

College of
Dietitians
of Ontario



2009/2010

Annual Report

The College of Dietitians of Ontario exists to regulate and support all Registered Dietitians in the interest of the public of Ontario.

We are dedicated to the ongoing enhancement of safe, ethical and competent nutrition services provided by Registered Dietitians in their fields of practice.



College Support Helps Dietetic Practice



Lesia Kicak, RD President



Mary Lou Gignac, MPA
Registrar & Executive Director

Our ultimate goal is to have a measureable impact on the safety, competence, and ethics of dietetic practice in the province.

In 2007, the College initiated a three-year strategic plan with an accountability framework. The four goals articulated in the plan have guided our regulatory activities for the past three years. The diagram on the next page shows how the goals relate to College programs and to its public protection mission. Our ultimate goal is to have a measureable impact on the safety, competence, and ethics of dietetic practice in Ontario to fulfill our regulatory mandate of public protection.

REGULATORY PHILOSOPHY A SUCCESS

The first goal articulated in the strategic plan expresses the CDO regulatory philosophy of achieving effective regulation of the profession by supporting Registered Dietitians to provide quality dietetic services in the interest of their clients – the people in Ontario. This year, as we near the end of our strategic planning period, we wanted to assess whether our investments in programs, products and services effectively supported members to improve their practice. To accomplish this, we hired an independent company, *Malatest and Associates*, to conduct a survey of members to measure the impact of the College's support to RDs.

In the survey, RDs reported that the support they receive from the College enables them to provide safe, ethical and competent dietetic practice. Respondents were very familiar with the essential College resources that support their practice such as the website, the *Jurisprudence Handbook*, *résumé* and the Practice Advisory Service. For example, about 80% of RDs reported that what they had learned from reading the *Jurisprudence Handbook* had helped them improve their practice in the application of dietetic ethics and regulations. They had acquired an increased ability to maintain confidentiality and share information appropriately. They also had a better understanding and application of informed consent, record keeping duties, conflict of interest and boundary issues. The application of the knowledge acquired through the College tools and services gives affirmation to its regulatory philosophy that supporting RDs helps them provide safe, ethical and competent dietetic services.

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Activities regulating and supporting dietetic practice in Ontario represent the largest investment by the College. The logic model below shows that four of the College's five programs directly contribute to supporting RDs to provide safe, ethical and competent services (also see the chart on page 25, *Allocation of College Funds to Programs*). The investment is having an impact on advancing our mission of supporting RDs to provide safe, ethical and competent of nutrition services.

SUPPORTING PUBLIC ACCESS TO RD SERVICES

Another key focus of our work this year has been supporting public access to the services of Registered Dietitians (Goal 2). We have done this in two ways:

- i) Successfully advocating for more practical education opportunities through strategic partnerships; and
- ii) Initiating a 5-year public education campaign with key messages to the public about how the College regulates RDs for the benefit of the Ontario public and about the benefits of seeking the services of RDs, as the only regulated nutrition health professionals in Ontario. The campaign directs the public to the CDO website where they can find information about RDs and also get information about how to access their services.

