



COLLEGE OF OPTOMETRISTS OF ONTARIO

COUNCIL MEETING

FRIDAY, JANUARY 10, 2025
AT 9:00 A.M.

(PUBLIC INVITED TO ATTEND ONLINE)

VIRTUAL MEETING

Vision and Mission

Vision: To ensure that the public understands, trusts and has confidence in optometrists.

Mission: To regulate Ontario's Doctors of Optometry in the public interest.

Council Meeting Agenda

Date: Friday, January 10, 2025 | 9:00 a.m. – 11:10 a.m.

Virtual Meeting

Agenda Item	Item Lead	Time (mins)	Action Required	Page No.
1. Call to Order/Attendance b. Land Acknowledgement c. Public Interest Statement	M. Eltis	2	Decision	
2. Adopt the Agenda a. Conflict of Interest Declaration	M. Eltis	2	Decision	
3. Election of the Officers for 2025 Council year	J. Jamieson, C. Andrews	60	Decision	
BREAK: 10:05 a.m. – 10:35 a.m.		30		
4. Motions Brought Forward by Committees: a. Governance/HR i. Appointment of Committee Chairs and Committee Members	Chair of Governance-HR	30	Decision	
5. Upcoming Council Meetings a. Friday, February 7, 2025 - Orientation b. Friday, March 7, 2025 c. Thursday, June 12, 2024 (AGM) d. Friday, June 13, 2025 e. Friday, September 19, 2025 f. Friday, December 12, 2025	J. Jamieson	5	For Information	
6. List of Acronyms				
7. Governance Guide: Robert's Rules				
8. Adjournment – approximately 11:10 a.m.	President	2	Decision	

1 - 4 / INTRODUCTION & MOTIONS

1. Call to Order/Attendance
2. Adopt the Agenda
 - a. Conflict of Interest Declaration
3. Election of the Officers for 2025 Council Year
4. Motions Brought Forward by Committees:
 - a. Governance/HR
 - i. Appointment of Committee Chairs and Committee Members

BRIEFING NOTE

Council Meeting – January 10, 2025

Subject

2025 Executive Committee Election

Background

The election of the Executive Committee occurs at the first Council meeting of each year. The election procedure is outlined under College By-law part 7.03. If a position is contested, an election will take place. If uncontested, the position will be acclaimed.

At the Council meeting held on November 5, 2020, it was suggested to have the five Executive positions listed by role and then voted on by Council at an upcoming Council meeting 'one position at a time,' starting with the President. Council members elected to the roles will automatically be on the Executive Committee. College By-law 14.02 (1) requires that the committee have one more elected Council member than public members, which may affect how the voting proceeds.

In accordance with College By-law part 7.02, the Registrar invited all Council members wishing to stand for election for any of the five roles on the Executive Committee in writing ahead of the January 2025 Council meeting.

Decision for Council

Election of the 2025 Executive Committee to take place in the following order: President, Vice-President, Chair of Governance/HR Committee, Chair of Audit/Finance/Risk Committee, Member-at-Large.

Supporting Materials

- Executive Committee Self-Nominations, enclosed
- Executive Committee Terms of Reference, enclosed

Contact

- Chad Andrews, Director of Research and Policy

Council Member Self-Nominations for the 2025 Executive Committee (as of Jan. 8, 2025)

- The positions will be voted on sequentially during the January 10, 2025 Council meeting, beginning with President and then going down the list. If a member is not elected for their first choice, they become eligible for their second choice (and so on).

	First Choice	Second Choice	Third Choice	Fourth Choice	Fifth Choice
President	Dr. Mark Eltis				
Vice-President	Dr. Camy Grewal Dr. Abraham Yuen				
Chair of Governance- HR Committee	Dr. Lisa Christian Ms. Esther Jooda				
Chair of Audit/Finance/Risk Committee	Dr. Pooya Hemami Mr. Howard Kennedy Mr. Narendra Shah				
Member-at-Large		Dr. Lisa Christian Dr. Camy Grewal Ms. Esther Jooda Mr. Howard Kennedy			

Policy

3.1

Type:	Terms of Reference		
Name:	Executive Committee		
Status:	Approved by Council	Version:	1.1
Date Approved:	June 18, 2021	Date Revised:	May 1, 2020

COMMITTEE CATEGORY:

Statutory Committee

MANDATE:

The Executive Committee acts on behalf of Council when circumstances require immediate action, and it ensures the College's legal and legislative adherence with College bylaws, policies, procedures and guidelines, and relevant provincial and federal legislation.

(By-laws §14.02) Between Council meetings, the Executive Committee has all the powers of Council with respect to any matter that, in the opinion of the Executive Committee, requires immediate action.

However, the Executive Committee does not have the power to make, amend, or revoke a regulation or by-law.

AUTHORITY:

The Executive Committee is a statutory committee as set out in the *Health Professions Procedural Code* (Code), which is Schedule 2 of the *Regulated Health Professions Act, 1991* (RHPA).

The duties of the Executive Committee are outlined in Section 12 of the Code and under Part 14.02 of the College by-laws.

REPORTING:

(By-laws §14.02) The Executive Committee is directly accountable to Council and indirectly accountable to the government, the public, and the profession for the effective governance of the College.

The Executive Committee reports to the Council. Should any issues arise that the Executive Committee deliberates on, it must be brought to the Council's attention in a timely manner. While the Executive Committee can exercise its powers under Section 12 of the Code, the Committee may engage Council by calling a virtual meeting, if required. In all matters, it must report its actions to Council at its next meeting, whether the Executive Committee was acting as Council between Council meetings or discussing other matters to be brought to Council for approval.

STRUCTURE AND MEMBERSHIP:

(By-laws §14.02) The Executive Committee is elected by Council and shall be comprised of:

- Five positions that are determined by the election, including:
 - the President
 - the Vice-President
 - the Chair of the Governance/HR Committee
 - the Chair of the Audit, Finance, and Risk Committee
 - A Member at Large

- One more Elected Council Member than Publicly Appointed Council Member.

(By-laws §7) The officers of the College consist of a President and Vice-President. The election of officers shall take place on an annual basis at the first Council meeting of the year.

(By-laws §10.01) Each additional member of the Executive Committee shall be elected by Council.

(By-laws §14.02) The President is the Chair of the Executive Committee. In the event that the Chair of the Committee is unable or unwilling to preside at the meeting, the Vice President shall Chair the meeting. In the event the Vice-President is unable to Chair the meeting, an acting Chair from among the Committee members will be chosen to preside at the meeting from among its members.

The Executive Committee shall, as needed, convene sub-committees or task forces to support its responsibilities.

STAFF SUPPORT:

(By-laws §14.02) The Registrar is the secretary of the Executive Committee.

TERM OF OFFICE:

(By-laws §14.10) The term of a Committee Chair is one (1) year. No person may serve as a Committee chair for more than 3 consecutive years.

When the Committee Chair is not able to attend a meeting, hearing, or proceeding, the remaining committee members shall designate a Chair for the duration of the absence.

Committee members shall be elected annually.

FREQUENCY OF MEETINGS:

The Executive Committee shall meet as required under section 12 of the Code to fulfill its mandate. Approved minutes of Executive Committee meetings are circulated to Council for information with confidential information redacted as necessary.

Executive committee meetings may be called by the President or by the majority of the Executive Committee, as per its mandate. Meeting dates should be posted on the College website.

(By-laws §14.02) Executive Committee meetings are closed to the public. However, the Executive Committee may permit anyone to attend or participate in meetings.

QUORUM:

A majority of members constitutes a quorum at a committee meeting. For the purpose of determining quorum, a member may be present in person, teleconference, or by other electronic means.

DECISION-MAKING PROCESS:

Decisions of the Executive Committee shall ordinarily be decided by a consensus of the members present at the meeting. Should consensus not be reached, the Chair shall refer the question to be decided by a majority vote of the members. The Chair of the meeting shall not normally vote except in the event of a tie, in which case the Chair of the meeting may exercise a casting vote. All Committee members will support a committee decision once it is made.

CONFLICT OF INTEREST AND CODE OF CONDUCT

All members of the Executive Committee shall comply with the College's Conflict of Interest (By-laws §11.01) and Code of Conduct (By-laws §11.06). Conflict of interest shall be declared at the start of each meeting or the beginning of an agenda item.

RESPONSIBILITIES:

GENERIC:

(By-laws §14.02) Between Council meetings, the Executive Committee has all the powers of Council with respect to any matter that, in the opinion of the Executive Committee, requires immediate action.

SPECIFIC:

- Between Council Meetings, exercise the full powers of Council in all matters of administrative urgency (including cases of unauthorized practice), reporting every action at the next meeting of Council. the Executive Committee does not have the power to make, amend or revoke a regulation or by-law.
- Work with the President in the preparation and facilitation of effective College Council meetings.
- Review and approve the agenda for Council meetings, as prepared by the Registrar in consultation with the President, for clarity and priority.
- Identify items for which Council meetings may be closed to observers in accordance with s7(2) of the *Health Professions Procedural Code* and recommend closure, with rationale, to Council.
- Review selected briefing materials for Council for clarity, comprehensiveness, and planning the appropriate approach for presentations.
- Call special meetings of Council.
- Provide feedback and support to committees and Council as requested.
- Assist Council members, committees, and the Registrar in resolving internal conflicts.

Bylaws/Legislation

- Monitor legislation of the federal and provincial government through facilitating College input to relevant legislation proposals and the assessment of relevant new legislation.

Stakeholder Engagement

- Coordinate an effective liaison with external government, private and non-profit sector bodies/agencies, including international, national and provincial optometric and health care organizations.
- Coordinate an appropriate public relations program through the development of targeted public communication efforts.
- Facilitate the development of protocol agreements with other agencies to maximize inter-agency cooperation to pursue College goals and strategic direction.

Registrar Liaison

- Provide guidance and support to the Registrar.
- Serve as an informal resource to the Registrar, at their request.



Policy

Type:	Position Overview		
Name:	President		
Status:	Approved	Version:	1
Date Approved:	June 18, 2021	Date Revised:	

POSITION CATEGORY:

Executive

MANDATE:

The President of the College of Optometrists of Ontario is a position elected annually by Council through an Executive Committee election process.

The President works with the Registrar and Vice President to advance the College's mandate, objectives, and strategic plans.

The President is directly accountable to the Council and indirectly accountable to the government, the public, and the profession for the effective governance of the College.

The President presides as Chair of all Council meetings and works with the Registrar on external communications to stakeholders or media.

AUTHORITY:

The President is a Council position as set out in the *Health Professions Procedural Code (Code)*, which is Schedule 2 of the *Regulated Health Professions Act, 1991 (RHPA)*.

REPORTING:

The President reports to the Council at each Council meeting. Should any issues arise, the President works to bring them to the Council's attention in a timely manner.

TIME COMMITMENT and COMPENSATION:

The time commitment of the President is estimated to be an average of 6 hours per week. A stipend is provided for the position; its amount is determined by the Audit, Finance, and Risk Committee.

CONFLICT OF INTEREST and CODE of CONDUCT

The President shall comply with the College's Code of Conduct and Conflict of Interest Guidelines. Conflict of interest shall be declared at the start of each meeting or at the beginning of an agenda item.

RESPONSIBILITIES:

(By-laws §10.02) The President's duties include:

- Presiding as chair of all Council meetings and providing effective leadership and representation for Council;
- May represent Council on Optometric boards such as FORAC (Federation of Optometric Regulatory Authorities of Canada) and OEBC (Optometric Examining Board of Canada), as directed by Council;
- Serving as chair of Executive Committee meetings and providing an Executive Committee report at each Council meeting;
- Keeping the Vice President and the Executive Committee informed of emerging issues between Council meetings;
- Overseeing the governance of Council, including working with the Registrar and Executive Committee to set the agenda for Council meetings;
- Ensuring the efficiency of Council and Executive Committee meetings and that relevant decisions are implemented;
- Working with the Registrar and the Vice President to resolve issues relating to College responsibilities;
- Participating in the orientation of new Council members, officers, Committee members, chairs, and volunteers and encouraging members to participate in Council;
- Working with the Governance/Human Resources Committee to oversee and ensure that a process is in place to fairly evaluate the Registrar;
- Being the College's authorized spokesperson on College policies and reporting all communications to Council. The Registrar may act as spokesperson if delegated by the President;
- Signing contracts, documents, or instruments on behalf of the College;
- Serving as ex officio member of College committees; and
- any other duty determined by Council.



Policy

Type:	Position Overview		
Name:	Vice-President		
Status:	Approved	Version:	1
Date Approved:	June 18, 2021	Date Revised:	

POSITION CATEGORY:

Executive

MANDATE:

The Vice-President of the College of Optometrists of Ontario is a position elected annually by Council through an Executive Committee election process.

The Vice-President works with the President and the Registrar to advance the College's mandate, objectives, and strategic plans.

The Vice-President is accountable to Council and indirectly accountable to the government, the public, and the profession for the effective governance of the College.

The Vice-President presides as Chair of Council meetings in the absence, inability, or refusal of the President to act. In these cases, the Vice-President shall have all the powers and perform all the duties of the President.

AUTHORITY:

The Vice President is a Council position as set out in the *Health Professions Procedural Code (Code)*, which is Schedule 2 of the *Regulated Health Professions Act, 1991 (RHPA)*.

REPORTING:

The Vice-President reports to the Council, as directed by the President. Should any issues arise, the Vice-President works with the President and the Registrar to bring them to the Council's attention in a timely manner.

CONFLICT OF INTEREST and CODE of CONDUCT

The Vice-President shall comply with the College's Code of Conduct and Conflict of Interest Guidelines. Conflict of interest shall be declared at the start of each meeting or at the beginning of an agenda item.

