



**CEHPEA**  
CENTRE FOR THE EVALUATION OF HEALTH  
PROFESSIONALS EDUCATED ABROAD

# ANNUAL REPORT 2007 - 08





## **VISION**

To facilitate access to a health care career to Internationally Educated Health Professionals who want to reside and practice in Ontario, through the provision of evaluation and orientation services.

## **MISSION**

To be an integral part of the Ontario Ministry of Health and Long-Term Care's health strategy by providing ongoing evaluation and orientation programs for Internationally Educated Health Professionals based on the needs of Ontario's health care system and applicants.



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## About CEHPEA

The Centre for Evaluation of Health Professionals Educated Abroad (CEHPEA) is a new organization in Ontario that provides evaluation and orientation programs to internationally educated health professionals. With a state-of-the-art examination and education centre located in downtown Toronto, CEHPEA is the largest assessment centre of its kind in Canada. Building on the success of the former International Medical Graduates Ontario (IMG-Ontario), CEHPEA was launched on April 19, 2007 as a not-for-profit organization governed by a Board of Directors.

CEHPEA is part of the Ontario Ministry of Health and Long-Term Care's overall strategy to expand and enhance services provided to internationally educated health professionals. CEHPEA plays a key role in the province's strategy to address the shortage of health human resources, including physicians and other health professions.

CEHPEA works in collaboration with key stakeholders such as the College of Physicians and Surgeons of Ontario, the Royal College of Physicians and Surgeons of Canada, the Council of Ontario Faculties of Medicine and other regulatory bodies of the various health professions. CEHPEA works in partnership with HealthForceOntario to help meet the demand for physicians and other health professionals in Ontario.



## Message From Board Chair



On behalf of the Board of Directors of CEHPEA I am very pleased to provide this message for our first Annual Report. The past year has been a year of growth and accomplishment for our organization. The members of the Board and I have had the privilege of overseeing and being a part of this new entity during its formative year. CEHPEA's mandate to provide secure and effective assessments and educational orientation programs for health professionals educated abroad, currently principally medical doctors, has been carried out with the highest standards of excellence and professionalism in a rapidly changing environment. The executive team and staff at CEHPEA should take pride in the significant accomplishments of the past year. CEHPEA plays an important role in the Ministry of Health and Long-Term Care's overall strategy to increase the number of health care professionals in this province. We are looking forward to our continued participation in this strategy in the coming year.

*Margaret Nelligan, LLB*  
*Chair*

I am very pleased to share CEHPEA's first Annual Report with you.

Not long ago, CEHPEA was an idea in the minds of a group of people who wanted to create a more streamlined and transparent assessment process for health professionals educated abroad. Today, I am proud to oversee the largest assessment centre of its kind in Canada! This annual report highlights CEHPEA's activities and successes over the past year.

A major achievement in 2007-08 was the grand opening of our state-of-the-art examination and education centre, a 30,000 square foot facility at 80 Bloor Street West in Toronto. In total, we completed 725 assessments of International Medical Graduates (IMGs). All assessments are now done in-house in our forty-two video-monitored examination rooms. These examination rooms are used simultaneously during our clinical exams, creating a highly productive, standardized setting in which to evaluate the level of preparedness of IMGs for entry into Ontario postgraduate programs or practice.

CEHPEA runs the Pre-Residency Program, a mandatory program for all IMGs accepted into Family

Medicine. By 2007-08, over 225 IMGs have received this orientation prior to commencing Family Medicine residency.

In 2007-08, CEHPEA worked with the Ontario Ministry of Health and Long-Term Care and the Ontario Hospital Association to identify 42 candidates who were selected to work in a new provider role - Physician Assistant - in Ontario hospitals.

CEHPEA would like to thank the Ontario Faculties of Medicine and their Program Directors for playing such an integral part in the work we do. The support and advice of the Ontario Ministry of Health and Long-Term Care and the College of Physicians and Surgeons of Ontario are also essential to the success of the organization. And a special thanks to all the CEHPEA staff who worked so hard during our inaugural year to ensure the integrity of the services we provide.

*Anne Marie Crescenzi*  
*Executive Director*

## Message From Executive Director



## Message From Medical Director



Over the past five years, programs for International Medical Graduates to facilitate their assessment and integration into advanced training or practice in Ontario have expanded and evolved in new policy directions all with the provincial goal to increase the number of physicians in Ontario. CEHPEA is the latest evolution of this initiative. The Ministry of Health and Long-Term Care has a goal to provide access for at least 200 IMGs annually into training or practice placements in the province.

Our new facility houses our two major functions of i) assessment of IMGs and ii) providing educational orientation programs to facilitate their integration into training or practice ready assessments. Assessment programs include examinations to evaluate primary entry competencies, competencies for PGY2 level entry and finally competencies for practice ready candidates. Our educational programs currently include an eight-week orientation to the Canadian health care system for candidates entering Family Medicine training/practice ready assessments, with plans to offer this to candidates entering specialty training/practice ready assessments in the near future.