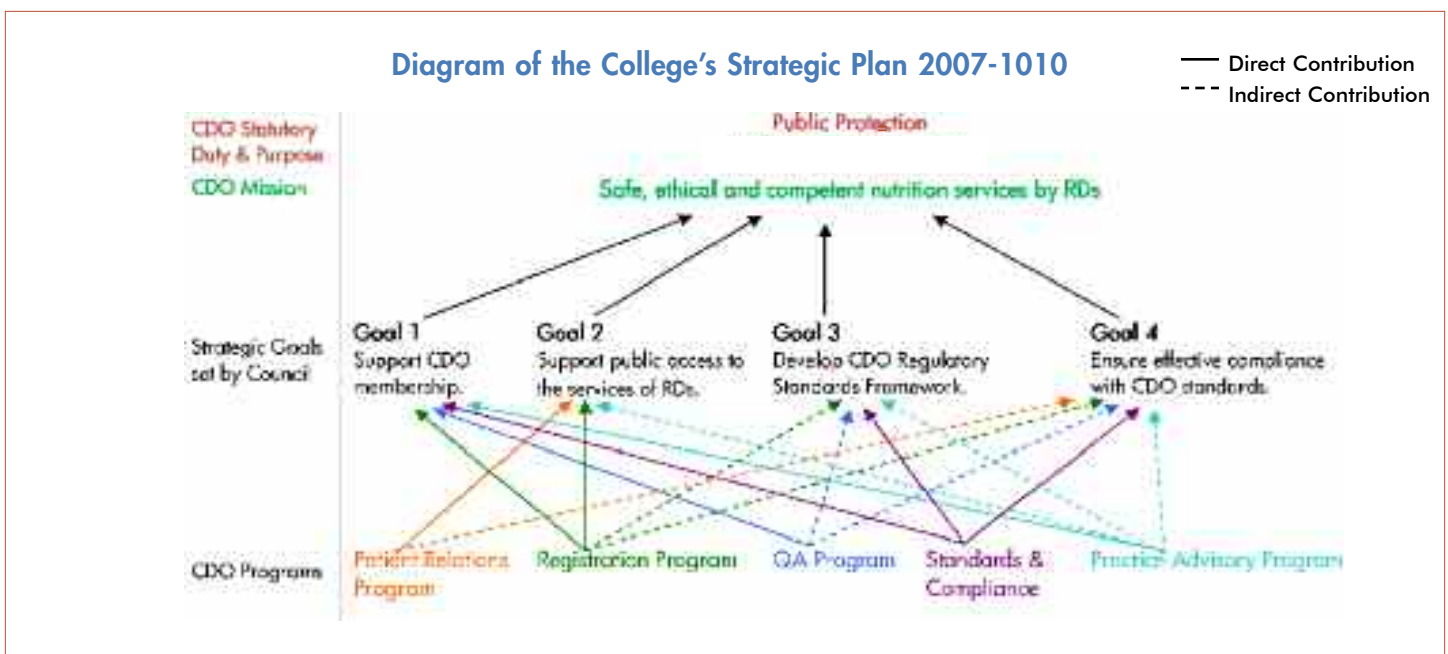
RDS BETTER POSITIONED TO ASSESS AND MANAGE MEDICAL NUTRITION CARE

The changes in the dietetic scope of practice mark this year as a success from a regulatory perspective. The scope of practice has been changed to:

- Enable RDs in hospital, community and other settings to order lab tests for the assessment and management of nutrition care;
- Prick the skin to collect and analyze capillary blood samples; and
- Act as an evaluator under the *Health Care Consent Act*.

With changes in law and planned regulation amendments, Registered Dietitians will be better positioned to collaborate within interprofessional teams and with clients to assess and manage medical nutrition care.

The College is pleased to demonstrate regulatory accountability to the Ontario public, Registered Dietitians, government overseers and other important stakeholders. We urge you to review the College's financial statements (p. 26-27) and the many other program activities and achievements for 2009/2010.





Council

The College Council acts as the link between the College and the people of Ontario, advocating for public policies that protect Ontarians against incompetent, unethical or unsafe dietetic practices. Council is responsible for establishing the policies, program and standards that regulate the profession of dietetics. It governs the College through oversight of committees and College operations.

Council is composed of eight dietitians elected by members of the College and seven public representatives appointed by the Lieutenant Governor in Council. Together, they set the direction for the College's work and make decisions based on their mandate to operate in the best interest of the public.

Key Decisions

- Approval of proposed changes to the *Registration Regulation*.
- Approval of a new Bylaw 5, *Professional Liability Insurance Coverage Requirement for Members*.
- Approval of an expanded definition for dietetic practice.
- Approval of a criteria and processes for appointing professional members to committees.
- Review and amendment of College by-laws.
- Review and amendment of College governance policies.
- Review and amendment of College compensation for RDs who work on Council, committees and ad hoc working groups.

EXECUTIVE COMMITTEE

President & Chair

Cecily Alexander, RD,
to June 09,

Laurel Hoard, RD,
from June 09

Vice-President

Sharon Zeiler, RD, to June 09

Elizabeth Wilfert, Public
Appointee, from June 09

Third Member

Edith Brown, Public
Appointee, to June 09

Fiona Press, RD, from June
09

The Executive Committee acts for Council between Council meetings. It has all the powers of Council with respect to any matter that, in the Committee's opinion, requires immediate attention, other than the power to make, amend or revoke regulations or by-laws.

Over past year, the Executive Committee and the *Registrar & Executive Director* have focussed mainly on coordinating the activities of Council by ensuring that meetings were well prepared and conducted. The Committee also oversaw the preparation of the workplans and budgets for the next year as well as the performance review and compensation of the *Registrar and Executive Director*.

Quality Assurance Program

The *Regulated Health Professions Act* (RHPA) specifies the requirements for health profession quality assurance (QA) programs. The QA Program develops, operates and monitors learning and assessment tools to support RDs in continuing education to enhance the delivery of quality dietetic services to people in Ontario.

Improved Program Efficiency & Delivery of SDL Tool

Completion of the SDL Tool ensures that RDs reflect on professional practice standards, set continuing competence goals, report on progress and application of

learning and keep continuing competence records. A record 96.4% of RDs completed the tool online in 2009, a 2.5% increase from 2007 (94.4%) resulting in improved program efficiency and delivery.