RESPONSIBILITIES:

(By-laws §10.02) The Vice-President's duties include:

- working closely with the President as a member of the Executive Committee on emerging issues between Council meetings;
- any duty delegated by the President, including but not limited to items concerning governance, specific stakeholder relationships, and public accountability;
- being appropriately familiar with regulatory policies and the College's strategic plan;
- signing contracts, documents, or instruments on behalf of the College; and
- any other duty determined by Council

Dr. Mark Eltis, OD, FAAO, Dipl, ABO

Regulatory and Professional Leadership Roles

- President, College of Optometrists of Ontario (COO) 2023-present
- Director, American Board of Optometry 2023-present
- Canadian Ambassador, American Board of Optometry 2023-present
- Director, FORAC 2023-present
- Chair, Executive Committee, COO 2023-present
- Vice- Chair Research Steering Group, COO 2023-present
- Team Chair, Residency Site Evaluator, ACOE 2022-present
- Chair, Quality Assurance Panel, COO 2022-2023
- Research Review Panel, COO 2022-2023
- Quality Assurance Subcommittee, COO 2022-2022
- Residency Site Evaluator, ACOE 2021-present
- Quality Assurance Assessor, COO 2021-present
- Council Member, COO 2021-present
- Audit/Finance/Risk Committee, COO 2021-2023
- Discipline Committee, COO (second appointment) 2021-2023
- Patient Relations Committee, COO 2021-2022
- Director, Council for Healthy Eyes Canada 2020-2022
- Coach, COO 2019-present
- Quality Assurance Panel, COO 2019-2021
- Discipline Committee, COO (first appointment) 2018-2020

Education and Certifications

- Diplomate, American Board of Optometry 2014
- Fellow of the American Academy of Optometry 2011
- Doctor of Optometry, University of Waterloo 2003

Teaching Experience

University of Waterloo, School of Optometry and Vision Science

- Lecturer and lab instructor for Contact Lenses 2 2012-present
- Neuropharmacology 2022
- Lecturer for Case Analysis (instructor of record) and Clinical Skills 2009-2018
- Lab instructor for Clinical Skills 2009-2019
- Admissions interviewer 2009-2016
- Clinical supervisor 2009-present

Examiner for Standardized Testing in the US and Canada

- CACO (Canadian Assessment of Competence in Optometry) 2016
- PLA (Prior Learning Assessment) 2009
- NBEO (National Board of Examiners in Optometry) 2009-2012
- CSAO (Canadian Standard Assessment in Optometry) 2009

Presentations

- Optimizing your Dry Eye Practice
Academy 2024, Indianapolis 2024
- The Dry & Glaucoma Nexus
Dry Eye Summit, Toronto 2024
- Contact Lens Related Microbial Keratitis: Reducing the Risk and
Optimizing Outcomes
Saskatchewan Association of Optometrists (webinar) 2024
BCDO, Hyatt Vancouver 2023
Advanced Contact Lens and Myopia Control Symposium, Brampton 2019
- Regulating Ethical Practice in an Era of Change
Moraes, B., Myles, S., Andrews, C., Eltis, M., Leslie,
K. & Adams, T.L.
Canadian Network of Agencies of Regulation 2024. Ottawa 2024
- Long Term Outcomes and Recent Advances in Refractive Surgery
NBAO, Fredericton 2024
American Board of Optometry (webinar) 2024
28th Annual Miami Nice, Intercontinental Doral 2023
- Glaucoma Research Review and Practical Applications
NBAO, Fredericton 2024
Gathering On Glaucoma, SCCO MKBU, Fullerton, California 2023
- Glaucoma Management Update
NBAO, Fredericton 2024
28th Annual Miami Nice, Intercontinental Doral 2023
- AOE Dry Eye Development Program (panelist), Toronto 2024
- The importance of BIO in the Age of Retinal Imaging
Webinar 2024
- A Natural Approach to Blepharitis Management
Webinar 2024
- Multifocal Magic: The Art and Science of Contact Lens Fitting
Eyes On Eyecare 2023
CAO Congress, Sheraton Quebec City 2023
BCDO, Hyatt Vancouver 2022
- Fitting Dry Eye into Primary Care
Dry Eye Summit, Sheraton, Toronto 2023
- Dry Eye Master Class: New Directions in the Treatment of MGD
Academy, New Orleans 2023

- The Quick Start Guide to Drops: From Lubricants to Autologous
AOE Global Dry Eye Symposium 2023
- A Holistic Approach to Glaucoma management
University of Waterloo Alumni Weekend 2023
- Drops to Biologics: Where It All Fits
Woo University 2023
- My Day Experience
Fortuna's Row, Calgary 2023
JW Marriott, Edmonton 2023
De Maurizio, Halifax 2023
- Dry Eye Academy: Low Tech to High tech
28th Annual Miami Nice, Intercontinental Doral 2023
- Glaucoma Case Challenges
AOE Glaucoma Update 2023
- Pertinent Clinical Topics in Glaucoma
AOE Glaucoma Update 2023
- New Frontiers in Dry Eye Management 2022
AOE, Embassy Grand Convention Centre, Brampton
- Innovative Treatments for Ocular Surface Disease
Dry Eye Innovation Summit (webinar) 2022
- Modern Glaucoma Screening and Management: Pressure Is Just The
Beginning, NOC, India International Centre, New Delhi 2022
- Ask The Experts: Panel discussion 2022
AOE Global Dry Eye Symposium (webinar)
- Taking Dry Eye Therapy to the Next Level with Biologics 2022
AOE Global Dry Eye Symposium (webinar)
- Ask the Experts: New Ways to Treat Dry Eye 2022
AOE Global Dry Eye Symposium (webinar)
- From Light Beams to Okra: New Frontiers in Dry Eye Management 2022
Hilton, Da Nang
- Basics to Biologics: Selecting Drops for Dry Eye, Woo University 2022
- Panelist, Global Cataract and Refractive Symposium (webinar) 2022

- How to Run a Top-Level Glaucoma Service in Private Practice
Global Glaucoma Symposium, (webinar) 2021
- Glaucoma Case Conundrums
Global Glaucoma Symposium, (webinar) 2021
- Shining a Light on Retinal Examination: From Classics To
The Cutting Edge, (webinar) Professional OD Society Philippines 2021
- Diabetes and Vision, AOE Online (live international webinar) 2021
- Optometry Grand Rounds, AOE Online (live international webinar) 2020
- Long Term Outcomes and Recent Advances in Refractive Surgery
Inside Optics (nationally broadcast webinar) 2020
Residence Inn, Winnipeg 2019
- Pediatric and Therapeutic Contact lens Fittings
Inn at Laurel Point, Victoria 2019
AOE, Embassy Grand Convention Centre, Brampton 2018
- Soft Multifocal Contact Lenses Demystified 2019
Advanced Contact Lens and Myopia Control Symposium, Brampton
- A Premium Opportunity to Meet More Patients Needs 2018
Edward Village Hotel, North York
- Contact Lens Complications and the Importance of Regular Check-ups 2018
In Reducing the Risk
AOE, Embassy Grand Convention Centre, Brampton
- Primary Open Angle Glaucoma: An Update 2018
Southern California College of Optometry at MBKU, Anaheim
- Long-Term Outcomes and Recent Advances in Refractive Surgery 2018
11th Asia Cornea & Contact Lens Conference, Gyeongju
- Soft Multifocal Contact Lenses 2018
Walmart Patient Care Conference, Sheraton Centre, Toronto
AOE, Embassy Grand Convention Centre, Brampton 2018
- UV Induced Complications and Contact Lens Wear 2018
Walmart Patient Care Conference, Sheraton Centre, Toronto
AOE, Embassy Grand Convention Centre, Brampton 2018
- Contact-Lens–Related Microbial Keratitis 2017
Academy of Ophthalmic Education, Brampton
1st World Congress of Optometry, Medellin 2015

OA District Fall CE Meeting, Saulte St. Marie	2014
Spring Hill Suites, Toronto	2014
SUNY College of Optometry, New York	2014
19 th Asia Pacific Optometry Congress (APOC), Seoul	2013
• Keeping A Lid On It: The Under diagnosis and Management of Blepharitis	
AOE, Embassy Grand convention Centre, Brampton	2017
Hadassah College, Jerusalem	2012
Western University of Health Sciences, Pomona	2010
• The Importance of Oxygen for Your Patient's Eyes,	2017
Delta Bessborough, Saskatoon	
• Adapting to Patient's Needs Through Ground-Breaking Innovation	
Charcoal Steak House, Kitchener	2017
Oliver & Bonacini Café Grill, Toronto	2017
• Multifocal Lecture and Workshop	
Seneca College, Toronto	2017
Seneca College, Toronto	2016
• Innovation in Silicone Hydrogel One Day Lenses, Richmond Hill	2017
• Fundamentals of Refraction for Ophthalmologists	
Barzilai University Medical Centre, Ashkelon	2015
• Fundamentals of OCT Interpretation	
67 th National Convention, Optometric Association of the Philippines, Palawan	2015
• A Paradigm Shift in Primary Open Angle Glaucoma	
67 th National Convention, Optometric Association of the Philippines, Palawan	2015
Chung Shan Medical University, Taichung	2014
• Pingueculae and their Clinical Implications	
67 th National Convention, Optometric Association of the Philippines, Palawan	2015
36 th All India Optometry Conference, Agra	2014
• Diagnosis and Management of Normal Tension Glaucoma: TNG	
19 th APOC, Seoul	2013
• Multifocal Contact Lenses with Vision	
Windsor	2014
London	2014
Burlington	2014
Toronto	2013

- Advanced Multifocal Contact Lens Fitting, Hilton Garden Inn, Vaughn 2013
- Making Contact: Lenses & Your Dynamic Practice
Sudbury Society of Optometrists, Sudbury 2013
- Healthy Patients, Healthy Practice
OAO District Fall CE Meeting, Thunder Bay 2012

Peer-Reviewed Publications

- Refractive surgery part 2: complications and recent advances Canadian Journal of Optometry. 2022; 84(4):49-58.
- Refractive surgery part 1: long-term outcomes. Canadian Journal of Optometry. 2022; 84(3):37-44.
- A paradigm shift in primary open angle glaucoma. Canadian Journal of Optometry. 2012;74(1):33-45.
- Contact-lens–related microbial keratitis: case report and review. Journal of Optometry. 2011;4(4):122-127.
- Pingueculae and their clinical implications. Clinical and Refractive Optometry. 2011;22(1/2):10-13.
- Seborrhic blepharitis. Clinical and Refractive Optometry. 2010;21(10/11): 229-232.

Private Practice

- View Eye Care, Toronto, Ontario 2016-present
- University Eye Clinic, Toronto, Ontario 2016-present
- Dr. Doobay and Associates, Toronto, Ontario 2005-2016
- Dr. Feldman and Associates, Toronto, Ontario 2004-2006
- The EyeSite, Brentwood, California 2004-2006
- Empire Vision Centers, Syracuse, New York 2003-2004

Reviewer, Professional Journals

- British Journal of Ophthalmology 2023-present
- Journal of Dry Eye and Ocular Surface Disease 2020-present
- Eye & Contact Lens 2018-present
- Journal of Contact Lens and Research Science 2018-present
- Optometry and Vision Science 2016-Present
- Journal of Glaucoma 2016-present
- Advances in Ophthalmology & Visual Systems 2014-present
- International Journal of Keratoconus and Ectatic Corneal Disease 2014-present
- International Journal of Ophthalmology & Eye Science
(editorial board member) 2014-present
- International Journal of Biomedical Science and Engineering 2014-present
- American Journal of Health Research (editorial board member) 2013-present
- Canadian Journal of Optometry 2013-present
- Journal of Ocular Diseases and Therapeutics (editorial board member) 2013-present
- Clinical Ophthalmology 2012-present
- Eye and Brain 2012-present
- Clinical Optometry 2012-present
- Journal of Optometry 2011-present

Outreach

- Global News TV interview on ocular side effects of Ozempic 2024
- CTV National News TV interview on solar retinopathy 2024
- Global News interview on headlight brightness 2024
- Radio Canada interview on eye damage from the solar eclipse (French) 2024
- Global News TV interview solar eclipse eye injuries 2024
- CTV Interview on tips for watching the solar eclipse 2024
- Global News TV interview on the upcoming solar eclipse 2024
- AAO UW guest speaker 2024
- Speaker at UW White Coat Ceremony, (class of 2027) 2023
- Chair and moderator AOE Global Dry Eye Symposium 2023
- Moderator and host for AOE Retina Update 2023
- Update on Management of Ocular Challenges: Ocular Allergies and Glaucoma, Dr. Eltis (Moderator), Dr. Ellis, Dr. Racine, Dr. Yan National Webinar 2023
- Subject matter expert (glaucoma), ABO 2023
- Guest on the 20/20 Podcast with Harbir Sian 2023
- “Keeping up with Contact lens wearers: How to avoid dry eye related drop out in a post pandemic age” published article Review of Cornea & Contact Lenses 2023
- Speaker at UW White Coat Ceremony, (class of 2026) 2023
- Guest on Optometric Insights Podcast with Mile Brujic 2023
- Co-Host AOE Glaucoma Update 2023 2023
- “A Paradigm Shift in Dry Eye Disease and Glaucoma Management” Editorial, Cookie Magazine 2023
- “In the Blink of an AI”, Feature Cookie Magazine 2023
- “Basics to Biologics: Selecting Drops for Every Dry Eye Patient, BCDO Eye Digest (Reprint with permission from Rev Optom) 2022
- Diplomate Spotlight, On Board American Board of Optometry News 2022
- “Better in Tandem”, Cookie Magazine 2022
- How to Upgrade Your Practice, Cookie Magazine 2022
- Featured doctor on EyeKnow Organization social media accounts 2022
- “Basics to Biologics: Selecting Drops for Every Dry Eye Patient, Review of Optometry, published article 2022
- AAO UW presentation “Your Guide to FAAO & More 2022
- “Incorporating In -Office Dry Eye Treatments When At Home Care Isn’t Enough”, Eyes on Eyecare, published article 2022
- Host, Virtual Networking Night, UW Premed Club 2022
- Host, Virtual Shadowing Session, broadcast on SciSection Media 2021
- Guest lecturer, The Premed Scene 2021
- Guest lecturer, University of Windsor Pre-Optometry Society 2021
- AAO UW presentation “Journey to Becoming FAAO” 2021
- UWAIOC presentation on practicing optometry in Canada versus US 2021
- Business of Healthcare Specialization Certificate, Wharton Online 2020
- Interviewed by “Top 10 Home Remedies” published online 2019
- Interviewed on Radio Canada/CBC in French and featured on CBC online 2018
- Featured in “Eyes on Optometry” OAO Newsletter 2018
- Columnist for Primary Care Optometry News: Perspectives on 2018-present

