

The College of  
**Dental Surgeons**  
of Saskatchewan

**2025-26**  
**Annual Report &**  
**AGM Package**



## Land Acknowledgment

The College of Dental Surgeons of Saskatchewan acknowledges that we operate on Treaty 6 territory and additionally act in the public's interest on Treaty 2, 4, 5, 8, and 10. We acknowledge the truth of our past, its place in our present and the ongoing impact it has on our future.

# Table of Contents

|  |    |
|--|----|
| About the CDSS .....                                   | 4  |
| Council, Committees & Staff .....                      | 5  |
| President Report .....                                 | 6  |
| Registrar Report .....                                 | 8  |
| Executive Director Report .....                        | 10 |
| Registration/Licensing Data .....                      | 12 |
| Demographics of Registrants .....                      | 14 |
| Professional Conduct and Discipline .....              | 15 |
| Updated Professional Practice Standards & Bylaws ..... | 16 |
| Finance Committee Report .....                         | 18 |
| Advertising Review Committee Report .....              | 18 |
| Professional Conduct Committee Report .....            | 19 |
| Discipline Committee Report .....                      | 20 |
| HRC Committee Report .....                             | 21 |
| Governance Committee Report .....                      | 23 |

## About the CDSS

**The College of Dental Surgeons of Saskatchewan is the regulatory body responsible for licensing and regulating dentists in Saskatchewan in the public interest under The Dental Disciplines Act.**

### VISION:

Safely serve the public.

### MISSION:

- License new entrants.
- Regulate registrants.
- Ensure continuous education.
- Implement current best practices.

### VALUES:

- Safety.
- Integrity.
- Professional.
- Fulfilling.

# Council, Committees & Staff

## COUNCIL:

### Elected Council Members

- Dr. Mike Fowler, *President*
- Dr. Raj Bhargava, *President-Elect*
- Dr. Kevin Saganski, *Vice President*
- Dr. Michael Koskie, *VP-Elect*
- Dr. Erika Ridgway
- Dr. Wes Thomson
- Dr. Cheryl Vertefeuille
- Dr. Kabir Virdi

### Saskatchewan Public Representatives

- Mr. Don Robinson
- Mr. Gord Wyatt
- Mr. Al Scholz, *ICD.D*

### Other Representative

- Gord Gillespie, *ICD.D, CDSS Council Chair*

## COMMITTEES:

### Governance Committee

- Dr. Raj Bhargava, *Chair*
- Dr. Wes Thomson
- Don Robinson
- Gord Gillespie
- Dr. Dean Zimmer
- Jaime Korczak

### Finance Committee

- Dr. Kevin Saganski, *Chair*
- Dr. Michael Koskie
- Al Scholz
- Gord Gillespie
- Dr. Dean Zimmer
- Jaime Korczak

### Human Resources & Compensation Committee

- Dr. Michael Fowler, *Chair*
- Dr. Derek Thiessen
- Dr. Raj Bhargava
- Dr. Kevin Saganski
- Gord Wyatt
- Gord Gillespie
- Dr. Dean Zimmer
- Jaime Korczak

## MANAGEMENT & STAFF:

- Dr. Dean Zimmer, *Registrar*
- Jaime Korczak, *Executive Director*
- Miranda Carley, *Administrative Assistant*
- Lisa Wall, *Senior Coordinator of Professional Standards and Complaint Process*
- Danielle Letourneau, *Quality Assurance Practice Coordinator*
- Morgan Molde, *Administrative Licensing Coordinator*
- Kaci MacCallum, *Communication and Events Coordinator*

# President Report

## Dr. Mike Fowler



June concludes my term as President and marks the end of a 6-year term on the CDSS council. It has truly been a pleasure serving the Dental Profession in Saskatchewan. It has been a rewarding learning experience along the way and has been an opportunity to meet a lot of great dentists across the province. I want to thank our countless members and public representatives who have served alongside me on council and on various committees over the years, and the Presidents I have served under since 2020. Dr's. Todd Graham, Craig Humber, Dean Zimmer, Aaron Bazylak, and Derek Thiessen provided strong leadership and a foundation for me, and those that will follow.

To the CDSS staff, a hard-working group of ladies who contribute to the CDSS behind the scenes, thank you for all you do. It does not go unnoticed. Thank you to our Council Chair, Gord Gillespie, who has been instrumental in the CDSS over the past years, our Registrar Dr. Dean Zimmer, for your guidance, and a special thank you to our Executive Director Jaime Korczak for her incredible dedication to the CDSS. It has been a pleasure working alongside you the past 6 years!

I want to take this opportunity to recognize our Council Chair, Mr. Gord Gillespie, as he enters retirement from his position with the CDSS. Gord began with our organization in 2019 and provided strong leadership and guidance as the CDSS navigated organizational restructuring, the Covid-19 pandemic, the hiring of a new registrar, and most recently the preparation for CDSS divestment and the formation of the Saskatchewan Dental Association. Gord has been an excellent leader providing a voice of calm during turbulent moments and helped create a more streamlined and efficient model for our council meetings. I cannot begin to describe the positive impact he has had on the CDSS and the dental profession in Saskatchewan over the past years, for those who have not had the opportunity to meet Gord, we as dentists owe him a lot. He has become a friend and mentor, and on behalf of the CDSS staff, executive, and council, we wish you all the best in retirement! Thank You Gord!