Revision of Peer and Practice Assessment

Using RDs as content experts, tools were developed for conducting structured behavioural-based interviews, the central assessment methodology in the new *Peer and Practice Assessment*. These tools include the competencies to be assessed for different areas of practice, questions and probes, and indicators for measurement.

QUALITY ASSURANCE COMMITTEE

Co-Chairs

Fiona Press, RD
Carole Wardell

Professional Members

Julie Kuorikoski, RD,
from June 09
Erica Sus, RD, from June 09
Krista Witherspoon, RD,
from June 09
Sharon Zeiler, RD
Charlene Kennedy, RD,
to September 09
Laura Bewick, RD, to June 09
Laurel Hoard, RD, to June 09

Public Appointees

Francis Omoruyi, from June 09
Elsie Petch
Carole Wardell
Elizabeth Wilfert

The RHPA mandates the College's QA Committee to develop, establish and maintain standards of knowledge and skill for competent dietetic practice in Ontario. It must also develop programs to promote continuing evaluation, competence and improvement among members of the College. This year, the Committee:

- Reviewed and approved test forms for the 2010 English and French *Jurisprudence Knowledge and Assessment Tool*.
- Assured fair administration of the College's Peer and Practice Assessment (PPA) by ensuring a valid Tool and developing and approving several policies and procedures for the fair administration of the PPA.
 - Addressed content validity of the PPA by consulting with members.
 - Policies: eligibility, extension and deferrals, members' submission to QA committee before making a decision on a PPA report, members' request to the QA Committee to reconsider a QA decision regarding a PPA report, accommodating persons with disabilities and appointing assessors.
 - Appointed 18 Assessors for the College's Peer and Practice Assessment.
- Approved three new methods for self-assessment and reflection to be piloted during the 2010 renewal by members.
- Reviewed, in collaboration with Council and the Registration Committee, the need for different classes of registration for members and different options for QA requirements.
- Issued decisions regarding requests for extensions and amnesty for the 2009 SDL Tool and requests for deferral of the 2010 JKAT
- Referred one member to the Inquiries Complaints and Reports Committee for non-compliance to the QA Program.
- Revised the QA regulation in order to comply with recent revisions to the *Regulated Health Professions Act*.



Patient Relations Program

The *Regulated Health Professions Act* requires regulatory colleges to have a Patient Relations Program for preventing or dealing with abuse of patients. The purpose of the Patient Relations Program is: 1) to provide information and services to support public access to the services of the College and of Registered Dietitians in Ontario, and 2) to enhance relations between dietitians and their clients and, by extension, the public.

Fulfilling its mandate to provide the public with information about the College and regulation of the profession, the

College launched a new five-year public education campaign. The purpose of the campaign is to inform the Ontario public about the role of the College in regulating the profession for the benefit of the public and the role of Registered Dietitians, the range and quality of their professional services. This year the campaign included a series of advertisements appearing in the print and online editions of the *Canadian Living Magazine*, in September and November 2009. One of the online advertisements is shown below.

PATIENT RELATIONS COMMITTEE

Chair

Sharon Zeiler, RD

Professional Members

Cecily Alexander, RD, to June 09

Lesia Kicak, RD

Terry Koivula, RD, to June 09

Shari Noell, RD

Sue Skopelianos, RD, to June 09

Erica Sus, RD, from June 2009

Nancy Polsinelli, RD, from June 2009

Public Appointees

Flora Manlapaz

Francis Omoruyi, to June 2009

Elsie Petch

Jeannine Roy-Poirier, Ph.D.

The Patient Relations Committee coordinates requests for funding for therapy and counselling should any patient suffer sexual abuse by a member of the College. It also advises Council with respect to the patient relations program and public education. This year, the Committee:

- Reviewed the annual process for committee activities and approved the annual report.
- Recommended key messages for the College's 5-year Public Education Campaign 2009/13, based on input from focus groups and a survey. It also gave direction for the 2010/11 phase of the College's Public Education Campaign.



Standards & Compliance Program

The Standards & Compliance Program develops and maintains standards and programs to assist individuals to exercise their rights under the *Regulated Health Professions Act*. It ensures that RDs practice competently and ethically in keeping with the standards and laws that affect dietetic practice in Ontario. It ensures that complaints or reports

about professional conduct, competency and fitness to practice are handled in a fair, effective, transparent and legal way in keeping with laws and standards. The Standards & Compliance Program involves the work of the Discipline Committee, the Fitness to Practice Committee and the Inquiries, Complaints and Reports Committee.