- Glaucoma (on behalf of the Optometric Glaucoma Society)
- Awarded the “Certificate of Outstanding Contribution in Reviewing” by the editors of the Journal of Optometry and Elsevier publications 2017
 - Subject Matter Expert, Touchstone Institute 2016-2017
 - Interviewed on Columbian TV regarding eye health matters 2016
 - Advisor for the UW Advancement of Independent Optometry Club 2016
 - Keynote speaker at the 67th National Convention, Optometric Association of the Philippines 2015
 - Interviewed for Van Winkle’s on CLMK 2015
 - Consultant, Singapore Polytechnic, Optometry Department 2014
 - Moderator, neuro-ophthalmology lectures by Dr. Edward Margolin “Transient Visual Obscurations” and “Normal Tension Glaucoma”, Toronto 2014
 - Consultant to Hadassah College, Optometry Department 2013
 - Judge, Scientific Posters, NECO IOS, Hadassah College 2012
 - Consultant to the law offices of Magrath O’Connor 2011-2012
 - Consultant for CooperVision 2011-present
 - Interviewed on optometric issues in Investment Executive newspaper 2011
 - Delegate for Foreign-Affairs--sponsored diplomatic seminar for young leaders 2011
 - Panelist at roundtable discussion with Ontario’s Ministers of Health and of Health Promotion and Sport 2011
 - Guest of Ontario Premier McGuinty at a Young Leaders Discussion on Economic Growth 2011
 - Panelist, Canadian Practice Opportunities (CPO) Symposium, Illinois College of Optometry 2010-2011
 - Guest-lecturer at Hadassah College of Optometry 2010
 - Invitational speaker on optometry and optics at Grimsby Secondary School 2010
 - Featured on the CAO (Canadian Association of Optometrists) website 2009
 - Interviewed on Radio Canada TV in French regarding optometric issues 2009
 - Guest speaker at Pre-Optometry Club, University of Waterloo 2009

Professional Memberships

- Optometric Glaucoma Society
- International Association of Contact Lens Educators
- Ontario Association of Optometrists
- Canadian Association of Optometrists

Camy Grewal

Professional Healthcare Experience

July 2016 – Present **Look & See Eyecare - www.lookandsee.ca**

Non-Dispensing Optometric Practice, Toronto ON

Owner/Operator, Optometrist

Dec 2013 – Mar 2020 **Richmond Hill Eye Health Clinic & Oshawa Eye Health Clinic**

Non-Dispensing Optometric Practice, Richmond Hill ON and Oshawa ON

Associate Optometrist

July 2009 – Aug 2018 **Dr. Areef Nurani & Associates**

Nov 2008 – Feb 2009 Dispensing Optometric Practice, Toronto ON

(Externship) Associate Optometrist

Pediatric/Primary Care Externship

May 2013 – June 2016 **Pearle Vision (Liberty Village & University Ave locations)**

Optical + Optometric Practice, Toronto ON

Optometrist

Sept 2012 – Apr 2016 **Dr. Colin Chan & Associates**

Dispensing Optometric Private Practice, Toronto ON

Associate Optometrist

July 2012 - Aug 2014 **Innovation Medical Clinic / Diabetic Care Vaughan**

Multi-Disciplinary Integrative Medical Practice, Woodbridge ON

Optometrist

Mar 2012 – Mar 2014 **Trafalgar Ridge Optometry**

Dispensing Optometric Practice, Oakville ON

Associate Optometrist

Apr 2010 – Apr 2012 **Dr. Christoph Kranemann Medical Corporation**

Medical Ophthalmology Practice, Toronto ON

Associate Optometrist (Apr'10-Apr'12) & Low Vision Optometrist (Dec'10-Apr'12)

Feb – May 2009 **Illinois Eye Institute**

(Externship) Chicago, IL

May 2006 – May 2008 Primary Care Student Doctor

Contact Lenses/Ocular Disease/Pediatrics/Binocular Vision Externship

Aug – Nov 2008 **OMNI Eyecare Services**

Atlanta, GA

Ocular Disease Externship

May – Aug 2008 **Providence Veterans Affairs Medical Clinic**

Providence, RI

Low Vision/Primary Care/VAMC Externship

Feb 1999 – Oct 2010 **St. Michael's Hospital – Neurosurgery & Trauma Department**

Toronto, ON

Research Assistant (Dr. Paul J. Muller 2002-2004)

Clerical Assistant (Neurosurgery & Trauma ward and Neurosurgery & Trauma ICU 1999-2010)

Education

2009 **Doctor of Optometry Illinois College of Optometry – Chicago, IL**
Graduated on Clinical Dean's Honor Roll

2004 **Hons. BSc. University of Toronto – Toronto, ON**
Specialist (double major) in Human Biology

Professional Organizations

Present **Vice President - College of Optometrists of Ontario (COO)**

Present, 2020 – 2022 **Executive Committee – COO**

Present **Chair - Research Steering Group - COO**

Present **Member - National Board Exam Review Committee - Association of
Regulatory Boards of Optometry**

2023 – Present **Registration Committee – COO**

2020 – Present **Councillor – COO**

2022 **Chair - Governance and Human Resources - COO**

2020 – 2022 **Chair – Clinic Practice Panel – COO**

2015 – 2021 **Board of Directors – Vision Institute of Canada**

2009 – Present **Member – Ontario Association of Optometrists**

2009 – Present **Member – Canadian Association of Optometrists**

2017 – 2019 **Inquiries, Complaints and Reports Committee – COO**

2015 – 2017 **Public Relations Committee – COO**

2009 – 2011 **Member - American Association of Optometrists**

2007 – 2008 **Inaugural President – Lions Club, Illinois College of Optometry
Chapter**

Special Projects

Aug 2015 – Present **Mentor: Illinois College of Optometry (ICO)**
Assigned 1st, 2nd, 3rd, and 4th year OD candidates to mentor via phone/email/in-person

Apr 2016 **Speaker: Practice Opportunities Symposium – ICO**
Speaker representing ICO Canadian graduates practicing in Canada

Jan 2016 **Optometrist: Canadian Friends of St. Thomas Health Organization –
Lyssons, Jamaica**
Five day mission trip with one colleague to perform 427 eye examinations in Lyssons Parrish,
Jamaica including comprehensive and urgent eye care

2015 – 2019 **Assessor: Optometry Examining Board of Canada**
Assessed optometry candidates for Canadian licensure and assisted in exam development

Jul 2015 – Aug 2015 **Optometrist: PanAm and ParaPanAm Games**
Provided comprehensive eye care and urgent eye care to athletes and team members from
various participating countries

Mar 2011 – June 2012 **Optometrist: Toronto Foundation for Student Success**
Provided comprehensive eye care and free spectacles to high school students in areas
deemed to have highest poverty rates within the TDSB; joint project with OAO, Vision
Institute of Canada and Toronto District School Board

Nov 2009 – Mar 2010 **Optometrist: Yorkview Extendicare**
Provided comprehensive eye care to long-term care and senior residents

Certifications & Licensure

- 2009 **Authorized prescriber of TPAs – College of Optometrists of Ontario**
- 2009 **Canadian Standard Assessment in Optometry (Canadian Optometry License)**
- 2009 **National Board Examiners of Optometry (American Optometry License)**

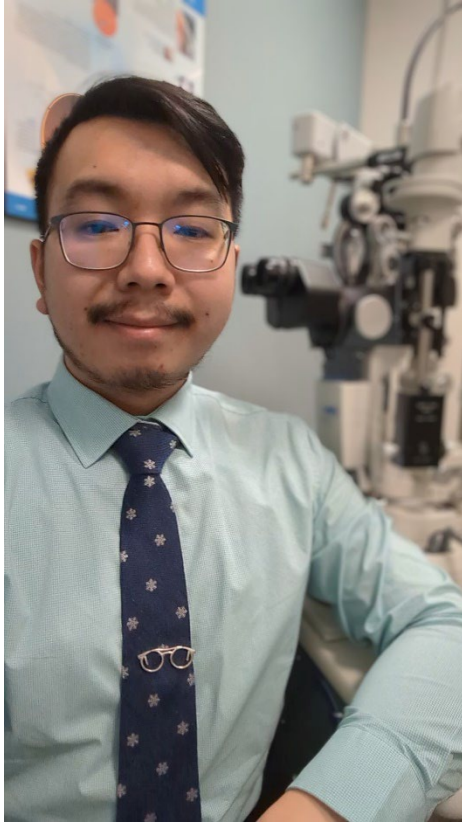
Awards, Scholarships, Acknowledgements

- 2021, 2023, 2025 (Awaiting Results) Nominated – Top Choice Optometry Clinic: Toronto
- 2020-Present #1 Optometrist Rating in Toronto on RateMD.com
- 2020, 2022, 2024 Top Choice Optometry Clinic: Toronto
- 2009 Passion for Optometry Scholarship – America's Best

Language Proficiency

- English - fluent oral, fluent written
- Punjabi - fluent oral, basic written
- Hindi - basic oral
- Urdu - basic oral

Candidate: Dr. Abraham Yuen



Biography

With seven years of experience at the College, Dr. Yuen has served on Council for three years and has been the Chair of the Registration Committee for the last two years. Dr. Yuen also serves as a member on various College committees including, HR Governance, Fitness to Practice and Discipline. He was appointed as a subject matter expert for the National Board of Examiners of Optometry (NBEO) consulting on exam standard setting and redevelopment.

Dr Yuen was the recipient of the OAO President's Award in 2018 for his contributions to the profession. Previously, he was invited to the National Low Vision Working Group and co-authored the CJO's Clinical Practice Guideline: Optometric Low Vision Rehabilitation.

A University of Waterloo Optometry graduate, Dr. Yuen has worked across the GTA, from private practice to side-by-side, and from inner city to family-focused suburban practice. He is currently the owner of Downtown Vision, a full-scope optometry clinic in downtown Toronto with a special focus on advanced dry eye therapy and specialty contact lenses. Dr. Yuen's diverse experience has allowed him to understand the unique challenges both patients and optometrists face in the delivery of optometric services.

Dr Yuen believes in giving back to the community by volunteering with Homeless Connect Toronto, Out of the Cold and the Special Olympics. Dr Yuen enjoys educating the public and has held many public seminars in the community.

Describe an experience where you contributed to protecting the public interest.

As a Council member, every decision is viewed through the lens of upholding public protection. This is best achieved by ensuring transparency, accountability and integrity at every level of governance. Open communication between the College, its members, government and the public is important in informing key decisions and implementing policies that uphold the public interest. By earning the trust of the public in the safe delivery of eyecare, the College should be viewed as facilitators for successful and competent optometric practice. I have dedicated my first term to these principles and hope to continue this vital work if given a second term.

CV

EDUCATION

Doctor of Optometry - University of Waterloo

2017

Bachelor of Honours Science - University of Waterloo

2017

WORK HISTORY

Owner OD: Downtown Vision, Toronto

2024 to present

Associate: FYidoctors, Markham

2017 to present

Associate/Owner: Richmond University Vision Care, Toronto

2018 to 2024

Associate: Dr. Jarrett & Associates, Scarborough

2018 to 2020

Associate: Richmond Optometry, Toronto

2018 to 2020

Associate: Chan Optometry, Markham

2017 to 2018

PROFESSIONAL INVOLVEMENT

College of Optometrists of Ontario

Council Member (GTA District 1)

2022 to present

Registration Committee - Chair

2023 to present

Registration Committee - Member

2018 to 2022

HR Governance Committee - Member

2023 to present

Audit/Risks/Finance Committee - Member

2022

Fitness to Practise Committee - Member

2022 to present

Discipline Committee - Member

2022 to present

National Board of Examiners of Optometry

Part III Task Force/Council - Member

2019 to present

Part II Standard Setting - Subject Matter Expert

2023

Optometry Examining Board of Canada

New OSCE Exam - Piloting Subject

2023

Low Vision National Working Group - (Canadian Journal of Optometry)

2020

Touchstone Institute

IGOEE Exam - TPAO Exam Piloting Subject

2019

PUBLICATIONS

Leat, S et al. (2020). Clinical Practice Guideline: Optometric Low Vision Rehabilitation. Canadian Journal of Optometry, 82(1), 19–62. <https://doi.org/10.15353/cjo.v82i1.1636>

2020

AWARDS

OAO President's Award

2018

PROFESSIONAL MEMBERSHIP

Ontario Association of Optometrists

2017 to present

Curriculum Vitae: Lisa W.T. Christian

(As of November 2024)

PERSONAL DATA

Contact Information

Lisa W. T. Christian *née* Ng, BSc, OD, FCOVD, FAAO
Clinical Associate Professor, Associate Director for Clinical Programs
School of Optometry and Vision Science, University of Waterloo
200 University Avenue West,
Waterloo, Ontario, Canada, N2L 3G1
Phone: (519) 888-4567, ext. 47740
Fax: (519) 725-0624

Education

2004-2005, Clinical Residency: Paediatrics and Binocular Vision
University of Waterloo, School of Optometry

1999-2003, OD: Doctor of Optometry
Illinois College of Optometry

1996-1999, BSc: Biochemistry
Queen's University

Professional Experience

2018 – present, Associate Director Clinical Education, School of Optometry and Vision Science, University of Waterloo
2015- 2018, Associate Director for Clinical Programs, School of Optometry and Vision Science, University of Waterloo
2013- present, Clinical Associate Professor, School of Optometry and Vision Science, University of Waterloo
2012-2014, Associate Director for Clinical Programs (Interim), School of Optometry and Vision Science, University of Waterloo
2011-2013, Continuing Clinical Lecturer, School of Optometry, University of Waterloo
2010-2011, Clinic Director, School of Optometry, University of Waterloo
2008-2010, Assistant Clinic Director, School of Optometry, University of Waterloo
2007-2011 Clinical Lecturer, School of Optometry, University of Waterloo
2005-2007, Clinical Instructor, School of Optometry, University of Waterloo
2004-2005, Clinical Resident, School of Optometry, University of Waterloo
2003-2004, Optometrist, Pearle Vision of Glenview, Glenview IL

Awards & Honours

2023, College of Optometrists in Vision Development Canada, Outstanding Service Award
2021, University of Waterloo, Faculty of Science, Outstanding Performance Award
2021, University of Waterloo, Faculty of Science, Excellence in Science Teaching Award
2013, University of Waterloo, Faculty of Science, Outstanding Performance Award

2010, University of Waterloo, School of Optometry, Distinguished Supervisor Award
2009, University of Waterloo, Faculty of Science, Outstanding Performance Award
2008, University of Waterloo, School of Optometry, Distinguished Supervisor Award
2003, American Academy of Optometry Travel Scholarship
2003, Gold Key International Optometric Honor Society

Professional Development

2013, Association of Schools and Colleges of Optometry (ACOE), Summer Institute for Faculty Development
2012, Fellow of the American Academy of Optometry (FAAO)
2012, Fellow of the College of Optometrists in Vision Development (FCOVD)
2012, Accreditation Council on Optometric Education (ACOE) Consultant Certificate
2011, General Certificate of Registration including Therapeutic Pharmaceutical Agents, Ontario
2004, General Certificate of Registration, Ontario
2003, General Certificate of Registration including Therapeutic Pharmaceutical Agents, Illinois

RESEARCH AND SCHOLARSHIP

Publications

Chapters in Books

1. **Christian, LW.** (2016). Chapter 3: Constant Alternating Exotropia. In: Taub, M.B, Schnell, P.H. Vision Therapy: Success Stories From Around the World Volume 2. Optometric Extension Program Foundation Inc, pp. 20-30.
2. **Christian, LW.,** Bobier, W.R. (2014) Chapter 4: Latent and Manifest Binocular Anomalies. In: Chen, A.I., Leat, S. Paediatric Vision Care: Current Practice and Future Challenges. McGraw-Hill Education, pp. 74-97