Our CDSS Council consists of an engaged group of dentists and public representatives who continually display an admirable commitment to public protection, all the while balancing member services for our registrants. I would like to welcome newly elected members, Dr. Abe Khaleghi from Saskatoon and Dr. Alyssa Weninger from Yorkton to CDSS council. I know you will bring a wealth of knowledge and perspective to our council. Congratulations on your new appointment! We also wish farewell to Dr. Kabir Viridi and Dr. Wes Thomson, whose terms on council are completed. Thank you for the years of service you have provided to the CDSS, you will be missed!

As communicated previously, with the passing of the Regulated Health Professions Act by the Government of Saskatchewan, CDSS council voted in June 2025 to cease advocacy functions beginning January 1st, 2027. This decision allows Saskatchewan Dentists to have a true voice for advocacy and member services. The Saskatchewan Dental Association was formed and has been busy preparing for the onset of their advocacy role under the guidance of Executive Director Nicole Norton Scott. Dr. Mike Prestie will serve as the Association's inaugural President, along-side Vice President Dr. On Cho. The CDSS continues to plan for this change in 2027 and has been actively examining how our council will be restructured to focus solely on licensing our members and public protection initiatives.

The CDCP continues to provide the CDSS and our registrants with its own set of challenges. With the program being expanded to all age groups this past year, the CDA and CDSS advocacy has primarily been aimed at program sustainability and the risk of de-insurance.

As President, I had the opportunity to attend several meetings of the Dental Leaders' Forum in Toronto. This group, composed of all Presidents and Executive Directors from each province, meets regularly to tackle Canada's largest issues for the dental profession. The CDCP was obviously

the primary issue over the last 2 years, but with the program rollout complete, a focus on the national "Future of the Professions Report" has been front and center. I am pleased to report that, while behind closed doors there were many disagreements between provinces, Canadian dentistry continues to stand together as a unified front. I trust that this will continue going forward and will provide a stronger voice in Ottawa in discussions with the federal government.

In September I had the opportunity to bring greetings on behalf of the CDSS to the U of S College of Dentistry White Coat ceremony. I was joined by Dr. Zimmer, Jaime Korczak, and other members of the CDSS council. A time-honoured tradition, the White Coat Ceremony marks the entrance of the second-year class into clinical treatment.

In January I attended CDRAF meetings with Dr. Zimmer in Toronto. The CDRAF is comprised of all Registrars from across Canada; we had meaningful discussion about emerging issues for licensing dentists across the country as demographics and education continue to evolve.

CDSS President Elect Dr. Raj Bhargava, Jaime, and I attended the CDA AGM and President's Installation in Toronto April 22-25th. Nicole Norton Scott and Dr. Mike Prestie also joined us as they prepare for the SDA's involvement as our voting member of the CDA in 2027. It was a great opportunity for them to meet the other Provincial and Territorial Dental Association's (PTDA's) and get aligned on current advocacy initiatives across Canada. Dr. Brian Baker completed his final year of a 6-year term as the Saskatchewan representative on the CDA Board of Directors. Brian was recognized with a CDA Award of Merit, for his dedicated service. Congratulations Brian, we wish you all the best in retirement! I also had the privilege of voting in Dr. Todd Graham as our new CDA Board Representative. Todd brings a wealth of knowledge in the realm of organized dentistry and will be a great representative for our province. Congratulations Todd!

June marks the U of S convocation at the College of Dentistry and we are excited to once again host the CDSS Grad Breakfast on June 5th, welcoming all the new dentists to the profession. It is a special time for the graduates and their families to celebrate their journey through dental school, and the beginning of their careers. The CDSS will also be hosting our annual AGM that afternoon, followed by a joint planning session with the SDA



and regulatory consultant Bradley Chisholm who will help guide us through board governance and division of responsibilities post-divestment.

As this is my final report as President, I would like to thank the dentists of Saskatchewan for their trust in me, our council, and our management. The CDSS is truly a team effort; one that I am proud of. Thank you to all the councillors with whom I have had the privilege of working these past years. I have complete confidence that the CDSS is in exceptional hands with our incoming President Dr. Raj Bhargava, President-Elect Dr. Kevin Saganski, and Vice President Dr. Michael Koskie. Saskatchewan is, and will continue to be, a great place to practice dentistry. I would encourage all our members to put their names forward and get involved in organized dentistry. Whether that be with the CDSS or SDA, your engagement is what keeps this province a great place to live and work.

Respectfully submitted,

A handwritten signature in black ink, appearing to be 'M. Fowler'.

Dr. Mike Fowler, CDSS President

# Registrar Report

## Dr. Dean Zimmer



The College of Dental Surgeons of Saskatchewan (CDSS) is a dental regulatory body that regulates dentists 'by the right of the Minister of Health', Government of Saskatchewan, via the Dental Disciplines Act (1997). This is to say the Government delegates, through legislation, the responsibility to the CDSS to license and regulate dentists in Saskatchewan 'in the public interest'.

The CDSS continues to uphold its responsibility to protect the public through effective regulation while supporting the profession and licensed dentists by: registering and licensing dentists; ensuring the continuing competence of the registrants and the quality assurance and best practices of the profession; implementing and updating the standards of practice outlining the expectation to provide quality dental care; and responding to complaints in a consistent manner with improved transparency to achieve a resolution in the public interest.

The CDSS reorganized the Quality Assurance Committee to utilize the Continuing Competency and Quality Assurance Program to assist, support, and engage the registrants in a positive, cooperative, and non-disciplinary manner, including specific practice assessments of registrants. The CDSS also clarified with the Saskatchewan Radiation Safety Unit the dosimetry program requirements necessary of registrants to ensure compliance with Section 6(1) of The Radiation Health and Safety Regulations (2024).