Discipline/Fitness to Practice Committee Members

Chair

Francis Omoruyi, Public Appointee

Professional Members

Leisa Kicak, RD
Terry Koivula, RD
Julie Kuorikoski, RD
Shari Noell, RD

Public Appointees

Edith Brown
Francis Omoruyi

DISCIPLINE COMMITTEE

The Discipline Committee considers referrals from the Inquiries, Complaints and Reports Committee about allegations of professional misconduct of members. In keeping with the *Regulated Health Professions Act*, the Discipline Committee must provide a fair process for both the complainant and the member for hearing evidence and determining the most appropriate action in the interest of public protection. Discipline hearings are typically open to the public.

Referrals

From April 1, 2009, to March 30, 2010, there were no referrals to the Discipline Committee.

FITNESS TO PRACTICE COMMITTEE

The Fitness to Practice Committee provides a fair review of all matters regarding the potential incapacity of members to practice safely. Members suspected of incapacity are referred to the Fitness to Practice Committee by the Inquiries, Complaints and Reports Committee. Based on the evidence given at a hearing, the Fitness to Practice Committee makes a finding about capacity, and may either move to revoke or suspend the member's Certificate of Registration or impose terms, conditions and limitations on the Certificate of Registration.

Incapacity Hearings

From April 1, 2009 to March 30, 2010, there were no referrals to the Fitness to Practise Committee.



INQUIRIES, COMPLAINTS AND REPORTS COMMITTEE

Chair

Laurel Hoard, RD (to June 09)

Edith Brown (from June 09)

Professional Members

Cecily Alexander, RD, from

June 20

Laurel Hoard, RD

Leisa Kicak, RD

Terry Koivula, RD

Jill Pikul, RD

Fiona Press, RD

Laura Bewick, RD, to June 20

Charlene Kennedy, RD, to

September 20

Public Appointees

Flora Manlapaz

Jeannine Roy-Poirier, Ph.D.

Carole Wardell

The *Regulated Health Professions Act* requires the College to investigate complaints and reports about the professional conduct, competence or fitness to practice of members who are the subject of a complaint or report. Responding to complaints and reports is one of the ways that the College of Dietitians of Ontario fulfills its mandate of protecting the public.

In accordance with the provisions of the *Regulated Health Professions Act*, the role of the Inquiries, Complaints and Reports Committee is to ensure procedural consistency and fairness in handling complaints and reports, and that they are disposed of within 150 days of being received at the College.

From April 1, 2009 to March 30, 2010, the ICRC Committee handled 19 complaints and reports, as indicated in the table below.

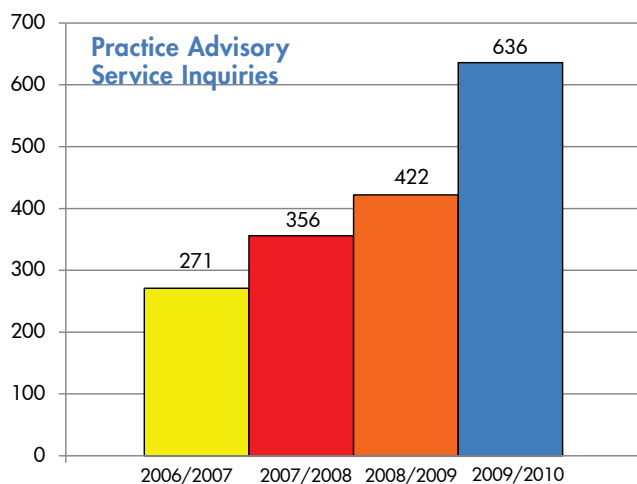
REFERRAL TO COMMITTEE	CARRIED OVER FROM 2008/09	NEW	CARRIED FORWARD TO 2010/11	ICRC DECISION
10 Complaints	9	1	5	4 take no action 1 Letter of caution
9 Reports	4	5	5	1 Referral to a Health Inquiry Panel 1 Take no action 1 Letter of caution 1 Undertaking

Practice Advisory Program

The College's regulatory mandate is public protection. The Practice Advisory Program, one of the tools used to fulfill this mandate, provides support and practical information to Registered Dietitians in Ontario to ensure that they are informed about the standards, the *Code of Ethics*, the laws and the regulations that affect their dietetic practice. Through this program, Registered Dietitians receive one-to-one support, group education through workshops and presentations, and have access to professional resources online through the College website and through *résumé*, the College newsletter

Practice Advisory Inquiries Still Increasing

Inquiries to the Practice Advisory Service are still increasing. This year, popular inquiries included: workplace issues, college requirements and processes, private practice/business and scope of practice.