Articles in Refereed Journals

1. Brawdy M, Dong CS, Abbas A, Manulak A, Bownes N, Hendricks G, **Christian LW.** The efficacy of virtual media to deliver interprofessional education to healthcare learners in Southern Ontario: Successes, shortcomings, and potential applicability to rural settings. (Nov 2024) *Medical Science Educator*, accepted for publication
2. **Christian LW,** Cunningham D, Quaid P. Outcome measures of in-office optometric visual rehabilitation intervention on oculomotor function, visual processing skills, and reading efficiency scores in children with formally identified academic difficulties. (2024) *Vision Development & Rehabilitation*, 10(1):13-28.
3. **Christian, LW.,** Opoku-Yamoah, V., Rose, K., Jones, D. A., McCulloch, D., Irving, E., Leat, S. J. (2024). Comparing paediatric optometric vision care in Canada over a 14-year period. *Ophthalmic & physiological optics : the journal of the British College of Ophthalmic Opticians (Optometrists)*, 10.1111/opo.13281. Advance online publication. <https://doi.org/10.1111/opo.13281>
4. Niechwiej-Szwedo, E., Brin, TA., Thompson, B., **Christian, LW.** (2024). Kinematic Assessment of Fine Motor Skills in Children: Comparison of a Kinematic Approach and a Standardized Test. *Vision (Basel, Switzerland)*, 8(1), 6. <https://doi.org/10.3390/vision8010006>

5. Stalin, A, Narayan, A, Labreche, T, Khan, S, Stanberry, A, **Christian, LW**, Leat, SJ. (2023). Status of Vision and Eye Care Among Patients in Rehabilitation Hospital Units: A Cross-Sectional Study. *Journal of the American Medical Directors Association*, S1525-8610(23)00945-3. Advance online publication. <https://doi.org/10.1016/j.jamda.2023.10.030>
6. Opoku-Yamoah V, **Christian LW**, Irving EL, Jones DA, McCulloch D, Rose K, Leat SJ. (2023) Validation of the differential visual acuity test (WatDAT), and comparison with existing pediatric tests of visual acuity. *Translational Vision Science & Technology*. 2(9), 13. <https://doi.org/10.1167/tvst.12.9.13>
7. Spafford MM, Chow AHY, Labreche T, Jones DA, **Christian LW**, Furtado NM, MacIver S, Irving EL. (2023) Trust and access: Eye information – seeking practices and preferences among Canadians. *Optometry and Vision Science*, 100(7): 467-474, <https://doi.org/10.1097/OPX.0000000000002038>.
8. **Christian LW**, Brady M, Wohlgemuth E, Hutchings N, Spafford MM. (2023) Teaching cultural safety principles: Optometry student perceptions. *Clinical Experimental Optometry*, 106(2), 150–157. <https://doi.org/10.1080/08164622.2022.2151871>.
9. Leat SJ, Saraf A, Rose K, **Christian LW**, Irving EL, Jones D, McCulloch DL. (2022) Measuring Recognition Visual Acuity in Children - Testability with the Waterloo Differential Acuity Test (WatDAT) *Clinical Experimental Optometry*, 1–7. Advance online publication <https://doi.org/10.1080/08164622.2022.2141101>
10. Hou SW, Zhang Y, **Christian L**, Niechwiej-Szwedo E, Giaschi D. (2022) Evaluating visuomotor coordination in children with amblyopia. *Developmental Psychobiology*, May; 64(4):e22270.
11. Akbari MR, Heirani M, Kundart J, **Christian L**, Khorrami-Nejad M, Masoomian B. (2022) Application of bifocal and progressive addition lenses in the management of accommodative esotropia: A comprehensive review of current practices. *Survey of Ophthalmology*, Feb 17: S0039-6257(22)00033-9.
12. Spafford MM, Jones DA, **Christian LW**, Labreche T, Furtado NM, MacIver S, Irving EL. (2021) What the Canadian public (mis)understands about eyes and eye care. *Clinical Experimental Optometry*, Dec 7:1-10.
13. Niechwiej-Szwedo E, Wu S, Nouredanesh M, Tung J, **Christian LW**. (2021) Development of eye-hand coordination in typically developing children and adolescents assessed using a reach-to-grasp sequencing task. *Human Movement Science*, Dec; 80:102868.
14. McCulloch DL, **Christian LW**, Jones D, Irving EL, Leat SJ, Lucchetti E, Machan CM. (2020) Canadian Clinical Guidelines for Periodic Eye Examinations in Children Aged 0-5 Years. *Canadian Journal of Optometry*, 82(3): 10.
15. Niechwiej-Szwedo E., Thai G, **Christian L**. (2020) Contribution of Stereopsis, Vergence, and Accommodative Function to the Performance of a Precision Grasping and Placement Task in Typically Developing Children Aged 8-14 Years. *Human Movement Science*, 72: 102652.
16. **Christian LW**, Hassan Z, Shure A, Joshi K, Lillie E, Fung K. (2020) Evaluating Attitudes Toward Interprofessional Collaboration and Education Among Health Professional Learners. *Medical Science Educator*, 30: 467-78.
17. Niechwiej-Szwedo E, Meier, K, **Christian L**, Nouredanesh M, Tung J, Bryden P, Giaschi, D. (2020) Concurrent Maturation of Visuomotor Skills and Motion Perception in Typical Developing Children and Adolescents. *Developmental Psychobiology*, 62(3): 353-67.
18. **Christian, LW.**, Nandakumar, K., Hrynchak, P., Irving, E.L. (2018). Visual and Binocular Status in Elementary School Children with a Reading Problem. *Journal of Optometry*, 11, 160-166.

19. Lacroix, Z., Leat, S., **Christian, LW.**, (2018). Optometric Assessment and Management of Patients with Traumatic Brain Injuries. *Canadian Journal of Optometry*, 80:1, 13-18.
20. Niechwiej-Szwedo, E., Alramis, F., **Christian, LW.** (2017). Association Between Fine Motor Skills and Binocular Visual Function in Children with Reading Difficulties. *Human Movement Science*, 56, 1-10.
21. Labreche, T., **Christian, LW.**, Hrynchak, P. (2016). Initial Evaluation of an Optometric Outreach Educational Program. *Optometric Education*, 41:3, 17-21.
22. Alramis, F., Roy, E., **Christian, LW.**, Niechwiej-Szwedo, E. (2016). Contribution of Binocular Vision to the Performance of Complex Manipulation Tasks in 5-13 Years Old Visually-Normal Children. *Human Movement Science*, 46, 52-62.
23. **Christian, LW.**, Labreche, T., Hrynchak, P. (2016). Student Satisfaction with Experiential Learning in External geriatrics and External Paediatrics. *Canadian Journal of Optometry*, 78:1, 6-8.
24. **Christian, LW.**, Bobier, W. R. (2015). The Appearance of Unilateral Leukocoria in a Paediatric Patient. *Paediatrics and Child Health*, 20:7, 347.
25. **Christian, LW.**, MacIver, S., Alfieri, M (2015). Evaluation of Interprofessional Education and Collaboration in Optometry. *Optometric Education*, 40:3, 16-22.
26. Lee, K., **Christian, LW.** (2014). Intermittent Alternating Exotropia – A Personal Journey. *VP Today*, 1:4, 47-50.
27. **Ng, LW.**, Leat, S., Jones, D. (2006). Child Vision Awareness Study – Exploring Vision Care in Children Ages Four to Six. *Canadian Journal of Optometry*, 68:1, 21-30.

Refereed Conference Abstracts (Papers)

1. Niechwiej-Szwedo E, Brin T, Thompson B, **Christian LW.** (2023). Feasibility of using a kinematic assessment of fine motor skills in a clinical optometric setting for children. *College of Optometrists in Vision Development Annual Meeting*. Toronto, Ontario.
2. Kuchtaruk A, **Christian LW**, Dokis S, Alcock D, Joyes C, Wylie L, Cronk S, Paradis J. (2023). Evaluating experiences of healthcare learners and facilitators following a virtual interprofessional education workshop. *International Congress on Academic Medicine*. Quebec City, Quebec.
3. Niechwiej-Szwedo E, Thai G, **Christian L.** (2019). Visuomotor performance on precision grasping and aiming tasks in school-age children with abnormal binocular vision. *The Association for Research in Vision and Ophthalmology Annual Meeting*. Vancouver, British Columbia.
4. **Christian, LW.**, Niechwiej-Szwedo, E (2017). The Association between Binocular Vision and Fine Motor Skills in Children with Reading Difficulties. *Annual Meeting of the American Academy of Optometry*, Chicago, IL.
5. MacIver, S., **Christian, LW.** (2016). A Collaborative Primary Eye Care Model to Improve Adherence to Eye Exams in Patients with Type 2 Diabetes Mellitus. *Annual Meeting of the American Academy of Optometry*, Anaheim, California.
6. Alramis, F., **Christian, LW.**, Roy, E., Niechwiej-Szwedo, E. (2014). The Role of Binocular Vision in the

Performance of Complex Manipulation Tasks. *Canadian Society for Psychomotor Learning and Sport Psychology*, London, Ontario.

7. Niechwiej-Szwedo, E., Chin, J., Liu, M., **Christian, LW.** (2013). The Role of Binocular Visual Input in the Control of Prehension Movements: A Developmental Perspective. *Motor Development Research Consortium, Temple University*, Philadelphia, Pennsylvania.
8. MacIver, S., **Christian, LW.**, Bond, W., Alfieri, M. (2013). The Value of an Optometry-Integrated Primary Care Model to Lowering Risk of Blindness and Augment Chronic Disease Management. *Trillium Primary Health Care Research Day*, Toronto, Ontario.
9. **Christian, LW.**, Peddle, A., Schellenberg, B., Penniford, A. (2012) Binocular Anomalies in Elementary School Children with Reading Problems. *College of Optometrists in Vision Development Annual Meeting*. Fort Worth, Texas.

Refereed Conference Abstracts (Posters)

1. McKinney M, Irving EL, Jones DA, **Christian LW** (2024) Parental Compliance in Response to Vision Screenings in Waterloo, Canada. *Annual Meeting of the American Academy of Optometry*, Indianapolis, Indiana.
2. Spafford MM, Jones DA, **Christian LW**, Labreche T, Furtado NM, MacIver S, Irving EL (2024) Public Perspectives on Eye Educational Videos and Posters. *Annual Meeting of the American Academy of Optometry*, Indianapolis, Indiana.
3. Spafford MM, Stalin A, Yamini A, Dautenhahn K, Thompson B, Christian LW (2024) Perspectives on using Social Robots to support Amblyopia Patching. *Annual Meeting of the American Academy of Optometry*, Indianapolis, Indiana.
4. **Christian LW**, Opoku-Yamoah V, Fan S, Irving EL, Jones, D, McCulloch D, Leat SJ (2023) Extended History Questionnaire: Utility in Identifying Young Children Needing Vision Care. *Annual Meeting of the American Academy of Optometry*, New Orleans, Louisiana.
5. Jones DA, **Christian LW**, Rose K, Opoku-Yamoah V, Irving EL, McCulloch D, Leat SJ (2022) Practices and attitudes toward pediatric eye care. *10th Canadian Optometry School Research Conference*, Montreal, Quebec.
6. Opoku-Yamoah V, Leat SJ, Rose K, Jones DA, Irving EL, McCulloch D, **Christian LW** (2022) Is Canadian pediatric optometric vision care changing? *10th Canadian Optometry School Research Conference*, Montreal, Quebec.
7. Irving EL, Jones DA, Chow A, **Christian LW**, Furtado NM, Labreche T, MacIver S, Spafford MM (December 2022) Eye Care Literacy: How the public wants to learn. *10th Canadian Optometry School Research Conference*, Montreal, Quebec.
8. **Christian LW**, Rose K, Opoku-Yamoah V, Irving EL, Jones, D, McCulloch D, Leat SJ (2022). Changes in Canadian Pediatric Optometric Vision Care over a 14-year Period. *Annual Meeting of the American Academy of Optometry*, San Diego, California.
9. Jones D, Leat SJ, Rose K, Opoku-Yamoah V, Irving EL, McCulloch D, **Christian LW** (2022). Attitudes and Practices of Pediatric Eye Care: A Survey of Canadian Optometrists. *Annual Meeting of the American Academy of Optometry*, San Diego, California.

10. Chen C, **Christian LW** (2022). The Therapeutic Application of Prosthetic Soft Contact Lenses in the Management of Post-Central Retinal Artery Occlusion. *2022 Optometry's Meeting*, Chicago, Illinois.
11. Niavis N, **Christian LW** (2022). Testing Modifications in Patients with Cerebral Palsy. *College of Optometrists in Vision Development Annual Meeting*, Columbus, Ohio.
12. Yuan A, Peddle A, **Christian LW** (2022). The Power of Lenses: A case series on the applications of prisms and tints. *College of Optometrists in Vision Development Annual Meeting*, Columbus, Ohio.
13. Yuan A, **Christian LW** (2022). Cataract Progression and Asymmetric Myopia Development following Hyperbaric Oxygen Therapy. *SECO 2022*. New Orleans, Louisiana.
14. **Christian LW**, Spafford MM, Jones DA, Labreche T, Furtado N, MacIver S, Irving EL (2021). Public Knowledge About Eyes and Vision Care in Canada. *Annual Meeting of the American Academy of Optometry*, Boston, Massachusetts.
15. Rose K, **Christian LW**, Irving EL, McCulloch D, Jones D, Leat SJ (2021). Recognition Visual Acuity in Infants – Testability of the Waterloo Differential Acuity. *Annual Meeting of the American Academy of Optometry*, Boston, Massachusetts.
16. Niechwiej-Szwedo E, Wu S, **Christian L**. (2021). Maturation of Hand-Eye Coordination in Typically Developing Children and Adolescents. *The Association for Research in Vision and Ophthalmology Annual Meeting*. Virtual Meeting.
17. Stein Z, Peddle A, **Christian LW**. (2021) The Application of Binasal Occlusion in the Treatment of Visual Motion Sensitivity and Infantile Esotropia. *College of Optometrists in Vision Development Annual Meeting*. Virtual Meeting.
18. Hou S. Zhang YY, **Christian L**, Niechwiej-Szwedo E, Giaschi D. (2021) Evaluation Visuomotor Coordination in Children with Amblyopia. *Vision Sciences Society Annual Meeting*. Virtual Meeting.
19. Niechwiej-Szwedo E, Thai G, **Christian L**. (2020). Contribution of Stereopsis, Vergence and Accommodation to the Performance of Upper Limb Reaching and Grasping Movements. *The Association for Research in Vision and Ophthalmology Annual Meeting*. Virtual Meeting.
20. Niavis J, Peddle A, **Christian LW**. (2020). Vision Therapy for Oscillopsia: Case Report. *College of Optometrists in Vision Development Annual Meeting*. Virtual Meeting.
21. Leat, S., Khan, S., Stanberry, A. **Christian, LW.**, Labreche, T., Narayan, A. (2019). Vision Needs of Hospitalized Rehabilitation Patients. *Annual Meeting of the American Academy of Optometry*, Orlando, Florida.
22. Patterson, H., Peddle, A., **Christian, LW**. (2019). Case Examples of Interprofessional Collaborations in Children with Specific Learning Disorder. *Annual Meeting of the College of Optometrists in Vision Development*, Kansas City, Missouri.
23. Niechwiej-Szwedo, E., Thai, G., **Christian, LW**. (2018). Contribution of Binocular Vision to the Performance of a Precision Manipulation Task in 8-14 years old children. *The Association for Research in Vision and Ophthalmology Annual Meeting*, Honolulu, Hawaii.
24. Savitska, O., Peddle, A., **Christian, LW**. (2018). Considering Vision Therapy as Treatment for Infantile Esotropia. *Annual Meeting of the College of Optometrists in Vision Development*, Bellevue, Washington.
25. **Christian, LW.**, Tan, W. (2017). Evaluating Optometry Learner's Attitudes towards Pediatric Vision Screening.