The CDSS updated the Administration Bylaws to align with both the Dental Disciplines

Act and the evolving functions and practices of the College.

The CDSS approved multiple new standards of practice including: the Ethics of Patient Centered Care and the Business of Dentistry; Guidelines for Fees, Coding, Billing and Third-Party Carriers; Prescribing, Administering, and Dispensing of Drugs Standard; and Guidelines for Prescribing Monitored Drugs (Opioids) in Dental Practice. The College also developed and approved a Discipline Hearing Manual to formalize and outline the process for a hearing. Further, the CDSS updated one standard and amended nine standards.

The CDSS Professional Conduct Committee is reviewing and investigating fifty-seven complaints originating in 2025.

The CDSS Discipline Committee conducted a Discipline Hearing in February 2025.

The CDSS continues to participate alongside the Canadian Dental Regulatory Authorities Federation (CDRAF), the National Dental Examining Board of Canada (NDEB), the Royal College of Dentists of Canada (RCDC), the Commission on Dental Accreditation of Canada (CDAC), Association of Canadian Faculties of Dentistry (ACFD), and the Network of Interprovincial Regulatory Organizations (NIRO) to improve both the profession of dentistry and the regulation of dentistry.

I would like to commend the CDSS management and staff for their dedication to the CDSS and their initiative, diligence, efforts, and professionalism in all their obligations to the public and registrants. The CDSS staff

works efficiently and effectively to manage the organization's evolving responsibilities and the increased workload associated with the growing number of dentists.

I would like to extend a thank you to President Mike Fowler and all of the CDSS Council and committee members. A committed group of individuals giving of their time and effort to serve the public, the college, and the profession.

The culture of the CDSS has been one of self-awareness and self-improvement, and the

CDSS will continue to identify and strategize any necessary improvements.

Respectfully,

Dr. Dean Zimmer  
Registrar



# Executive Director Report

## Jaime Korczak

It is my privilege to present this year's annual report on behalf of the College of Dental Surgeons of Saskatchewan (CDSS), marking my fourth year as Executive Director. Over the past year, our work has remained firmly grounded in our mandate: to protect the public by ensuring the safe, competent, and ethical practice of dentistry across Saskatchewan.

In 2025, the College of Dental Surgeons of Saskatchewan (CDSS) proudly celebrated its 120<sup>th</sup> year as the regulatory and licensing body for dentists and dental specialists in the province. As an organization as longstanding as Saskatchewan itself, the profession of dentistry has evolved significantly over the decades. Yet one constant remains: a commitment to the safe provision and promotion of oral health care for the people of Saskatchewan.

This year has been one of both progress and reflection. As the regulatory landscape continues to evolve, we have taken meaningful steps to strengthen governance, enhance transparency, and improve how we serve both the public and the profession within our current dual mandate.

At the same time, 2025 marked a pivotal period of transition. The introduction of The Regulated Health Professions Act will bring significant change for all health professions in Saskatchewan. Under this new legislative framework, dual-mandated organizations such as the CDSS will no longer be able to effectively balance public protection with professional advocacy. In response, at the June 2025 Annual General Meeting held at Dakota Dunes, CDSS President Dr. Michael Fowler announced that, effective January 1, 2027, the College will discontinue its association and advocacy functions.

This transition has, in turn, led to the development of a new professional body. The Saskatchewan Dental Association (SDA) was formally established in October 2025 in preparation to assume the responsibility for advocacy and member services in January 2027. As we move through 2026, the CDSS will work closely with the SDA to support a smooth and effective transition of association-related information and resources.

Throughout the past year, CDSS Registrar, Dr. Dean Zimmer, along with Council and committee members, have dedicated considerable effort to reviewing policies, modernizing standards, and ensuring our processes align with current best practices in health profession regulation.

Advancing our quality assurance programs has remained a key priority. Through updated continuing competence requirements and enhanced practice supports, we are helping registrants maintain the knowledge and skills necessary to deliver high-quality and safe, effective, patient care.

We have continued to strengthen our complaints and discipline processes, with a focus on timeliness, fairness, and clarity. Enhancements introduced this year have improved communication with all parties while maintaining procedural fairness and integrity.

Fiscal responsibility remains top of mind in our daily decision-making, ensuring that funds are used wisely and in alignment with our public protection mandate. The 2025 audited draft financial statements reflect a surplus, with no issues found by the auditors.



Collaboration remains central to our work. We have strengthened relationships with government, fellow health regulators in Saskatchewan, the University of Saskatchewan College of Dentistry, and dental regulatory partners across Canada—connections that are essential.

I would like to acknowledge the dedication of CDSS President, Dr. Michael Fowler, Registrar, Dr. Dean Zimmer, the CDSS Council members, appointed public representatives, committee volunteers, and staff. Their expertise and commitment are the foundation of our work. I also extend my appreciation to the registrants of the CDSS, who demonstrate professionalism and resilience in safely serving the people of Saskatchewan every day.

Looking ahead, we will remain focused on our goals of public protection as a regulatory

organization. Our goal is not only to meet regulatory expectations but to exceed them, fostering a system that inspires trust and supports excellence in dental care.

Thank you for your continued confidence in the College of Dental Surgeons of Saskatchewan.

Sincerely,

A handwritten signature in black ink, appearing to be 'JK' with a stylized flourish.