As part of its public protection mandate, the College is committed to developing increasingly better services and tools to effectively support dietitians in continuous learning and improving the quality of their dietetic services. In Fall 2009, members were asked to give feedback on the support they receive from the College's practice advisory service. The survey, administered by a neutral third party,

showed that over 89% of the RDs who had used the service, valued the support and reported that they had received the information they needed to address issues in their practice.

Interprofessional Collaboration & Dietetic Practice Workshop

Over 580 members (about 20%) attended the annual workshops at 27 different sites in Ontario. Overall, the feedback was positive. The workshop included strategies to maintain, incorporate and strengthen interprofessional collaboration (IPC) in all areas of dietetic practice. The structure of the workshop was based on an approach called *Appreciative Inquiry*, which allowed RDs to share their experiences and to identify the common themes that lead to successful IPC. Participants made commitments to do more of what works to improve IPC within their dietetic practice.

Informative presentations

- Six dietetic internship presentations were given about the role of the College, registration, exam preparation and the *Jurisprudence Handbook for Dietitians in Ontario*.
- A presentation was given about *Record Keeping in Public Health* at the *Ontario Society of Nutrition Professionals in Public Health* (OSNPPH) annual conference.
- Information about authority mechanisms was presented to RDs at Kingston General Hospital.

Educational resources

- Uploaded new FAQs and e-Learning modules on the College website at www.cdo.on.ca > [Members](#) > [Practice Advisory Program](#) > [Practice Advice & FAQs](#).
- Completed the *Pandemic Policy & Planning Guide for Registered Dietitians in Ontario* outlining the professional and personal responsibilities of RDs.



Registration Program

In the interest of public protection, the primary goal of the Registration Program is to ensure that only qualified applicants become Registered Dietitians and use the RD title to practice in Ontario. The Registration Program ensures that registration practices are fair, objective, transparent and impartial. The Registration Program:

- sets the entry to practice standards;
- assesses equivalency of qualifications;
- issues certificates of registration;
- collects information about members during the renewal process;
- uses registration and renewal information to support health human resources planning and advocacy; and
- investigates and handles inappropriate use of RD title.

The Registration Program ensures that the public has access to accurate and reliable information about Dietitians in the *Register of Dietitians* available online at www.cdo.on.ca.

The College's registration practices were audited by an independent firm in the fall of 2009 and the results were presented to the Office of the Fairness Commissioner in December 2009. The purpose of the audit was to determine the extent to which the College requirements for registration were relevant to the practice of the profession, and whether application decisions were efficient and timely. Both the auditor and the Office of the Fairness Commissioner complimented the quality of the College's registration practices, reporting that they were transparent, objective, impartial and fair, and that they met the regulatory standards set out in the *Regulated Health Professions Act*.

REGISTRATION COMMITTEE

Chair

Linda Hines, RD

Vice-Chair

Jill Pikul, RD, from Nov 09

Professional Members

Cecily Alexander, RD

Amanda Burton, RD, June to Nov 09

Jill Pikul, RD, from June 09

Nancy Polsinelli, RD, from June 09

Sue Skoplianos, RD, to June 09

Krista Witherspoon, RD, from March 2010

Public Appointees

Jeannine Roy-Poirier, Ph.D.

Elizabeth Wilfert

Carole Wardell

Edith Brown

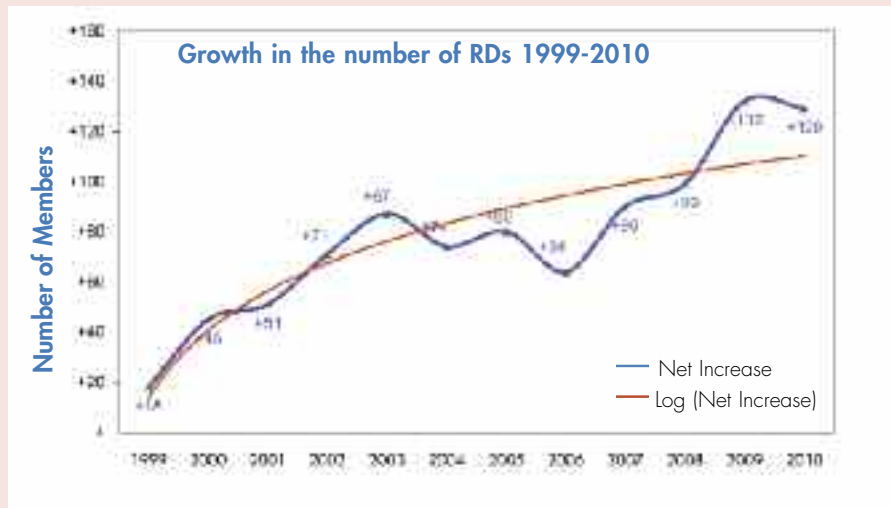
Under section 15 of the *Regulated Health Professions Act*, the Registrar & Executive Director submits application files to the Registration Committee when there are doubts about whether the applicants have met registration requirements. Between April 2009 and March 2010, the Registration Committee met eight times. The Committee:

