequence to quorum or Committee structure, the Executive Committee recommended that Legacy Council not hold a By-Election for District #10 at this time.

A discussion ensued.

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

“That Council direct that District #10 remain unfilled and that a by-election will not be held at this time.”

CARRIED

## **10. Council Roundtable**

### **Media, Regulatory, Legal and Public Trends**

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

Councillors reviewed the trends that were brought forward.

### **General Trends**

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

Avian Influenza:  
<https://pmc.ncbi.nlm.nih.gov/articles/PMC11232087/>

Professionalism and Well-being: “Moral Injury” and how it Affects Veterinary Professionals:  
<https://associatedveterinary.com/news/its-not-just-burnout-moral-injury-and-how-it-affects-veterinary-professionals/>

## **11. 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.

No notice of motion was made by any Councillor.

At this time Dr. Jessica Retterath presented Ms. Rena Spevack with a letter and certificate of appreciation for her role as Councillor for the last six years with the College.

## **12. 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.

## **13. 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.

Councillors were reminded to submit their expense reports in a timely manner.

## **14. Date of Next Meeting**

The next regular meeting of Council will be held on September 25-26. This will be an in-person meeting.

## **15. Adjourn**

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

“That the meeting of Council be adjourned.”

CARRIED

The meeting adjourned at 1:30 pm.



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Dr. Jessica Retterath  
President



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Jan Robinson  
Registrar and CEO



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Alice Couto  
Recording Secretary

### **Ontario Fairness Commission Presentation**

Mr. Irwin Glasberg, Ontario Fairness Commissioner and his team provided Council with an educative presentation on the new FARPACTA legal obligations. Council was given the opportunity to ask questions.