Annual Meeting of the American Academy of Optometry, Chicago, Illinois.

26. Yeaman, J., Luk, D., **Christian, LW.** (2017). Management of Post-Concussion Pattern Glare with Optometric Vision Therapy: A Case Report. *Annual Meeting of the College of Optometrists in Vision Development, Jacksonville, Florida.*
27. **Christian, LW.**, Steenbakkers, M., MacIver, S. (2016). Evaluation of the Attitudes of Interprofessional Education in Optometry Students. *Annual Meeting of the American Academy of Optometry, Anaheim, California.*
28. Lacroix, Z., Peddle A., **Christian, LW.** (2016). Optometric Management of Traumatic Brain Injury: A Case Report. *Annual Meeting of the College of Optometrists in Vision Development, St. Louis, Missouri.*
29. **Christian, LW.,** Nandakumar, K. (2015). Visual Status in School Children with Reading Problems in Canada. *Annual Meeting of the American Academy of Optometry, New Orleans, Louisiana.*
30. **Christian, LW.,** Bobier, W.R. (2015). Photographic Leukocoria, *Annual Meeting of the American Academy of Optometry, New Orleans, Louisiana.*
31. **Christian, LW.** (2015). Providing Paediatric Vision Care in Our Community – A Report on the University of Waterloo, Optometry Clinic, External Paediatric Programme. *Annual Meeting of the Canadian Association of Optometrists, Fredericton, New Brunswick.*
32. **Christian, LW.,** MacIver, S. (2015). Evaluation of Interprofessional Collaboration and Education in Optometry. *Annual Meeting of the Canadian Association of Optometrists, Fredericton, New Brunswick.*
33. **Christian, LW.,** Labreche, T., Hrynychak, P. (2015). Student Satisfaction with Experiential Learning in External Clinics. *Annual Meeting of the Canadian Association of Optometrists, Fredericton, New Brunswick.*
34. Alramis, F., **Christian, LW.,** Roy, E., Niechwiej-Szwedo, E. (2015) Development of a Binocular Advantage for the Performance of Complex Manipulation Skills in Visually-Normal Children 5 to 13 years old. *The Association for Research in Vision and Ophthalmology Annual Meeting, Denver, Colorado.*
35. Alramis, F., **Christian, LW.,** Roy, E., Niechwiej-Szwedo, E. (2014). The Role of Binocular Vision in the Performance of Complex Manipulation Tasks. *Canadian Society for Psychomotor Learning and Sport Psychology, London, Ontario.*
36. **Christian, LW.,** Chin, J., Liu, M., Niechwiej-Szwedo, E. (2013). The Role of Normal Binocular Vision in the Development of Fine Motor Skills. *Canadian Optometry Schools Research Conference, Waterloo, Ontario.*
37. **Christian, LW.,** MacIver, S. (2013). Evaluation of Interprofessional Collaboration and Education in Optometry. *Canadian Optometry Schools Research Conference, Waterloo, Ontario.*
38. Labreche, T., **Christian, LW.,** Hrynychak, P. (2013). Student Satisfaction with Experiential Learning in External Clinics. *Canadian Optometry Schools Research Conference, Waterloo, Ontario.*
39. **Christian, LW.,** MacIver, S. (2013). Evaluation of Interprofessional Collaboration and Education in Optometry. *Annual Meeting of the American Academy of Optometry, Seattle, Washington.*

40. Labreche, T., **Christian, LW.**, Hrynchak, P. (2013). Student Satisfaction with Experiential Learning in External Clinics. *Annual Meeting of the American Academy of Optometry*, Seattle, Washington.
41. **Christian, LW.**, MacIver, S., Alfieri, M. (2013). The Value of an Optometry-integrated Primary Care Model in Lowering Risk of Blindness and Augment Chronic Disease Management. *Association of Family Health Teams of Ontario*. Toronto, Ontario
42. **Christian, LW.**, Beattie, K., Duplak, K., Labreche, T. (2013). The Application of Yoked Prisms and Visual Rehabilitation in the Treatment of Visual Midline Shift Syndrome. *College of Optometrists in Vision Development Annual Meeting*, Orlando, Florida.
43. **Christian, LW.**, Labreche, T., Hamboyan, P (2012). Considerations When Prescribing Spectacles for Progressive Supranuclear Palsy: A Case Report. *College of Optometrists in Vision Development Annual Meeting*, Fort Worth, Texas.
44. **Christian, LW.**, Labreche, T. (2012). The Importance of an Eye Exam in Diagnosing Progressive Supranuclear Palsy. *Annual Meeting of the American Academy of Optometry*, Phoenix, Arizona.
45. **Christian, LW.**, Leung, A. (2011). Infantile Nystagmus Secondary to In Utero Drug Exposure in the First Trimester of Gestation: A Case Report. *College of Optometrists in Vision Development Annual Meeting*, Las Vegas, Nevada.
46. **Christian, LW.** (2010). Providing Paediatric Vision Care in our Community – A Report on the University of Waterloo, School of Optometry, External Paediatric Program. *College of Optometrists in Vision Development Annual Meeting*, Rio Grande, Puerto Rico.
47. **Christian, LW.** (2009). Photographic Leukocoria with Concomitant Anisometric Amblyopia in a Paediatric Patient. *College of Optometrists in Vision Development Annual Meeting*, Denver, Colorado.

Other Publications

1. **Christian, LW.** (2013) Eye See...Eye Learn® – Give Your Child the Best Start to School. *Parent-Child Guide Book (Waterloo Region)*, 31:5. 4.
2. **Christian, LW.** (2012). Does Your Child Have Difficulty with Reading? *Parent-Child Guide Book (Waterloo Region)*, 30:5. 6.
3. **Christian, LW.** (2011). Trouble in School? *Parent-Child Guide Book (Waterloo Region)*, 29:5, 7.
4. **Christian, LW.** (2010). 3-D and Binocular Vision – What’s the Connection? *Parent-Child Guide Book (Waterloo Region)*, 28:5, 4.
5. **Christian, LW.** (2010). Trouble in School? Have Your Child’s Eyes Checked. *Guelph Mercury*, B: 3.
6. **Christian, LW.** (2009). Stimulating Your Child’s Vision from Birth to One Year. *Parent-Child Guide Book (Waterloo Region)*, 27:5, 6.
7. **Christian, LW.** (2008). When Should a Child Receive their First Eye Examination? *Parent-Child Guide Book (Waterloo Region)*, 26:5, 9.

8. **Ng, LW.** (2007). Vision Care and Learning in Children. *Parent-Child Guide Book (Waterloo Region)*, 25:5, 8.
9. **Ng, LW.** (2006). Relationship Between Vision and Your Child's Development. *Parent-Child Guide Book (Waterloo Region)*, 24:5, 5.

Lifetime Summary

	First Author	Co-Author	Total
Refereed Papers	9	18	27
Conference Presentations	22	34	56
Chapters in Books	2		2
Other Publications	9		9

Invited Addresses

1. Calling All Babies! The Importance of an Eye Exam Before Age One. (2024) *Continuing Education 2024, Optometric Assistants Program, Waterloo Eye Institute and Ontario Association of Optometrists*. Markham, Ontario.
2. Amblyopia Treatment Updates (2023). *Continuing Education: UWaterloo + You*. Kitchener, Ontario.
3. Seeing is Belonging (2023). *Research Canada: Reinventing Children's Health through Game Changing Pediatric Research and Innovation*. Ottawa, Ontario.
4. Vision and Learning (2019). *Continuing Education Optometric Assistants Program 2019, University of Waterloo, School of Optometry and Vision Science*. Waterloo, Ontario.
5. Vision Information Processing: 12-hour workshop (2019). *College of Optometrists in Vision Development*, Waterloo, Ontario.
6. The Relationship Between Vision and Learning (2018). *National Summit 2018, Optometric Services Inc*. Niagara Falls, Ontario.
7. Pediatric Prescribing: When and How Much? (2018). *Continuing Education 2018, Ontario Associations of Optometrists*. Toronto, Ontario.
8. A Review of Common Binocular Vision Disorders: Treatment, Management and its Connection to Learning (2017) *West China International Myopia Control and Eye Care Symposium*, Chengdu, China.
9. The Importance of a Paediatric Eye Exam. (2017) *West China International Myopia Control and Eye Care Symposium*, Chengdu, China.
10. Why Does a Child See an Optometrist for a Learning Problem? (2013) *Ontario Medical Association Annual Meeting*, Toronto, Ontario.
11. When Does My Child Need an Eye Exam? (2013) *Continuing Education 2013, Optometric Assistants Program, Nova Scotia Association of Optometrists*. Halifax, Nova Scotia.
12. What is Vision Therapy? (2013) *Continuing Education 2013, Optometric Assistants Program, Nova Scotia Association of Optometrists*. Halifax, Nova Scotia.
13. Vision and Learning...What's the Connection? (2013) *Continuing Education 2013, University of Waterloo School of Optometry and Vision Science*, Waterloo, Ontario.
14. Calling All Babies! The Importance of an Eye Exam Before Age One. (2013) *Continuing Education 2013*,

Optometric Assistants Program, Ontario Association of Optometrists. Ottawa, Ontario.

15. Does My Child Have a Lazy Eye? (2012). *Family Medicine Forum 2012*. Toronto, Ontario.
16. Babies Need Their Eyes Checked Too! (2012). *Continuing Education 2013, Optometric Assistants Program, University of Waterloo School of Optometry and Vision Science, Waterloo, Ontario.*
17. Understanding and Managing Binocular Vision Deficits in Children (2012). *Continuing Education 2012, Optometric Assistants Program, Ontario Association of Optometrists, Toronto, Ontario.*
18. Integration of Home Therapy System (HTS) into WRDSB Elementary Schools (2011). *Waterloo Region District School Board, Kitchener, Ontario.*
19. Pilot Project: University of Waterloo, School of Optometry External Paediatrics Clinic and the Waterloo Region District School Board – Link between Binocular Vision and School Performance (2010). *Waterloo Region District School Board, Kitchener, Ontario.*
20. Ocular Therapeutics in the Paediatric Patient – What to Use? When? and Why? (2010). *Continuing Education 2010, University of Waterloo School of Optometry, Waterloo, Ontario.*
21. Common Vision and Ocular Problems Seen in the Paediatric Population (2009). *Our Place Early Years Centre, Kitchener, Ontario.*
22. Common Vision and Ocular Problems Seen in the School-Age Population. (2009). *Upper Grand District School Board, Guelph, Ontario.*
23. Vision Development in Children – Visual Milestones You Should Be Looking For. (2007). *Child Health Fair, YMCA Early Years Centre, Waterloo, Ontario.*
24. The Link Between Vision and a Child’s Academic Performance. (2007). *Upper Grand District School Board, Guelph, Ontario.*
25. Vision Exams versus Vision Screenings. – What’s the Difference? (2007). *A.R. Kaufman Public School, Waterloo, Ontario.*
26. Importance of Early Vision Care in Children. (2006). *Child Health Fair, YMCA Early Years Centre, Waterloo, Ontario.*

Other Addresses

1. Providing Paediatric Vision Care in our Community – a Report on the University of Waterloo, School of Optometry, External Paediatric Programme. (2008). *University of Waterloo, School of Optometry, Waterloo, Ontario.*
2. Campaign Towards Comprehensive Vision Examination of Preschool Children – What is Being Done and Why? (2005). *University of Waterloo, School of Optometry, Waterloo, Ontario.*

Funding Record

Research Funding Record

Principal Investigator (co-investigators)	Project Title, Funding Agency	Total Amount	Funding Period
Thompson, B (Dautenhahn K, Christian, LW , Drysdale M, Spafford MM)	From eye patches to robots – Using socially interactive technology to improve health outcomes in children with amblyopia <i>New Frontiers in Research Fund (NFRF)</i>	\$250,000	2024-2026
Niechwiej-Szwedo, E (Christian, LW , Thompson B, Tung J)	Harnessing technology and AI to advance the pediatric assessment of sensorimotor and cognitive functions. <i>University of Waterloo, CBB Seed Fund</i>	\$10, 000	2024
Kelly, K (Christian, LW , Tung J)	Eye-body coordination during stair climbing in children with amblyopia. <i>University of Waterloo, CBB Seed Fund</i>	\$10, 000	2024
Christian, LW.	Investigating Vision Screening Referral Rates in Southwestern Ontario <i>The Cowan Foundation and Lions Club International</i>	\$77, 041	2023-24
Christian, LW.	Seeing is Belonging: Barrier-Free Vision Clinic <i>The Azrieli Foundation</i>	\$655,000	2023-26
Christian, LW.	Developing a model to provide accessible vision care for individuals with Intellectual Developmental Disabilities (IDD) <i>Canadian Optometric Education Trust Fund</i>	\$6250	2023
McKinney, M. (Irving EL., Jones, DA, Christian, LW.)	Translating Vision Screenings into Eye Exams <i>Canadian Optometric Education Trust Fund</i>	\$4000	2023