Jaime Korczak  
Executive Director



# Registration/Licensing Data

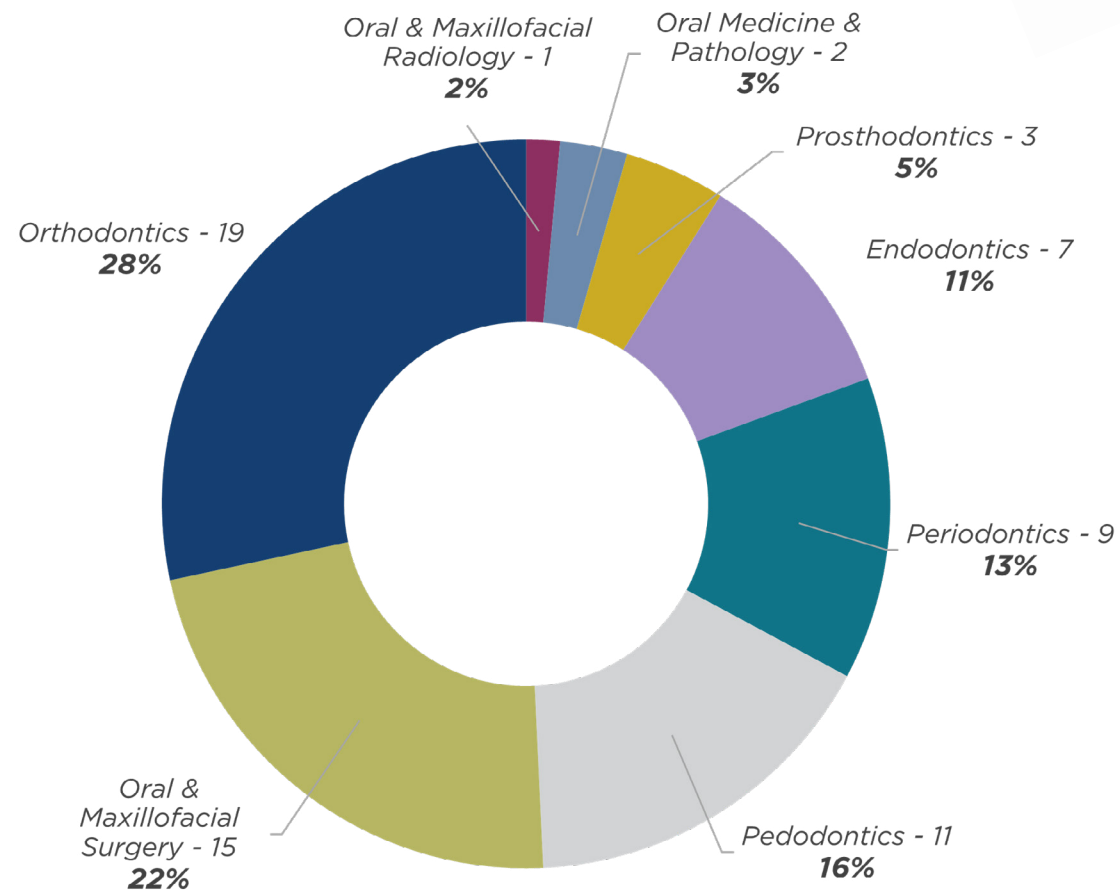
## TOTAL REGISTRANTS (AS OF DECEMBER 31, 2025)

|                 |            |
|-----------------|------------|
| General Dentist | 539        |
| Specialist      | 67         |
| Academic        | 23         |
| Locum           | 0          |
| Nonpracticing   | 20         |
| <b>Total</b>    | <b>649</b> |

## TOTAL PRACTICING

|                 |            |
|-----------------|------------|
| General Dentist | 539        |
| Specialist      | 67         |
| <b>Total</b>    | <b>606</b> |

## SPECIALIST BREAKDOWN



## LICENSURE STATS (AS OF DEC 31, 2025)

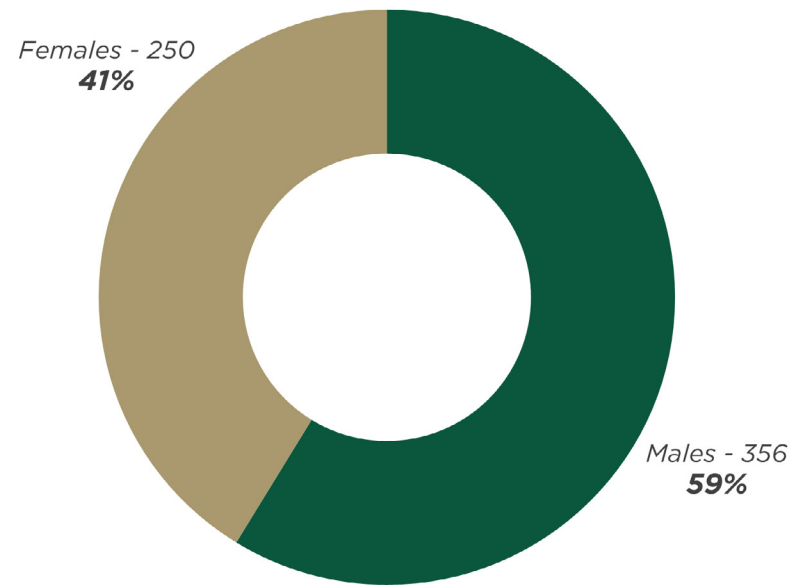
|  |    |
|--|----|
| Total # New Registrations (Excludes Student Registrations) | 45 |
| Total # New Licences (Excludes Student Licences)           | 45 |
| Total # Reject for Registration                            | 0  |
| Total # Reject for Licensure                               | 0  |
| Total # UofS Graduates New Registrations                   | 15 |
| Total # International Graduates New Registrations          | 12 |
| Total # Non Renewals                                       | 16 |
| Total # Retirements  | 2  |