- Reviewed 79 applications (a 23% increase from previous year).
- Reviewed and revised the registration policies.
- Revised the procedures and tools for preparing and reviewing applicant files and writing decisions to increase efficiency and consistency.
- Approved a process, criteria and a guide for applicants and supervisors using an individualized entry-level competency attestation route.
- Recommended changes to the *Registration Regulation* to Council, including new member categories.
- Viewed a presentation from World Education Services (WES) for an update on their services.
- Reviewed the *Draft Standards for the Assessment of Registration Practices*, to formulate a response to the Office of the Fairness Commissioner.
- Revised a draft list of approved distance and attendance courses.

REGISTRATION PROGRAM STATISTICS

Growth in Membership

In 2009/10, the number of College members grew to over 3,000 Registered Dietitians for the first time since its inception. The membership grew by 129 members, a little less than last year. We also noted fewer applications: there were 218 applications this year compared to 238 last year.



NUMBER OF RDs BY DISTRICT (GENERAL & TEMP)

District	Total
1 South Western	354
2 Central Western	602
3 GTA/York	912
4 Eastern	449
5 North Eastern	134
6 North Western	63
7 Central	437
8 Out of Province	131

TOTAL GENERAL/TEMPORARY MEMBERS 3082

Female: 3,025 98.2% Males 57 1.8%

TOTAL APPLICATIONS 2009/10

Professional Corporation	0
Canadian Educated Applicants	176
Internationally Educated Applicants	42

Total Admitted 197

Resignations/Retired 68

NET GROWTH 129 RDS

APPLICATIONS REFERRED

TO THE REGISTRATION COMMITTEE

Some referrals were carried from the previous year.
2009/10 — 97 referrals (some files were referred more than once)

2008/09 — 64 referrals

2007/08 — 51 referrals

Decisions

Admitted — 29

More Training Required — 35

Refused — 21

Appeals — 2



Areas of Practice by Districts

These statistics represent only RDs working in dietetics, on leave or engaged in volunteer work related to dietetics.
1,605 Registered Dietitians reported working in more than one area of practice.

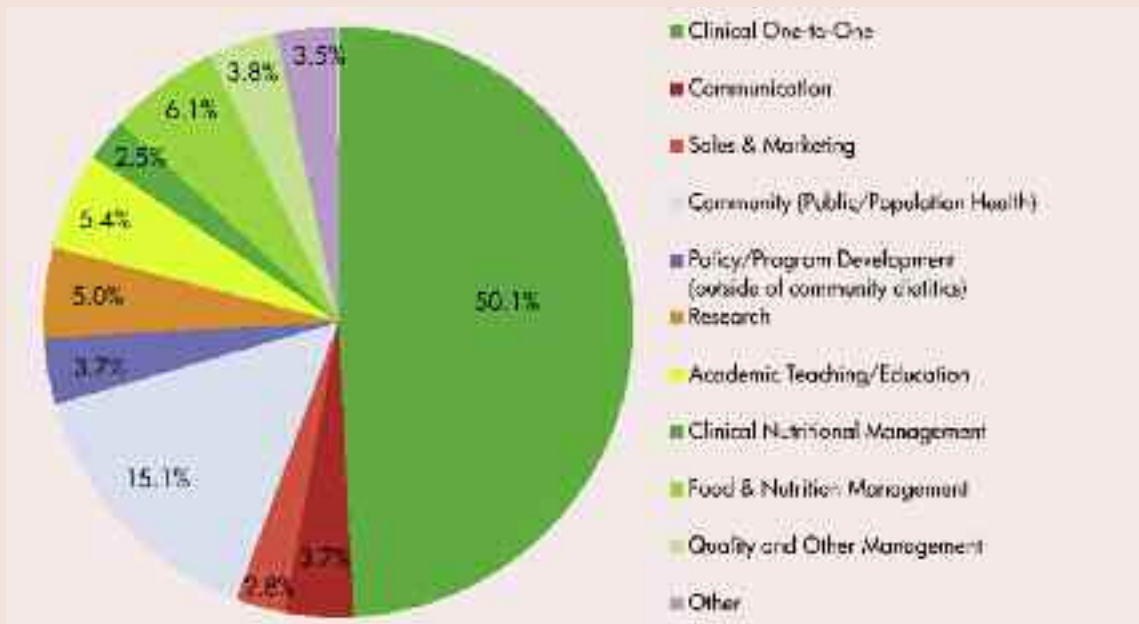
DISTRICT	1	2	3	4	5	6	7	Out of Ontario	TOTAL	%
Clinical One-to-One	227	400	569	285	91	47	274	50	1943	50.1%
Communication	5	30	70	15	2	1	18	4	145	3.7%
Sales & Marketing	6	24	43	12	1	0	20	2	108	2.8%
Community (Public/Population Health)	61	107	182	95	30	19	71	21	586	15.1%
Policy and Program Development (outside of community dietetics)	9	33	48	24	3	4	21	3	145	3.7%
Research	17	42	79	23	2	0	16	19	198	5.0%
Academic Teaching and Education	30	38	78	25	7	2	21	14	215	5.4%
Clinical Nutritional Management	9	19	28	7	3	2	22	5	95	2.5%
Food & Nutrition Management	27	45	67	29	10	3	50	7	238	6.1%
Quality and Other Management	14	39	44	13	3	0	29	7	149	3.8%
Other	18	19	44	30	2	4	16	2	135	3.5%