Niechwiej-Szwedo, E (Christian, LW , Polatajko, H, Thompson, B, Tung, J, Zahirovic, N)	Deep Phenotyping of Typical and Atypical Development of Eye-Hand Coordination in Children with DCD <i>UK Waterloo Foundation</i>	\$98,196	2023-25
Thompson, B. (Christian, LW , Spafford MM, Dautenhahn, K)	Enhancing Adherence to Amblyopia Treatment Using Social Robotics <i>Graham Seed Fund</i>	\$20,000	2023
Christian, L.W (Woo, S)	Translating Vision Screenings to Eye Exams <i>The Cowan Foundation and Lions Club International</i>	\$100,000	2022 - 2023
Christian, L.W. (Quaid, P)	Investigating the Causal Relationship Between Visual Skills Dysfunction and Reading Efficiency. <i>College of Optometrists in Vision Development Research Grant</i>	\$10,000 (US)	2022
Christian, L.W., Leat, SL (Irving, EL, Jones, D, McCulloch, D)	Identifying children at risk of learning-related visual difficulties <i>Vision Therapy Canada</i>	\$5875	2021
Jones, DA (Christian, L.W., Furtado, N., Irving EL., Labreche, T., MacIver, S., Spafford, MM.)	Entertaining Patient Education Evaluation <i>Canadian Optometric Education Trust Fund</i>	\$1000	2021
MacIver, S. (Christian, L.W., Furtado, N., Irving EL., Jones, D., Labreche, T., Spafford, MM.)	Eye-Care Literacy: How the Public Wants to Learn <i>Canadian Optometric Education Trust Fund</i>	\$1000	2020
Leat, SL (Christian, L.W., Irving, EL, Jones, D, McCulloch, D)	Development of a New Differential Visual Acuity for Infants with Blindness and Vision Loss <i>Fighting Blindness Canada</i>	\$171,300	2019
Christian, LW, Neichwiej-Szwedo, E.	Aging with a Brain Injury: Impact on Visuomotor Function and Community Participation <i>Network for Aging Research (NAR) Catalyst Grant</i>	\$20,000	2019

Christian, LW. (Neichwiej-Szwedo, E., Giaschi, D.)	Visuomotor Function in Children with Amblyopia: Implications for Clinical Assessment and Treatment <i>College of Optometrists in Vision Development Research Grant</i>	\$6500 (US)	2019
McMillan, C (Bright, J., Christian LW. , Hanbridge, R., Juutilainen, S., Killeen, R., Lillie, E., Manson, K., Stanberry, A.)	Decolonizing Health Studies: A Workshop Aimed at Promoting Cultural Safety and Mitigating Bias Among UW Faculty <i>Learning Innovation and Teaching Enhancement Grant</i>	\$3250	2019
Christian LW. (Hutchings, N., Spafford, M)	Evaluation of the Attitudes in Optometry Instructors and Learners on Interprofessional Education <i>School of Optometry Seed Funding</i>	\$10,000	2019
Leat, S. J., Irving, E.L. (Christian, LW. , Jones, D.A, McCulloch, D)	Differential Acuity for Measuring VA in Infants <i>Canadian Optometric Education Trust Fund</i>	\$2000	2019
Brin, T. (Christian, LW. , Thompson, B)	MOCHA: Motor Function in Children with Amblyopia <i>Canadian Optometric Education Trust Fund</i>	\$1200	2019
Christian LW. (Niechwiej-Szwedo, E)	See Better, Move Better: The Role of Binocular Vision in the Development of Hand-Eye Coordination <i>Canadian Optometric Education Trust Fund</i>	\$2000	2017
Christian, LW.	Modified CISS to Assess Symptoms in Patients with Accommodative Dysfunction (Treatment Response in Accommodative Insufficiency (TRAIIn) Study) <i>Canadian Optometric Education Trust Fund</i>	\$2000	2015

Christian LW. (Irving, E., Kulp, M., Mitchell, G.L., Oechslin, T., Schnell, P.)	Modified CISS to Assess Symptoms in Patients with Accommodative Dysfunction (Treatment Response in Accommodative Insufficiency (TRAIIn) Study) <i>College of Optometrists in Vision Development Research Grant</i>	\$8000 (US)	2014
Christian LW. (MacIver, S.)	Evaluation of Interprofessional Collaboration and Education in Optometry <i>Vistakon Innovation in Education Grant.</i>	\$5,500	2012
Ng, LW. (Leat, S., Jones, D.)	Child Vision Awareness Study – Exploring Vision Care in Children Ages Four to Six <i>Canadian Optometric Education Trust Fund (COETF).</i>	\$1,700	2005

Innovation Clinical Practice Funding Record

Principle Investigator (co-investigators)	Project Title, Funding Agency	Total Amount	Funding Period
Christian, L.W (Woo, S)	Translating Vision Screenings to Eye Exams <i>The Cowan Foundation and Lions Club International</i>	\$100,000	2022 - 2023
Murphy, P.M. (Christian, L.W., MacIver, S., Hutchings, N.)	Seeing is Belonging <i>The Kitchener and Waterloo Community Foundation</i>	\$100,000	2015-2020
Freddo, T.F. (Christian, L.W.)	Vision Outreach Clinics <i>The Kitchener and Waterloo Community Foundation.</i>	\$15,500	2011 - 2012

SERVICE

Committees

External

2023 – present, College of Optometrists of Ontario, Executive Committee, Member
2023 – present, College of Optometrists of Ontario, HR-Governance Committee, Chair
2023 – present, College of Optometrists of Ontario, Quality Assurance Committee, Member
2022, College of Optometrists of Ontario, Clinical Practice Panel Committee, Chair
2022, College of Optometrists of Ontario, Registration Committee, Member
2021-present, College of Optometrists in Vision Development, National Faculty Liaison, Co-Chair
2021, College of Optometrists of Ontario, Governance/HR Committee, Member
2021, College of Optometrists of Ontario, Discipline Committee, Member
2020 – present, Canadian College of Specialties in Optometry, Binocular Vision Working Group, Chair
2020, College of Optometrists of Ontario, Audit and Finance Committee, Member
2017- 2019, College of Optometrists in Vision Development, Canadian Chapter, Vice-President
2015- 2021, College of Optometrists in Vision Development, Academic Committee, Co-Chair
2015 – present, Southwestern Academic Health Network, Member
2013, College of Optometrists of Ontario, Quality Assurance Committee, Member
2013, College of Optometrists in Vision Development, Education Committee, Member
2012, Ophthalmology 2013 OMICS Group, Organizing Committee, Member
2012, College of Optometrists of Ontario, Quality Assurance Committee – Clinical Practice Panel, Member
2010-2015, College of Optometrists in Vision Development, National Faculty Liaison, Co-Chair
2005-2011, College of Optometrists of Ontario, Registration Committee, Member

School (University of Waterloo, School of Optometry)

2020 – present, Faculty Performance and Evaluation Committee, Member
2020 – present, Waterloo Eye Institute, Steering Committee, Member
2018 – present, Residency Committee, Chair
2018 – present, Clerkship Committee, Chair
2018 – 2020, School Advisory Committee on Appointments, Member
2017 – 2019, Strategic Planning Committee, Member
2012 – 2018, Clinic Committee, Chair
2012 – 2015, Quality Assurance Committee, Member
2012 – 2014 Space Committee, Member (Faculty of Science)
2008 – 2011, Clinic Committee, Member
2011 – present, Undergraduate Committee, Member
2009 – present, Administrative Council, Member
2009 – 2014, Clinic Renovations Design Committee, Member
2006 – present, College of Optometrists in Vision Development, Faculty Liaison

School Appointments

2012- present, Associate Director Clinical Programs
2008- 2015, Binocular Vision Clinic, Clinic Head
2005- 2015, External Paediatrics Clinic, Clinic Head
2005-2008, Campus Lions Club, Co-Faculty Chair

PROFESSIONAL ACTIVITIES

Society Memberships

2007-present, Faculty Association of the University of Waterloo (FAUW), Member
2004-present, Canadian Association of Optometrists (CAO), Member

2004-present, College of Optometrists of Ontario (COO), Member
2004-present, Ontario Association of Optometrists (OAO), Member
2003-present, Gold Key International Optometric Honor Society, Member
2003-present, Illinois College of Optometry Alumni Association, Member
2002-present, College of Optometrists in Vision Development (COVD), Member
2000-2005, American Optometric Association (AOA), Member

Refereeing

Journals (~2-4 articles/year)

2023, *Vision Development & Rehabilitation*, Editorial Board Member
2016-present, *Canadian Medical Association Journal*
2010-2015, *Contact Lens and Anterior Eye*

ESTHER JOODA (CHRL, Executive MBA)

Iretioluwa.jooda@gmail.com | 416 917-9796 | [linkedin.com/in/estherjooda](https://www.linkedin.com/in/estherjooda)

PROFESSIONAL PROFILE : Strategic HR Leader | Change Catalyst

For over 14 years, I have passionately driven organizational success by delivering strategic HR guidance and transformational change to senior leaders across diverse industries. With a proven track record of leading impactful initiatives, modernizing systems, and championing equity, diversity, and inclusion, I am a credible HR partner who thrives in dynamic environments.

Key Strengths:

- **Strategic Leadership:** Trusted as a credible HR leader, I have orchestrated significant transformation in complex organizations, optimizing systems and energizing teams to reach new heights.
- **Innovative HR Solutions:** My expertise lies in formulating and executing HR strategies that harness evolving business trends and talent dynamics. I adeptly align people priorities with broader vision, strategic goals, and business imperatives.
- **Global Collaboration:** With extensive experience collaborating with global and executive leadership in large enterprises, I excel in steering comprehensive people strategies that invigorate organizational effectiveness. My portfolio encompasses People and culture strategic planning, talent programs design and execution, leadership development, performance management, organizational design, career progression, compensation strategies, employee engagement, diversity initiatives, HR transformations, and more.
- **Data-Driven Insights:** Leveraging people analytics and astute business acumen, I ensure that HR decisions are aligned with long-term plans, supporting evidence-based strategies that drive sustainable growth.
- **Change Management Mastery:** I thrive in fast-paced environments, managing multiple priorities and leading with a risk-aware mindset. My adaptability and penchant for embracing new challenges have consistently yielded positive results.

Professional Highlights:

- Led transformative change initiatives that revitalized complex organizations, fostering innovation, and boosting productivity.
- Partnered closely with global and executive leadership, aligning people strategies with overarching business goals to enhance organizational performance.
- Spearheaded talent programs, leadership development, performance management, and diversity and inclusion initiatives to nurture a high-performance culture.
- Utilized data-driven insights to optimize HR strategies and drive sustained business growth.
- Demonstrated adeptness in change management, effectively navigating fast-paced environments and delivering exceptional results.

Throughout my journey, I have thrived in diverse environments, embracing new challenges, and championing positive change. My ability to seamlessly transition between roles and industries underscores my resilience and commitment to continuous growth.

KEY SKILLS

- | | | |
|--------------------------------|---|--|
| • People Strategy and planning | • Succession Planning | • Project Management |
| • Talent Management | • Change management | • Diversity and Inclusion |
| • Organizational Design | • People and Stakeholder management | • Excellent oral and written communication |
| • Workforce Planning | • Employee relations | • Problem-Solving and Analytical |
| • Leadership Development | • Workforce Analytics | • Coaching, facilitation, and Training |
| • Performance Management | • Compensation review, design, and Job evaluation | • Advanced MS Office skills |

EDUCATION AND QUALIFICATION

- Executive MBA, Ivey School of Business (Western University)
- Master's degree in human resources (Industrial and Labor Relations)
- Certified Human Resource Leader (CHRL), HRP Ontario

PROFESSIONAL EXPERIENCE

Senior Manager, HRBP,

Digital Strategy, Innovation and Payments/ Strategy, Change and Operational Excellence.

2024 till present

Wealth Management

06/2021 - 2024

TD Bank

- Work with business leaders (senior executive team) to develop and deliver people focused strategies, initiatives, and priorities to enable the development, engagement, and retention of top and diverse talent within the wealth business in alignment with the business strategy. This includes workforce planning, org design, change management, talent and leadership development, performance management, organizational design, succession planning, employee engagement, total rewards, talent strategies, employee relations, career development, capability development and employer branding
- Develop and drive the strategic people plan and roadmap in alignment with the business strategy, enterprise HR annual plans and TD culture
- Lead the assessment of change impacts of enterprise wide and business specific initiatives to prepare integrated change management plans, manage change readiness and resistance. Coach leaders and impacted stakeholders in the adoption and successful delivery of the change.
- Work with business leaders to consistently review bench strength for critical and specialized roles as well as develop plans to bridge talent gaps and mitigate risk and threats identified
- Partner with HR Community of Expertise (COEs) e.g., Talent Acquisition, Compensation, Learning and development, HR contact centre etc. to design and implement programs strategies, programs, and processes, systems and tools for the wealth business as well as provide feedback and insight on the effectiveness of current programs.
- Coach, guide, and mentor leaders on leading their teams, problem solving, managing performance, having difficult conversations, identifying, and managing top talent as well as driving the TD culture.
- Drive DEI programs across the business with a focus on intentionality in hiring diverse candidates and creating an inclusive environment for talent to thrive and succeed

Senior Consultant, HR Transformation

01/2019 – 06/2021

Deloitte, Canada

- Led complex and large organization/ HR transformation programs and worked with Senior Leadership team of major technology and software companies to align their people priorities and strategy with the overall business strategy and objectives
- Led large projects that support clients in renewing their HR and technology strategy, designing the HR operating, shared services and service delivery model (client segmentation and access channels), change management, HR organizational design and development, process redesign and automation, improving HR service delivery, strengthening internal operations and processes enabled by cloud technologies to deliver a best-in-class employee experience
- Identified client/business needs and provided maximum value to businesses through the alignment of their people strategy and strategic initiatives, HR activities and programs to deliver seamless and best in class customer centric HR services
- Analyzed workforce data and metrics to draw business insights and recommendations that helped business leaders make informed decisions that impact business outcomes
- Collaborated with leaders to understand future of work and HR trends as it impacts and disrupts the work, workforce, and workplace

Manager, People and Culture

10/2016 – 04/2018

PwC

- Seconded to establish and develop the HR function at a rapidly growing tech company, aligning the HR Strategy with both short-term objectives and long-term growth aspirations.
- Worked closely with HR and business leaders on a range of targeted needs from building strategies to implementing programs, complex policies, processes, and frameworks.
- Led projects that delivered strategic HR programs and initiatives across talent management such as performance management, succession planning, talent acquisition, talent reviews, workforce planning, employee engagement, leadership development, learning, total rewards, and HR operations and technology.
- Led and seamlessly delivered change management initiatives for large transformation programs by identifying the need for change and directing the implementation and adaptation to new or changing structures, cultural change, and processes
- Pioneered the PwC HR Academy focused on people and leadership development across public and private sectors
- Developed, designed, and delivered leadership training and coaching programs to ensure leaders had the right capability to deliver on their strategic priorities
- Set up net new HR functions for new and existing organizations including designing HR and talent strategy, policies and procedures, processes and personas, operating model, performance management framework, grading structure, compensation structure, HR toolbox, staffing needs.
- Designed, facilitated, and participated in client workshops including strategy sessions/labs and focus group sessions to understand their current state challenges and reimagine the future of HR
- Assessed organizations business plan to determine future workforce needs, workforce requirements and implications on organizational structure to short- and long-term business priorities
- Collaborated with leaders to define their culture aspirations by assessing their current culture, designing, and implementing a culture road map to build emotional commitment and facilitate behavior adoption
- Assessed organizations current strategic landscape and developed a clear baseline to link business strategy to people activities through the employee lifecycle, measuring success over a period
- Supported organizations in building and maintaining strong engagement levels – including managing pulse surveys, analyzing results to gain insights that drive the leaders to make informed decisions

Head, HRBP

03/2015 - 10/2016

Transcorp Plc. (Unionized Conglomerate)

Supported over eight thousand employees including technology teams, 12 executive leaders including the President, subsidiary CEOs and led a team of **HRBPs** across subsidiaries.