The academic staff are all highly qualified education professionals with many years of experience in evaluation, curriculum development and delivery. I am excited to work with them in this important endeavour.

As Ontarians all of us have the goal of increasing the supply of health care professionals for the province while at the same time ensuring the highest standards of performance for these professionals. CEHPEA feels privileged to play an important role in these functions.

*Murray Urowitz, MD, FACP, FRCPC  
Medical Director*





## CEHPEA Year in Review

The launch of CEHPEA in 2007 was a major achievement in support of the provincial goal to increase the number of internationally educated health professionals working in Ontario. CEHPEA's inaugural year was a strong example of innovation and productivity as a brand new facility was built while the organization continued its evaluation and education functions for IMGs, ensuring more physicians enter practice in Ontario.

### **Setting Up State-of-the-Art Examination Facilities**

The grand opening of CEHPEA occurred on April 19, 2007. CEHPEA operates in a state-of-the-art clinical examination facility that covers 30,000 square feet in downtown Toronto at Bloor and Bay Streets. The largest clinical examination facility of its kind in Canada, CEHPEA has forty-two video-monitored clinical examination rooms where health professionals undergo simulated health care situations - known as objective structured clinical exams (OSCE). The OSCEs create real-life physician/patient interactions and are used for both assessment and educational purposes. The CEHPEA facility also offers classrooms where orientation and educational programs are provided.

### **Enhancing the IMG Assessment Process**

Establishment of CEHPEA has led to a more streamlined, transparent assessment process in Ontario. In total, 725 IMG assessments were performed in 2007:

- » 454 Clinical Examination 1 (CE1) assessments,
- » 164 Specialty Written Examination (SWE) assessments, and
- » 107 Specialty Specific Clinical Examination (CE2) assessments.

As a result of the large numbers of assessments each year, CEHPEA is constantly involved in exam development, which entails multiple item writing workshops and conferences with the Program Directors of the Ontario residency programs, as well as educators and physician examiners. All examiners must have an appointment in an Ontario Faculty of Medicine and an independent practice license from the College of Physicians and Surgeons of Ontario.

A number of assessment goals were achieved by CEHPEA in its inaugural year:

- » stability and a seamless transition for IMGs applying to the CEHPEA assessment process;
- » expansion of programs/services to provide more frequent CE1 assessments and additional medical specialties; and
- » all examination services were moved in-house in order to maintain control and assure quality standards expected by the public, the MOHLTC and the health profession community.



# CEHPEA Year in Review *continued*

## Statistics

Country of Citizenship (Top Ten)		
Country of Citizenship	2006-2007	2007-2008
Canada	40%	36%
Egypt	7%	11%
India	10%	8%
Iraq	3%	6%
Pakistan	7%	5%
Iran	5%	3%
Sri Lanka	3%	3%
Nigeria	2%	2%
Romania	3%	2%
Libya	0.7%	1%

Medical Undergraduate Degree Country (Top Ten)		
Country - Degree Obtained	2006-2007	2007-2008
Egypt	10%	16%
India	15%	12%
Pakistan	14%	11%
Iran	9%	9%
Romania	6%	5%
Bangladesh	3%	4%
Iraq	3%	4%
Sri Lanka	3%	3%
Nigeria	2%	3%
England	3%	2%

Age Distribution		
Age Group	2006-2007	2007-2008
< 29	7%	11%
30 - 39	46%	46%
40 - 49	36%	33%
> 50	11%	10%

By Gender		
Gender	2006-2007	2007-2008
Male	48%	49%
Female	52%	51%



### **Increasing the Number of Physicians in Ontario**

In 2007, for the second year in a row, more than 200 IMGs entered residency and practice ready positions in Ontario medical schools. After successful completion of a residency program or practice-ready assessment, these physicians can apply for a licence to practice in Ontario, meaning more doctors at work for the Ontario population.

### **Expanding the Pre-Residency Program in Family Medicine**

Delivery of the Pre-Residency Program (PRP) is one of CEPHEA's most successful education programs. Initiated in September 2005, by 2007 over 225 IMGs have been provided with this orientation prior to commencing Family Medicine residency.

### **Launching the Physician Assistant Pilot Project**

In May 2006, the Minister of Health and Long-Term Care announced that Physician Assistants (PAs) would be introduced as a new health provider role in Ontario. In 2007, CEPHEA created a pilot process to evaluate and integrate IMGs into the PA role in Ontario hospitals and Community Health Centres (CHCs). The pilot process included development of:

- » an application and screening process;
- » a standardized central interview process for 85 candidates; and
- » a modified PRP (called the "Integration Process") for the 42 candidates selected into the PA role by hospitals.

### **Initiating Major Quality Assurance Checks**

CEHPEA staff undertook the following quality assurance and evaluation initiatives:

- » A Quality Assurance Assessment of the CE1 Clinical Examination was conducted to confirm the validity and reliability of the CE1 exam.
- » An External Audit of the CE1 Clinical Examination was conducted to provide confidence in the credibility of the candidates' reported scores.
- » The clinical and written examinations of twelve medical/surgical specialties were evaluated.
- » An evaluation of the PRP was initiated in 2007 and will continue in 2008.