Place of Practice

934 RDs reported working in more than one place of practice.

1 Hospital including Chronic Care Institutions (Adult & Pediatric)	27.71%
2 Long-Term Care Organization	11.21%
3 Diabetes Education Centre	8.66%
4 Private Practice	6.79%
5 Public Health Department	6.54%
6 Community Health Centre/Health Service Organization	5.54%
7 Family Health Team / Family Health Network	5.47%
8 Business and Industry	5.44%
9 University / Community College	4.39%
10 Home Care Agency (Community Care Access Centre case management or in-home service)	3.20%
11 Government (Federal and Provincial)	2.45%
12 Other	2.45%
13 Non-Government Organizations/Associations (e.g., Heart and Stroke, Dietitians of Canada)	2.42%
14 Media, Public Relations and Communications Agencies	2.02%
15 Rehabilitation Centre	2.02%
16 Research Facility	1.10%
17 Occupational Health / Corporate Wellness	1.05%
18 Schools	0.97%
19 Assisted Living	0.57%

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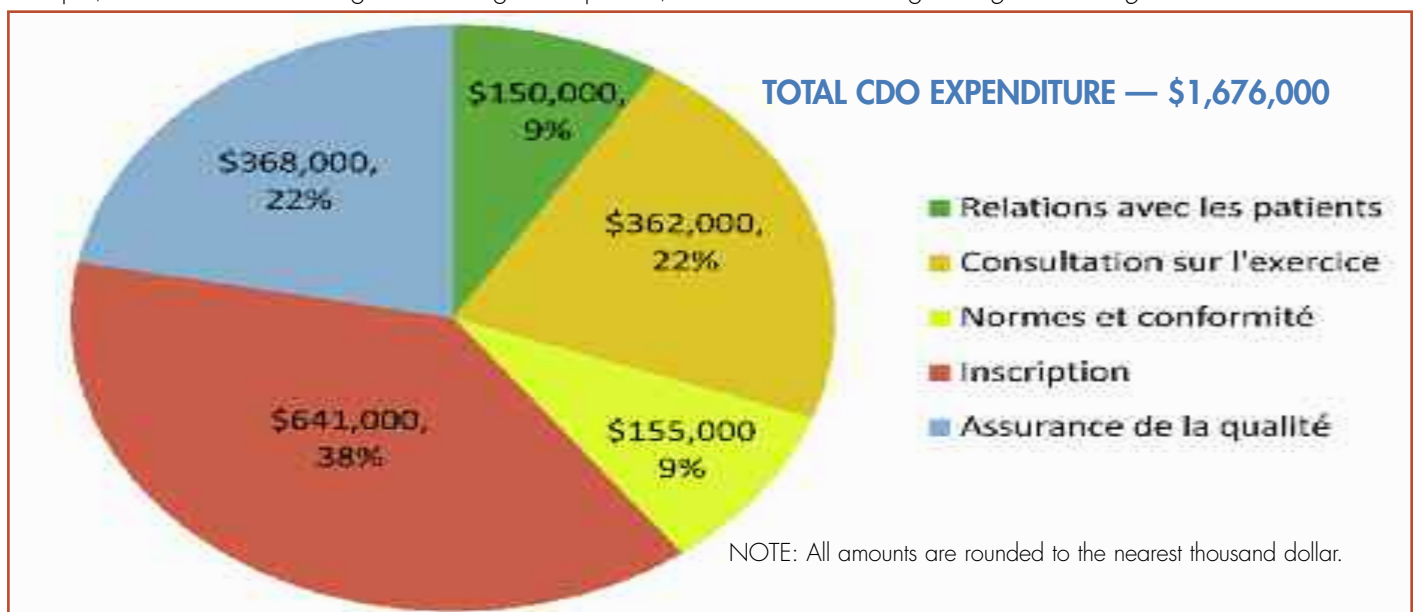