- Developed and implemented the HR and talent Strategy, HR budget, policies, HR information system, talent frameworks, reward programs and payroll across all four subsidiaries.
- Led the planning and delivery of human resource strategic initiatives, policies and programs and ensured alignment with business objectives and HR strategic priorities.
- Evaluated, presented the case for change, and drove the implementation of the appropriate resourcing and talent management initiatives with business leaders (including Board Chairman, President, and Subsidiary CEOs) to ensure that Transcorp had the talent required to deliver its strategy.
- Communicated approved initiatives, policies and procedures to business leaders and staff and drove compliance and adoption.
- Supported the subsidiaries across locations and provided guidance on a variety of employee relation matters.
- Led talent transformation initiatives with a focus on revamping the total rewards program (job evaluation, compensation restructuring and talent reassignment) for one of the largest power generation companies, saving the company over \$1,000,000 in salaries
- Developed and maintained a competitive and merit-based compensation system to support the organization's reward philosophy as well as its talent attraction and retention strategies.

- Provided guidance, direction and advice to the leaders and employees relating to employment issues such as interpretation of HR policies & procedures, recruitment & selection, performance management, exits/terminations, learning & development, transfers, benefits administration, change and people management issues & communication, collective bargaining agreement clauses and labour relations.
- Designed and implemented the HR processes for the group, ensuring streamlined and standardized processes adopted across the group to deliver consistent HR services and seamless employee experience
- Supported subsidiary CEOs and Directors in determining and assessing their workforce planning needs to identify talent gap and pipeline requirements to enable efficient recruitment and resourcing processes, through continual examination and alignment of positions, job descriptions, headcount, and organization structure in consideration of business short and long-term needs
- Coached and provided guidance to management on learning and development needs to ensure optimal returns on investments in people
- Consulted with the Department Heads and Line Managers, to design and implement staff training and develop strategies to address identified needs with suitable training interventions
- Kept abreast of relevant legislative and regulatory changes to ensure that the business remains compliant
- Implemented the corporate culture and change interventions of defined corporate values and organizational culture
- Identified leadership and professional development needs of employees and championed HR interventions that improved business performance through people.
- Identified talent needs and leadership bench strength and implemented talent movement / mobility plans, as well as executed talent development plans and programs including diversity and inclusion
- Partnered with business leaders and managers to support their teams in meeting their performance goals
- Reviewed outputs from the periodic performance reviews, analyzed data, presented reports, and advised leadership on their implications for operational performance, succession management and employee engagement
- Facilitated the adoption of a strategic approach to exit management and oversaw the establishment of the appropriate processes and practices

Other roles include:

Talent Acquisition Consultant, Rogers Communication Inc. Canada	04/2018 – 01/2019
Senior Consultant, People & Change Management PwC	11/2012 – 03/2015
Talent Acquisition and Sourcing Specialist, Global Profilers	11/2011 – 11/2012
HR and Learning Coordinator, DyscoverYou International	07/2010 – 11/2011
HR and Admin Lead, LA Carlson Industries	01/2007 – 06/2010

VOLUNTEER EXPERIENCE

-
- **Council Member (HRG Committee) and Chair, Patients Relations**, Council of College of Optometrist of Ontario
 - **Volunteer Mentor**, Family, and Children services of the Waterloo Region
 - **Director/Lead-Convener**, Nigerian Canadian HR Community
 - **Women in Wealth Leadership Committee**, TD Wealth
 - **Community Engagement and Partnership Volunteer**, Lean-in Canada
 - **Mentor**, **Deloitte's Impact Everyday Campaign** - Mentor Canada
 - **Director**, Omotoke Childcare Foundation (OCF)

Pooya Hemami, OD, MBA, CFA
Council Member, College of Optometrists of Ontario

Profile

Fluently bilingual optometrist practicing in primary care-focused clinics in Ottawa, and concurrently also engaged as a consulting equity research analyst and supervisory analyst at Edison Group (London UK)

Education

- Doctor of Optometry, University of Montreal (1996–2000)
- Master of Business Administration, McGill University (2002–06 part-time)
- Chartered Financial Analyst (2011)

Regulatory-related experience

- President, College of Optometrists of Ontario (2017 – 2019)
- Vice-President, College of Optometrists of Ontario (2015, 2016, 2023)
- Director, Federation of Optometric Regulatory Authorities of Canada (FORAC) (2017 – 2019)
- Member representative, Optometry Examining Board of Canada (OEBC) (2017 – 2019)
- Treasurer, College of Optometrists of Ontario (2011 – 2014)
- Representative, Canadian Optometric Evaluation Committee (COEC) of FORAC (2014 – 2017)
- Council Member, College of Optometrists of Ontario (late 2010 – 2019, 2022-present)
- College of Optometrists of Ontario Committee experience:
 - Executive (2013 – 2019, 2023; Chairperson in 2017-19)
 - Governance or HR/Governance (2022, Chairperson in 2017- 2018)
 - Registration (2008 – 2012; 2020-21; 2024)
 - Audit Finance and Risk (2019, 2023-24)
 - Inquiries, Complaints and Reports (2015)
 - Quality Assurance (2013 – 2014, 2022)
 - Fitness to Practice (2012 – 2014)
 - Clinical Practice Panel (2006 – 2007, 2016)
 - Discipline (late 2010 – 2014, 2016 – 2019, 2022-2024)

Practice background and affiliations

- Actively engaged in primary care-oriented optometric practice
- Previously also worked in refractive surgery co-management
- New Therapeutic Privileges (NPT) Certification in Quebec
- Member, Ontario Association of Optometrists

Additional Professional experience

Supervisory and Equity Research Analyst 2012-Present Edison Group

- I work within a team of three and review and supervise reports prepared by other (approximately 30) research analysts globally (primarily London UK), across all sectors and industries; I also prepare my own research and analysis on listed healthcare and medical eye care companies

Equity Research Associate/Analyst 2007-2012 Desjardins Capital Markets

- I perform detailed financial and strategic analysis of public companies operating in the healthcare sector and help sustain client business relationships

Computer/IT Knowledge

Microsoft Windows, Office, Teams; Salesforce; Blue Matrix; Bloomberg; Refinitiv; C/C++/Java Programming; iOS/Android; MacOS; Linux

Narendra Shah

Narendra is an accomplished health care executive who has over 30 years of management and governance experience in diverse health care settings in Ontario. He has held several senior leadership positions including a provincial addictions agency; teaching and community hospitals in Toronto and Ottawa; as regional director for Central GTA , Hamilton and Niagara regions with the Ontario Ministry of Health and Long Term Care where he was responsible for funding and performance of many hospitals, long-term care facilities, home care and community agencies. He was the Chief Operating Officer with the Mississauga Halton LHIN for over seven years where he was responsible for planning, funding and accountability of over 80 health care providers with a budget in excess of \$1.3 billion.

His accomplishment includes in providing leadership in health care transformation to better integrate care, improve management efficiency and effectiveness of the health care system. He is known for his leadership in change management, strategic partnerships, policy development, and he has developed innovative solutions to resolve intractable health care system issues, governance and operational excellence.

His current governance experience includes being a board member and past Chair of the Board of Nucleus Independent Living (2017-June 2020) a community health agency that provides care at home to seniors and adults with disabilities. He sits on the Council of the College of Optometrists of Ontario as an appointed public member by the Ontario Cabinet. He has served on several other boards including the Wellfort Community Health Services (Brampton), the United Way of Peel Region where he was Chair of its governance committee; Hospital Shared Services Inc. (Ottawa) amongst others.

Narendra received his Master's degree in Health Management from the University of Toronto where he was the recipient of the Canadian Liquid Air Award for top standing in his graduating class. He is a member of the Canadian College of Health Leaders and holds the Certified Health Executive designation from the College.



BRIEFING NOTE
GOVERNANCE/HR COMMITTEE
Council meeting – January 2025

Subject

Appointment of Committee Chairs and Members - 2025

Issue

As per its terms of reference, the Governance/HR Committee is responsible for recruiting committee members and for proposing chair and committee compositions. The Governance/HR Committee is also responsible for recommending non-Council volunteers for appropriate committee vacancies. In line with this, and following the terms of reference for each committee, the Governance/HR Committee has prepared committee slate recommendations for Council to consider and approve, which will be shared after the election of the Executive Committee.

The recommendations take into consideration a number of factors, including experience, competency, expertise, and any preferences indicated by Council members. The Committee has also ensured that each committee meets statutory requirements where appropriate and aligns with obligations under the College’s By-laws. Regarding non-Council volunteers, the Committee reviewed information provided by each of the applicants and is recommending all of them for committee appointments.

Since the chairs of the Governance/HR and Audit/Finance/Risk committees are being determined by the Executive Committee election process—which will elect a ratio of three professional and two public members, according to the College’s By-laws—individuals filling those specific chair positions are determined by the Executive Committee election, not the Governance/HR Committee. The elected individuals will be added once the election is finalized, along with any additional changes that are necessary as a result of Executive election outcomes.

Decision for Council

Approval of proposed committee memberships for 2025 as set out by the Governance/HR Committee.

Contact

Chad Andrews | Director of Research and Policy

5-8 / UPCOMING MEETINGS

5. Upcoming Council Meetings
 - a. Friday, February 7, 2025 (Orientation)
 - b. Friday, March 7, 2025
 - c. Thursday, June 12, 2025 (AGM)
 - d. Friday, June 13, 2025
 - e. Friday, September 19, 2025
 - f. Friday, December 12, 2025
6. List of Acronyms
7. Governance Guide: Robert's Rules
8. Adjournment – approximately 11:10 a.m.

List of Acronyms Used by the College of Optometrists of Ontario

Acronym	Name	Description
AAO	American Academy of Optometry	Organization whose goal is to maintain and enhance excellence in optometric practice
ACO	Alberta College of Optometrists	Regulates optometrists in Alberta
ACOE	Accreditation Council on Optometric Education	A division of AOA Accredits optometry schools in US and Canada Graduates of these schools may register in Ontario without additional education
ADR	Alternative Dispute Resolution	An alternate process that may be used, where appropriate, to resolve some complaints
AGRE	Advisory Group for Regulatory Excellence	A group of six colleges (medicine, dentistry, nursing, physiotherapy, pharmacy and optometry) that provides leadership in regulatory matters
AIT	Agreement on Internal Trade	Federal/Provincial/Territorial agreement intended to foster mobility of workers
AOA	American Optometric Association	Main professional association for optometrists in the US
ARBO	Association of Regulatory Boards of Optometry	Association of optometric regulators including, US, Canada, Australia and New Zealand
ASOPP	Advanced Standing Preparatory Program	An education pathway for individuals who have completed optometry training outside of North America and who wish to obtain a license to practice in Canada
BV	Binocular Vision	The assessment of the relationship and coordination of the two eyes
CACO	Canadian Assessment of Competency in Optometry	Canadian entry-to-practice examination for optometry-administered by CEO-ECO to 2017
CAG	Citizen's Advisory Group	A forum for patients and health-care practitioners to discuss issues of mutual concern
CAO	Canadian Association of Optometrists	Represents the profession of optometry in Canada; its mission is to advance the quality, availability, and accessibility of eye and vision health care
CAOS	Canadian Association of Optometry Students	The Canadian optometry student association with chapters in both Waterloo and Montreal
CE	Continuing Education	Courses, programs, or organized learning experiences usually taken after a degree is obtained to enhance personal or professional goals
CEO-ECO	Canadian Examiners in Optometry	Former name of OEBC; administered the CACO exam on behalf of the provincial and territorial optometric regulators (see OEBC)

List of Acronyms Used by the College of Optometrists of Ontario

Acronym	Name	Description
CJO	Canadian Journal of Optometry	Journal published by CAO whose mandate is to help optometrists build and manage a successful practice
CLEAR	Council on Licensure Evaluation and Regulation	International body of regulatory boards – mainly US and Canadian members
CMPA	Canadian Medical Protective Association	Professional liability insurer for physicians
CNAR	Canadian Network of Agencies for Regulation	
CNCA	<i>Canada Not-for-profit Corporation Corporations Act</i>	
CNIB	Canadian National Institute for the Blind	A voluntary, non-profit rehabilitation agency that provides services for people who are blind, visually impaired and deaf-blind
CNO	College of Nurses of Ontario	Regulates nurses in Ontario
COBC	College of Optometrists of British Columbia	Regulates optometrists in British Columbia
COEC	Canadian Optometric Evaluation Committee	Committee of FORAC that assesses the credentials of internationally educated optometrists who wish to practice in Canada
COI	Conflict of Interest	Situation in which someone in a position of trust has competing professional and personal interests
COO	College of Opticians of Ontario	A self-governing college that registers and regulates opticians in Ontario Note: the College of Optometrists of Ontario does not have an acronym
COPE	Council on Optometric Practitioner Education	Accredits continuing education on behalf of optometric regulatory boards
COS	Canadian Ophthalmological Society	Society whose mission is to assure the provision of optimal eye care to Canadians
CPD	Continuing Professional Development	A quality assurance program
CPMF	College Performance Measurement Framework	The CPMF is a reporting tool developed by the Ontario Ministry of Health (the Ministry) in close collaboration with Ontario's health regulatory Colleges (Colleges), to assess how well Colleges are executing their mandate to act in the public interest.
CPP	Clinical Practice Panel	A panel of the Quality Assurance Committee that considers issues of clinical practice and updates the OPR
CPSO	College of Physicians and Surgeons of Ontario	A self-governing college as defined by the <i>Regulated Health Professions Act</i>