## REGISTRANT TRAINING STATS (AS OF DEC 31, 2025)

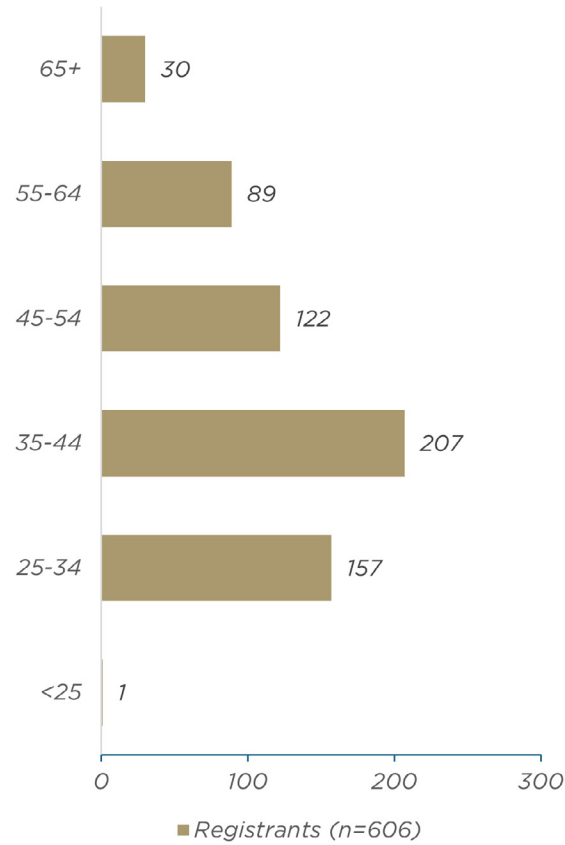
|   |     |
|---|-----|
| Total # of Dentists Trained in Canada (GPs & Specialists)       | 527 |
| Total # of Dentists Trained Internationally (GPs & Specialists) | 79  |