Areas of Practice Shown in Percentage

Allocation of College Funds to Programs 2009/10

Costs allocated to programs include specific program administration and the proportional allocation of general administration costs such as governance, general management, information systems, office supplies, rent, and communications (e.g., website, annual report). While patterns of expenditure have been consistent over the past three years, the percentage cost for each program varies annually according to planned program activities. For example, the increase in the Registration Program expenses,

from 27% (2007/08) to 38% (2009/10) reflects an increase in Registration staff, additional external reporting requirements for the Office of the Fairness Commissioner and updating the database to comply with the Ministry of Health and Long-Term Care's requests for membership data required for the health human resources database. Also, due to changes in law in 2009, there were more legal and member consultations needed to create the new liability by-law and to amend the College's *Registration Regulation*.





Financial Statements 2009 / 2010

Auditors' Report

To the Council of the College of Dietitians of Ontario.

We have audited the financial statements of the *College of Dietitians of Ontario* as at March 31, 2010 in accordance with Canadian generally accepted auditing standards and expressed an unqualified opinion about these statements in our report of May 19, 2010.

The information presented in the accompanying *Condensed Statement of Operations and Changes in Fund Balances* is derived from the above mentioned financial statements and in our opinion presents fairly the information therein.

Kopstick Osher
Chartered Accountants, LLP

TORONTO, ONTARIO
May 19, 2010

Copies of the 2010 audited financial statements are available upon request.

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CONDENSED STATEMENT OF OPERATIONS AND CHANGES IN FUND BALANCES FOR THE YEAR ENDED MARCH 31, 2010

	2010	2009
Revenue		
Membership fees	\$ 1,501,284	\$ 1,449,758
Other income	45,594	101,306
	1,546,878	1,551,064
Expenses		
Salaries and benefits	860,368	765,405
Contracted services	30,088	42,145
Council and committee expenses	169,726	176,707
Communication initiatives	120,683	104,195
Administration	329,213	284,035
Professional services	98,193	44,770
Amortization	67,839	79,169
	1,676,110	1,496,426
Revenue over Expenses (Expenses over Revenue)	(129,232)	54,638
Fund balances, beginning of year	1,171,610	1,316,487
Fair value adjustment to investments ¹	229,422	(199,515)
Fund balances, end of year	\$ 1,271,800	\$ 1,171,610

Allocation of Fund Balances As at March 31, 2010

	2010	2009
Investment in capital assets	\$ 214,224	\$ 254,080
Internally restricted ²	963,144	767,223
Unrestricted	94,432	150,307
Fund balances, end of year	\$ 1,271,800	\$ 1,171,610

1. In accordance with standards recommended in the *Canadian Institute of Chartered Accountants (CICA) Handbook* on financial instruments, the College's investments are classified as available for sale and are recorded at fair value. Fair values are estimated using quoted market prices. The adjustment changes the value of the investments on the *Statement of Financial Position* to the fair value.

2. Internally restricted funds are reserved for:

- Strategic planning initiatives
- Hearings
- Therapy and counselling of sexually abused clients
- Development and implementation of new Quality Assurance Program components
- Development and implementation of new registration criteria and assessment tools
- Capital asset purchases

These funds are not available for other purposes without the approval of Council.

Council 2009/2010

EXECUTIVE COMMITTEE



Cecily Alexander, RD
President to June 2009



Laurel Hoard, RD
President from
June 09



Sharon Zeiler, RD
Vice-President
to June 09



Elizabeth Wilfert,
Vice-President
from June 09



Edith Brown
to June 09



Fiona Press, RD
from June 09



Lesia Kicak, RD



Terry Koivula, RD



Julie Kuorikoski, RD



Flora Manlapaz



Francis Omoruyi



Elsie Petch



Nancy Polsinelli, RD



Jeannine RoyPoirier,
Ph.D.



Erica Sus, RD
From June 2009



Carole Wardell

Non-Council Members 2009/10



Laura Bewick, RD
to June 2009



Amanda Burton, RD
June to November 2009



Nicole Carnochan, RD



Linda Hines, RD

Jill Pikul, RD
From June 09
(picture not shown)



Charlene Kennedy, RD
to September 09



Shari Noell, RD



Sue Skopelianos, RD
to June 2009



Krista Witterspoon, RD