List of Acronyms Used by the College of Optometrists of Ontario

Acronym	Name	Description
CRA	Complete Record Assessment	A component of the College's practice assessment process of the Quality Assurance program
DAC	Diabetes Action Canada	
DFE	Dilated Fundus Examination	Eye health exam conducted after dilating pupils with drops
DPA	Diagnostic Pharmaceutical Agents	Drugs used by optometrists in practice to evaluate systems of the eye and vision
EEOC	Evaluating Exam Oversight Committee	Committee that oversees the Internationally Graduated Optometrists Evaluating Exam (IGOEE) administered by Touchstone Institute
EHCO	Eye Health Council of Ontario	A group made up of optometrists and ophthalmologists who collaborate on issues of mutual interest
ÉOUM	École d'optométrie-Université de Montréal	School of optometry at the University of Montreal-teaches optometry in French Accredited by ACOE
EPSO	Eye Physicians and Surgeons of Ontario	OMA Section of Ophthalmology
ETP	Entry-to-Practice	Describes the level of competency necessary for registration to practise the profession
FAAO	Fellow of the American Academy of Optometry	Designation issued by AAO following evaluation against standards of professional competence
FHRCO	Federation of Health Regulatory Colleges of Ontario	Comprised of the 26 health regulatory colleges in Ontario. Now known as <i>Health Profession Regulators of Ontario</i> .
FORAC-FAROC	Federation of Optometric Regulatory Authorities of Canada	Comprised of 10 national optometric regulators Formerly knowns as CORA
HPARB	Health Professions Appeal and Review Board	Tribunal whose main responsibility is to review decisions made by College ICRC or registration committees when an appeal is made by either the complainant or member, or applicant in the case of a registration appeal
HPPC	Health Professions Procedural Code	Schedule 2 to the <i>Regulated Health Professions Act, 1991</i>
HPRAC	Health Professions Regulatory Advisory Council	Provides independent policy advice to the Minister of Health and Long-Term Care on matters related to the regulation of health professions in Ontario
HPRO	Health Profession Regulators of Ontario	Comprised of the 26 health regulatory colleges in Ontario
HSARB	Health Services Appeal and Review Board	Created by the <i>Ministry of Health Appeal and Review Boards Act, 1998</i> , decisions of the ORC are heard here

List of Acronyms Used by the College of Optometrists of Ontario

Acronym	Name	Description
HSPTA	<i>The Health Sector Payment Transparency Act, 2017</i>	An Act that requires industry to disclose transfers of value to health care professionals
ICRC	Inquiries Complaints and Reports Committee	The ICRC is the statutory committee responsible for the investigation and disposition of reports and complaints filed with the College about the conduct of an optometrist
IOBP	International Optometric Bridging Program	A program to assist international graduates in meeting the academic equivalency requirement for registration and housed at the University of Waterloo
IGOEE	Internationally Graduated Optometrist Evaluating Exam	Developed and administered by Touchstone Institute on behalf of FORAC
IOG	International Optometry Graduates	Optometry graduates who have received their education outside North America
MOHLTC (or MOH)	Ministry of Health and Long-Term Care	Responsible for administering the health care system and providing services to the Ontario public
MOU	Memorandum of Understanding	
NBAO	New Brunswick Association and College of Optometrists	New Brunswick Association and College of Optometrists
NBEO	National Board of Examiners in Optometry	Entry to practice examination for all US states Also accepted in BC and QC
NCP	National Competency Profile	Articulates the requirements established by the profession upon which the blueprint for the OEBC exam is based
NLCO	Newfoundland and Labrador College of Optometrists	Regulates optometrists in Newfoundland and Labrador
NSCO	Nova Scotia College of Optometrists	Regulates optometrists in Nova Scotia
OAo	Ontario Association of Optometrists	The association that looks after the interests of optometrists in Ontario
OCP	Ontario College of Pharmacists	Regulates pharmacists, pharmacies and pharmacy technicians in Ontario
OD	Doctor of Optometry Degree	Optometrists' professional degree in North America
ODSP	Ontario Disability Support Program	Offers financial assistance to Ontarians with disabilities who qualify
OEBC-BEOC	Optometry Examining Board of Canada	Administers the national standards assessment exam on behalf of the provincial and territorial optometric regulators

List of Acronyms Used by the College of Optometrists of Ontario

Acronym	Name	Description
OFC	Office of the Fairness Commissioner of Ontario	The OFC ensures that certain regulated professions in Ontario have registration practices that are transparent, objective, impartial and fair
OLF	Optometric Leaders' Forum	Annual meeting of CAO, provincial associations and regulators
OMA	Ontario Medical Association	The association that looks after the interests of medical practitioners
OOQ	Ordre des optométristes du Québec	Regulates optometrists in Quebec
OPR	Optometric Practice Reference	A College document provided to members and available to the public providing principles of Standards of Practice and Clinical Guidelines in two separate documents
OSCE	Objective Structured Clinical Examination	An objective clinical exam; part of the OEBC exam
PEICO	PEI College of Optometrists	The optometric regulatory college in Prince Edward Island
PHIPA	<i>Personal Health Information Protection Act</i>	Provincial act that keeps personal health information of patients private, confidential and secure by imposing rules relating to its collection, use and disclosure
PLA	Prior learning assessment	Formerly part of the IOBP to ascertain the candidate's current knowledge in optometry; replaced by IOGEE in 2015
PRC	Patient Relations Committee	Promotes awareness among members and the public of expectations placed upon optometrists regarding sexual abuse of patients; also deals with issues of a broader nature relating to members' interactions with patients
QA (QAC)	Quality Assurance Committee	A statutory committee charged with the role of proactively improving the quality of care by regulated health professionals
RCDSO	Royal College of Dental Surgeons	Regulates dentists in Ontario
RHPA	<i>Regulated Health Professions Act</i>	An act administered by the Minister of Health, ensuring that professions are regulated and coordinated in the public interest by developing and maintaining appropriate standards of practice
SAO	Saskatchewan Association of Optometrists	Also functions as the regulatory College in Saskatchewan
SCERP	Specified Continuing Educational or Remediation Program	A direction to an optometrist by the ICRC to complete remediation following a complaint or report

List of Acronyms Used by the College of Optometrists of Ontario

Acronym	Name	Description
SRA	Short Record Assessment	A component of the College's practice assessment process of the Quality Assurance program
SOP	Standards of Practice	Defined by the profession based on peer review, evidence, scientific knowledge, social expectations, expert opinion and court decision
TPA	Therapeutic Pharmaceutical Agent	Drug Generally this term is used when describing drugs that may be prescribed by optometrists for the treatment of conditions of the eye and vision system
VIC	Vision Institute of Canada	A non-profit institute functioning as a secondary referral center for optometric services located in Toronto
VCC	Vision Council of Canada	A non-profit association representing the retail optical industry in Canada, with members operating in all Canadian provinces and US states
WCO	World Council of Optometry	International advocacy organization for world optometry – assists optometrists in becoming regulated where they are not
WOVS	University of Waterloo School of Optometry and Vision Science	The only school of optometry in Canada that provides education in English Accredited by ACOE; graduates are granted an OD degree; also has Masters and PhD programs

Updated May 2023

ROBERTS RULES CHEAT SHEET

To:	You say:	Interrupt Speaker	Second Needed	Debatable	Amendable	Vote Needed
Adjourn	"I move that we adjourn"	No	Yes	No	No	Majority
Recess	"I move that we recess until..."	No	Yes	No	Yes	Majority
Complain about noise, room temp., etc.	"Point of privilege"	Yes	No	No	No	Chair Decides
Suspend further consideration of something	"I move that we table it"	No	Yes	No	No	Majority
End debate	"I move the previous question"	No	Yes	No	No	2/3
Postpone consideration of something	"I move we postpone this matter until..."	No	Yes	Yes	Yes	Majority
Amend a motion	"I move that this motion be amended by..."	No	Yes	Yes	Yes	Majority
Introduce business (a primary motion)	"I move that..."	No	Yes	Yes	Yes	Majority

The above listed motions and points are listed in established order of precedence. When any one of them is pending, you may not introduce another that is listed below, but you may introduce another that is listed above it.

To:	You say:	Interrupt Speaker	Second Needed	Debatable	Amendable	Vote Needed
Object to procedure or personal affront	"Point of order"	Yes	No	No	No	Chair decides
Request information	"Point of information"	Yes	No	No	No	None
Ask for vote by actual count to verify voice vote	"I call for a division of the house"	Must be done before new motion	No	No	No	None unless someone objects
Object to considering some undiplomatic or improper matter	"I object to consideration of this question"	Yes	No	No	No	2/3
Take up matter previously tabled	"I move we take from the table..."	Yes	Yes	No	No	Majority
Reconsider something already disposed of	"I move we now (or later) reconsider our action relative to..."	Yes	Yes	Only if original motion was debatable	No	Majority
Consider something out of its scheduled order	"I move we suspend the rules and consider..."	No	Yes	No	No	2/3
Vote on a ruling by the Chair	"I appeal the Chair's decision"	Yes	Yes	Yes	No	Majority

The motions, points and proposals listed above have no established order of preference; any of them may be introduced at any time except when meeting is considering one of the top three matters listed from the first chart (Motion to Adjourn, Recess or Point of Privilege).

PROCEDURE FOR HANDLING A MAIN MOTION

NOTE: Nothing goes to discussion without a motion being on the floor.

Obtaining and assigning the floor

A member raises hand when no one else has the floor

- The chair recognizes the member by name

How the Motion is Brought Before the Assembly

- The member makes the motion: *I move that (or "to") ...* and resumes his seat.
- Another member seconds the motion: *I second the motion* or *I second it* or *second*.
- The chair states the motion: *It is moved and seconded that ... Are you ready for the question?*

Consideration of the Motion

1. Members can debate the motion.
2. Before speaking in debate, members obtain the floor.
3. The maker of the motion has first right to the floor if he claims it properly
4. Debate must be confined to the merits of the motion.
5. Debate can be closed only by order of the assembly (2/3 vote) or by the chair if no one seeks the floor for further debate.

The chair puts the motion to a vote

1. The chair asks: *Are you ready for the question?* If no one rises to claim the floor, the chair proceeds to take the vote.
2. The chair says: *The question is on the adoption of the motion that ... As many as are in favor, say 'Aye'.* (Pause for response.) *Those opposed, say 'Nay'.* (Pause for response.) *Those abstained please say 'Aye'.*

The chair announces the result of the vote.

1. *The ayes have it, the motion carries, and ...* (indicating the effect of the vote) or
2. *The nays have it and the motion fails*

WHEN DEBATING YOUR MOTIONS

1. Listen to the other side
2. Focus on issues, not personalities
3. Avoid questioning motives
4. Be polite

HOW TO ACCOMPLISH WHAT YOU WANT TO DO IN MEETINGS

MAIN MOTION

You want to propose a new idea or action for the group.

- After recognition, make a main motion.
- Member: "Madame Chairman, I move that _____."

AMENDING A MOTION

You want to change some of the wording that is being discussed.

- After recognition, "Madame Chairman, I move that the motion be amended by adding the following words _____."
- After recognition, "Madame Chairman, I move that the motion be amended by striking out the following words _____."
- After recognition, "Madame Chairman, I move that the motion be amended by striking out the following words, _____, and adding in their place the following words _____."

REFER TO A COMMITTEE

You feel that an idea or proposal being discussed needs more study and investigation.

- After recognition, "Madame Chairman, I move that the question be referred to a committee made up of members Smith, Jones and Brown."

POSTPONE DEFINITELY

You want the membership to have more time to consider the question under discussion and you want to postpone it to a definite time or day, and have it come up for further consideration.

- After recognition, "Madame Chairman, I move to postpone the question until _____."

PREVIOUS QUESTION

You think discussion has gone on for too long and you want to stop discussion and vote.

- After recognition, "Madam President, I move the previous question."

LIMIT DEBATE

You think discussion is getting long, but you want to give a reasonable length of time for consideration of the question.

- After recognition, "Madam President, I move to limit discussion to two minutes per speaker."

POSTPONE INDEFINITELY

You want to kill a motion that is being discussed.

- After recognition, "Madam Moderator, I move to postpone the question indefinitely."

POSTPONE INDEFINITELY

You are against a motion just proposed and want to learn who is for and who is against the motion.

- After recognition, "Madame President, I move to postpone the motion indefinitely."

RECESS

You want to take a break for a while.

- After recognition, "Madame Moderator, I move to recess for ten minutes."

ADJOURNMENT

You want the meeting to end.

- After recognition, "Madame Chairman, I move to adjourn."

PERMISSION TO WITHDRAW A MOTION

You have made a motion and after discussion, are sorry you made it.

- After recognition, "Madam President, I ask permission to withdraw my motion."

CALL FOR ORDERS OF THE DAY

At the beginning of the meeting, the agenda was adopted. The chairman is not following the order of the approved agenda.

- Without recognition, "Call for orders of the day."

SUSPENDING THE RULES

The agenda has been approved and as the meeting progressed, it became obvious that an item you are interested in will not come up before adjournment.

- After recognition, "Madam Chairman, I move to suspend the rules and move item 5 to position 2."

POINT OF PERSONAL PRIVILEGE

The noise outside the meeting has become so great that you are having trouble hearing.

- Without recognition, "Point of personal privilege."
- Chairman: "State your point."
- Member: "There is too much noise, I can't hear."

COMMITTEE OF THE WHOLE

You are going to propose a question that is likely to be controversial and you feel that some of the members will try to kill it by various maneuvers. Also you want to keep out visitors and the press.

- After recognition, "Madame Chairman, I move that we go into a committee of the whole."

POINT OF ORDER

It is obvious that the meeting is not following proper rules.

- Without recognition, "I rise to a point of order," or "Point of order."

POINT OF INFORMATION

You are wondering about some of the facts under discussion, such as the balance in the treasury when expenditures are being discussed.

- Without recognition, "Point of information."

POINT OF PARLIAMENTARY INQUIRY

You are confused about some of the parliamentary rules.

- Without recognition, "Point of parliamentary inquiry."

APPEAL FROM THE DECISION OF THE CHAIR

Without recognition, "I appeal from the decision of the chair."

Rule Classification and Requirements

Class of Rule	Requirements to Adopt	Requirements to Suspend
Charter	Adopted by majority vote or as proved by law or governing authority	Cannot be suspended
Bylaws	Adopted by membership	Cannot be suspended
Special Rules of Order	Previous notice & 2/3 vote, or a majority of entire membership	2/3 Vote
Standing Rules	Majority vote	Can be suspended for session by majority vote during a meeting
Modified Roberts Rules of Order	Adopted in bylaws	2/3 vote