# Demographics of Registrants

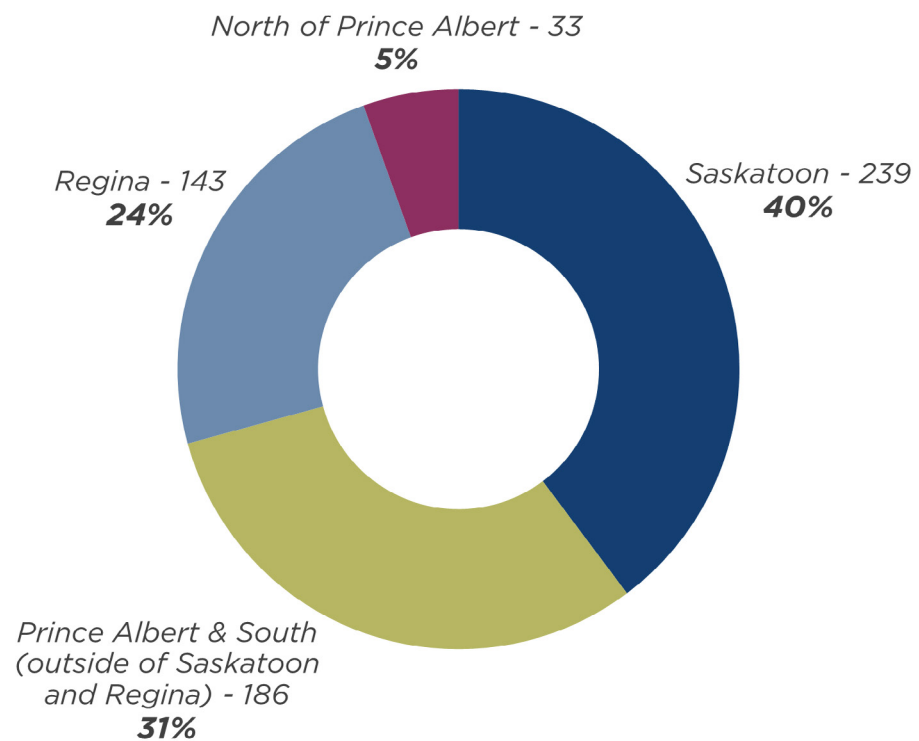
## GENDER OF REGISTRANTS



## AGE OF REGISTRANTS

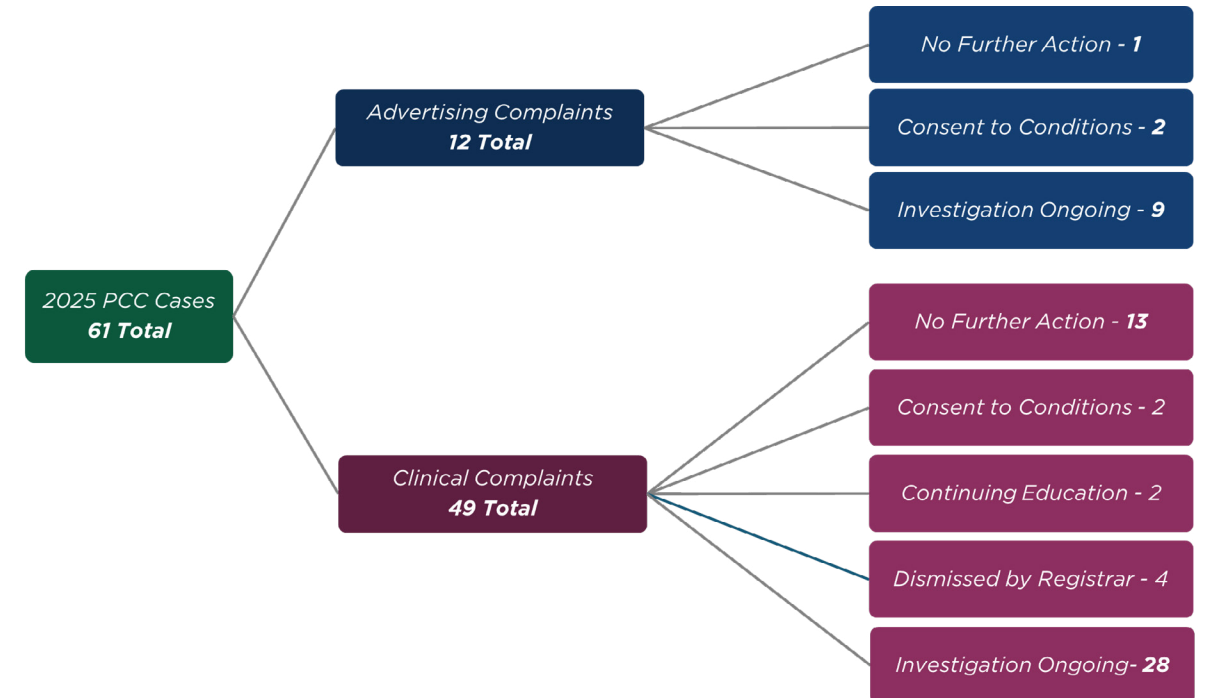
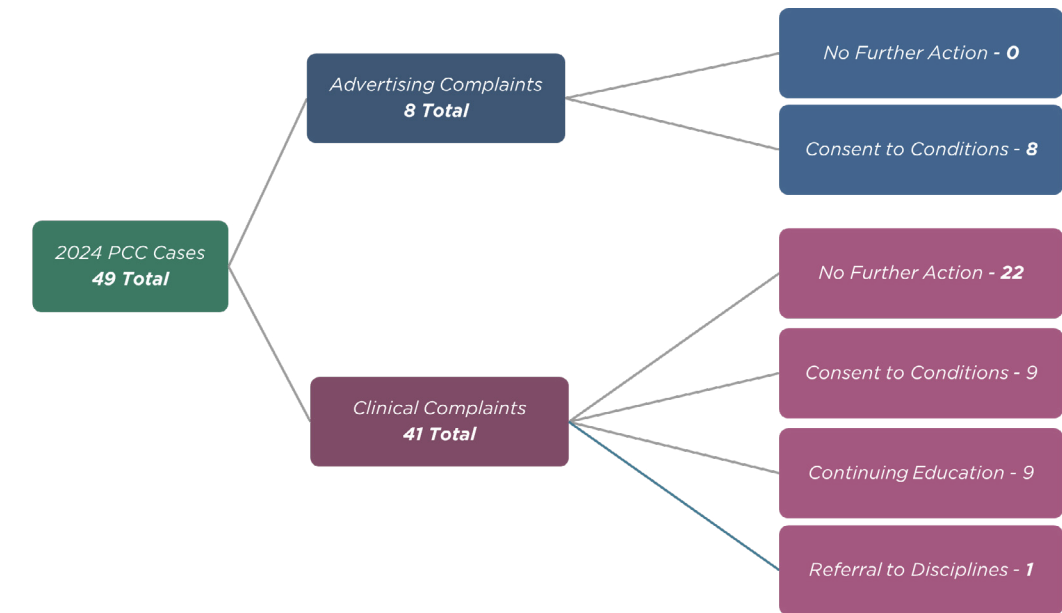


## REGISTRANTS BY REGION



# Professional Conduct and Discipline

## 2024 & 2025 PROFESSIONAL CONDUCT STATISTICS (AS OF DEC 2025)



# Updated Professional Practice Standards/Guidelines/Policies/Position Statements

## NEW

Guidelines for Ending the Dentist-Patient Relationship Standard - January 2025

Cardiopulmonary Resuscitation (CPR) Position Statement - January 2025

Ethics of Patient-Centred Care and the Business of Dentistry Standard - April 2025

Prescribing, Administering, and Dispensing Drugs Standard - July 2025

Guidelines for Prescribing Monitored Drugs (Opioids) in Dental Practice - July 2025

CDSS List for Neuromodulator Requisite Training of Council Approved Institutions Appendix - July 2025

Guidelines for Fees, Coding, Billing, and Third-Party Carriers - October 2025

Position Statement on Plastics Pollution - March 2026

Medical Emergency Preparation, Equipment, and Drug Kit Standard - April 2026

Prevention of Boundary Violations Standard - April 2026

## AMENDED

Advanced Facial Esthetic Therapies and Adjunctive Considerations Standard - April 2025

Continuing Education Policy - April 2025

Schedule I - Registration, Licensing, Permits, and Other Fees - May 2025

Sedation and General Anesthesia Standard - May 2025

Practice of Dentistry, Clinic Facilities - July 2025

Continuing Competency and Quality Assurance Program - July 2025

Advanced Facial Esthetic Therapies and Adjunctive Considerations Standard and Appendix - July 2025

Radiation and Imaging Standard - July 2025

Code of Ethics Standard - August 2025

Advertising Standard - November 2025

Practice of Dentistry, Clinic Facilities Standard - November 2025

CDSS Continuing Competency and Quality Assurance Program Standard - February 2026

## UPDATED

Social Media Guideline - October 2025

Infection Prevention and Control Standard - February 2026

All Standards can be found online at [members.saskdentists.com/en/professional-competence](https://members.saskdentists.com/en/professional-competence)

## Bylaws

CDSS Administrative Bylaws - *Updated 2025*



# Finance Committee Report

The Finance Committee is reporting a surplus of \$237,354 for the fiscal year end of 2025. The financial statements have been audited on behalf of the members by Virtus Group Chartered Professional Accountants & Business Advisors LLP, in accordance with Canadian generally accepted auditing standards. From the auditor's report:

*For the purposes of the Finance Committee recommending the Council's approval of the financial statements, we are not aware of any significant outstanding audit issues that, in our judgment, impair our ability to issue our unmodified report on the annual financial statements.*

*The nature of items herein noted together with the status of Management's current consideration of these items, as we understand it, indicates that a formal response to us is not required. Further, in our judgment, there are no particular actions required of the Finance Committee relating to the contents of this report.*

CDSS registrant licensing fees rose by a mere \$25 for 2025.

CDSS investments showed predictable and sustained growth in 2025, thanks to a continued safe and conservative strategy.

The most notable challenges to the Finance Committee in 2026 include potential Discipline Hearing and associated legal costs, divestment, and IT infrastructure.

The Finance Committee consists of Jaime Korczak, Gord Gillespie, Dr. Dean Zimmer, Dr. Michael Koskie, and Al Scholz. Thank you to all members for their steadfast support.

Respectfully submitted,

Dr. Kevin Saganski, Chair  
Vice President

# Advertising Review Committee Report

The Advertising Review Committee (ARC) continued to function well in 2025 due to the previously created guidelines. The guidelines are clear and allow for straightforward interpretation for those that have chosen to read and understand them.

The main obstacle for ARC in 2025 was dealing with marketing agencies or employees making submissions without understanding the guidelines. Practices have marketing employees submitting months' worth of marketing, that are grossly non-compliant. It is very clear that they are not being reviewed or submitted by the licensed dentist. This created

a lot of unnecessary work. Throughout the year we tried encouraging these individuals to learn the guidelines. There has been a slow improvement in this, but we will continue to remind practices submitting advertising that it needs to be submitted by a member of the CDSS.

Overall, it has been a smooth year with minimal to report.

Respectfully submitted,

Dr. Josh Marshall, Chair

# Professional Conduct Committee Report

The Professional Conduct Committee (PCC) continues to operate under the mandate of the Dental Disciplines Act.

The Professional Conduct Committee is a Statutory Committee required under the Dental Disciplines Act (The Act) Section 28(1-3), stating each association shall establish a Professional Conduct Committee. In addition, as required under The Act Section 15 (2.f.i) and 15 (2.f1) each association can make bylaws to prescribe procedures for the review, investigation and disposition of complaints by the PCC or the mediation of complaints alleging that a member is guilty of professional misconduct or professional incompetence.

The PCC includes Registrants of the CDSS as well as a member of the public. The Professional Conduct Committee is supported by the diligent and thorough work of Lisa Wall at the CDSS Office.

The PCC also works closely with legal counsel, the Advertising Review Committee, and external investigators to help it fulfill its role.

The PCC investigates all complaints that are forwarded to it by the Registrar of the College of Dental Surgeons of Saskatchewan. Following the completion of each investigation, the PCC will address the concern in a manner addressed in Section 29 (3) of the Dental Disciplines Act.

In 2025, 57 complaints were forwarded to the PCC for investigation. 12 of the forwarded complaints involved advertising violations and 45 involved clinical care. As of April 23, 2026, the investigation has been completed for 40 complaints. The PCC determined that 23 of the cases required no further action and 17 were resolved with either mandatory continuing education or a consent to conditions/undertaking. As of April 23, 2026

there have been 22 Complaints forwarded to the Professional Conduct Committee by the Registrar in 2026. Of these cases, 21 involve clinical care and the other one involves advertising.

The Professional Conduct Committee encourages all Registrants to stay up-to-date with any updates from the Registrar and CDSS. This includes the recently adopted and updated CDSS Standards and Guidelines. The Professional Conduct Committee utilizes these standards and guidelines to help guide each investigation.

I would like to thank all the PCC members for the time and expertise they dedicate to the committee.

Respectfully submitted,

Dr. Drew Krainyk, Chair

# Discipline Committee Report

The CDSS Discipline Committee (DC) currently has one outstanding case. This case was forwarded from the Professional Conduct Committee (PCC) in August 2024. A formal Notice of Hearing was sent out on December 18/24 and a formal in-person hearing in front of the Discipline Committee was held on Feb 24/25, in which the member or their counsel were not in attendance.

Following receipt of the written official transcripts and the written submissions, the Discipline Committee met in camera on June 3-4/25 to deliberate the charges of incompetence and misconduct, pursuant to sections 26 and 27 of the Act,

The Discipline Committee carefully considered the Formal Complaint, the oral evidence given at the hearing, which was transcribed and reviewed by the members of the Discipline Committee, the exhibits entered into the record at the hearing, and the written submissions from the PCC.

The final decision was drafted and approved by the committee and was formally signed and forwarded to the CDSS, to PCC counsel and the member involved on August 22/25.

PCC counsel and the member had until Sept 19/25 to forward any submissions about penalty for this case. At the Sept 19/25 deadline, only the PCC counsel submitted a response regarding Penalty. After this date, the DC was scheduled to meet on October 6/25, to formalize penalty in this case.

On Sept 25/25, CDSS received an email from newly retained counsel for the member. Upon review of this information and feedback from counsel, the decision was made on Oct 3/25 to postpone the October 6/25 Discipline Committee meeting on Penalty and give the member and his counsel an opportunity to present their case.

On Oct 10/25, I held a virtual meeting with PCC counsel, DC counsel and counsel for the member. At this meeting, counsel for the member requested time to obtain and review the information that PCC had presented to DC in the original hearing and subsequent information provided regarding the Decision and Penalty submissions.

I met again with this same group on November 28/25. After some discussion at that meeting, counsel for both sides agreed to work together towards a Joint Submission on Penalty. This report was originally due December 19/25.

Since this date, I have been in regular contact with counsel for both parties. I have been informed that they are making positive progress towards the Joint Submission on Penalty, and they have been granted numerous extensions due to the progress they are making. We want to give both sides the time they need to allow for procedural fairness and not rush the process.

I was informed May 4/26 that both sides have come to an agreement and signed off on the final Joint Submission on Penalty.

Now that the Discipline Committee has this report, we will set aside time to deliberate and finalize our Report on Penalty for the CDSS in this matter.

Respectfully submitted,  
Dr. Cam Roberts, Chair

# HRC Committee Report

The CDSS continues to operate efficiently under the leadership of our Executive Director Jaime Korczak and her staff. I continue to have full confidence in Jaime to lead our organization and wish to recognize the amazing work she has accomplished in the past year.

Registrar Dr. Dean Zimmer continues to regulate our membership and has been busy overhauling the college standards, ensuring the profession operates in a safe and up-to-date manner. Thank you Dean for all you do for the CDSS.

The advent of the Saskatchewan Dental Association introduced a new neighbour to the CDSS office, SDA Executive Director Nicole Norton Scott, who Jaime has been working alongside with to ensure a seamless

transition when divestment occurs Jan 1<sup>st</sup>, 2027.

A review of time requirements for committee chairs, remuneration, and a potential new PEP position at the CDSS have been subjects of discussion over the past year.

Robert J Affleck, McKercher LLP, has been selected as the new employment lawyer for the CDSS and will be working with us on any future employment agreements.

Respectfully,

Dr. Michael Fowler, Chair  
CDSS President



Photo by: FJ Sarmiento for Arthur Mola Photography

# Governance Committee Report

Thank you to our committee members: Dr. Dean Zimmer, Jaime Korczak, Gord Gillespie, Dr. Wes Thomson and Don Robinson, for an exemplary show of dedication and diligence. The accomplishments of any committee come from the strengths and contributions of the members within.

A review of ESG impact (Environmental, Social, Governance), DEI (Diversity, Equity, and Inclusion) and Artificial Intelligence (AI) was conducted. Governance Committee felt the College of Dental Surgeons of Saskatchewan (CDSS) is currently meeting its responsibility to maintaining good ESG practices and fosters a positive work environment and hiring practices that support DEI. Governance Committee feels that AI may play a role in the CDSS organization in the future but will need further analysis as the technology progresses to determine its place in the organization.

Two Council terms will come due in 2026, specifically for Dr. Kabir Viridi and Dr. Wes Thomson. We thank them for their dedication and years of services with CDSS and look forward to working with our newly elected Councilors.

Focus of Governance in our last term revolved around preparation for our divestment with the Saskatchewan Dental Association (SDA) January 2027, and how we can optimize and best prepare the CDSS for this occurrence.

Post divestment will prompt a comprehensive CDSS Council Manual Review which is planning to be undertaken in 2027 by our Executive Director.

In order to prepare Council for what post-divestment may look like for the CDSS, Governance and Executive have decided to retain the services of a 3rd party consultant, Bradley Chisholm, partner in the consulting firm "The Regulator's Practice" in partnership with the SDA in order to aid Council in

assessing where the CDSS currently is, where we may want it to be, and how we can get there as we become a "true regulatory and licensing body".

Bradley will be available to advise/guide/answer any queries we may have between now and divestment 2027. Some decisions regarding size of Council, extending term life of Council members, reclassifying roles within the Board, the future of Governance, and co-existence with the Saskatchewan Dental Association will need to be addressed...

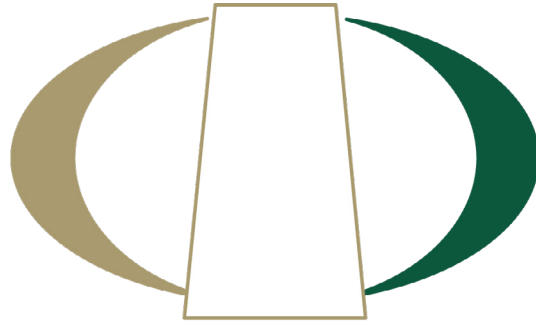
Bradley Chisholm will be invited to a planned "joint" CDSS Council/SDA Board planning meeting June 2026, allowing a key Strategic Planning Session, as a sort of "You were one organization and now you are two" and "what does that look like?" with both CDSS and SDA boards in attendance.

This will all prompt a September review of CDSS Vision, Mission, Values (VMV) statement as well as a review of our "key pillars", which will be undertaken by our Executive Director.

Respectfully submitted,

Dr. Raj Bhargava, Chair  
CDSS President-Elect





The College of  
**Dental Surgeons**  
of Saskatchewan

**Save the Date for the  
2026 Saskatchewan Dental Conference!**

September 18 & 19, 2026  
Prairieland Park, Saskatoon

**COLLEGE OF DENTAL SURGEONS OF SASKATCHEWAN**

201 1st Ave S, 1202 The Tower at Midtown, Saskatoon, SK, S7K 1J5

Telephone: 306-244-5072

Email: [cdss@saskdentists.com](mailto:cdss@saskdentists.com)

Web: [www.saskdentists.com](http://www.saskdentists.com)