## **CEHPEA Year in Review**

*continued*

### **Sharing Expertise Around the World**

CEHPEA has presented at the following conferences:

- » Association of Faculties of Medicine of Canada 2008, Canadian Conference on Medical Education, Montreal, QC, May 4, 2008
- » Assessment of Internationally Educated Physicians (Poster), The 13th International Ottawa Conference on Clinical Competence, Melbourne, Australia, March 5-8, 2008
- » Evaluating Your Assessment Program, National Continuing Competence Conference (NCCC), Toronto, Ontario, Nov 1-3, 2007
- » Association for Medical Education in Europe Annual Conference in Trondheim, Norway, August 27, 2007
- » Association of Faculties of Medicine of Canada 2007, Medical Education Conference, Victoria, BC, May 5-9, 2007





## Candidate Story

### Russian Doctor Reflects on Starting a New Life in a New Country: Best Decision of My Life

It was the need for a safe and secure future that prompted Elena Sourvtseva and her husband Vadim Kovalev to leave Russia and start a new life in Canada. Dr. Sourvtseva, a pediatrician, and Kovalev, a national forensic medical expert, were overwhelmed by the crime rate, murders and instability in their homeland.

“My husband was raised on English and Canadian literature and culture, so he really fell in love with Canada. I shared this love with him,” says Dr. Sourvtseva.

They immigrated in 1999 to Windsor and while her husband worked in cytology and pathology as a technician, Sourvtseva went back to school, completing an Honours Bachelor of Commerce and a Masters of Business Administration at the University of Windsor.

In 2002, shortly after the Assessment Program for IMGs (a predecessor of CEHPEA) was created, she was one of the first to apply for assessment as a fully certified specialist, but was not successful in securing a position that year.

Not giving up, she wrote the United States and Canadian medical licensing exams and in 2004, just as Ontario opened up additional international medical graduate (IMG) positions, she was accepted into the IMG-Ontario program where she passed written and clinical examinations and accepted a position in a full Family Medicine residency program at the University of



Western Ontario. She completed the residency in 2006, securing a full, unrestricted licence.

“The medical culture in Canada is very different than in Russia,” says Dr. Sourvtseva. “In Russia, doctors are much more in a position of power when dealing with the patient. In Canada, doctors are working in partnership with patients to involve them in every aspect of their care.”



In 2006, Dr. Sourvtseva was able to put her partnership and medical skills to work as a hospitalist in a unique program at the Niagara Health System. The program started with three physicians and has expanded to 13, and now offers an outpatient clinic. At the Niagara Health System, hospitalists care for patients that do not have family doctors or in cases where their family doctors do not have hospital privileges, linking with specialists to provide the full spectrum of care. As well, the hospitalist program director supports Dr. Sourvtseva in the use of her MBA and leadership skills to improve the program from a utilization and quality care point of view.

*“My work meets my needs and uses all my medical and management skills,” says Dr. Sourvtseva.*

In addition to her medical career, Dr. Sourvtseva is a passionate volunteer, assisting with families adopting children from Russia and organizing a team of five plastic surgeons that go to Russia for two weeks in May to provide surgery to children with congenital facial deformities.

*“It is truly astounding how a small intervention can make such a difference in a person’s life,” says Dr. Sourvtseva.*

Looking back on her experience and that of her colleagues from other countries, she has witnessed first-hand how the system has improved over the years for IMGs.

*“There have been tremendous changes in the IMG process in Ontario,” says Dr. Sourvtseva. “It’s much easier to get into a residency program than it was before. We have different streams, we have different programs.”*

Ontario leads the country in the number of positions available and its support for international medical graduates and continues to offer more IMG positions each year than all the other provinces combined.

Building on the work of IMG-Ontario, CEHPEA has continued to improve the training and evaluation services in Ontario.

*“CEHPEA has made the process much more user-friendly,” says Dr. Sourovsteva. “The staff members have made major improvements in the system since the first time I applied in 2002. They have reduced the number of examinations, streamlined services, standardized the approach to testing and have made the whole process much more transparent.”*

She also believes that the CEHPEA evaluation is a definite advantage when applying for residency programs in Ontario. Program Directors from the universities are involved in developing the curriculum and they participate in the evaluation, adding a higher level of confidence in the competence of the candidates. Recognizing that advantage, Dr. Sourovsteva’s husband is passing all the examinations that are a prerequisite for admission to CEHPEA. He hopes to be licensed to practice as a pathologist in Canada.

While there have been numerous challenges to making a new life in a different country, Dr. Sourovsteva says it’s worth it. *“I am living in the best country in the world. I think it was the best decision of our lives to immigrate to Canada.”*





## Physician Story

### Pre-Residency Program Helps Prepare IMGs for Family Medicine Training

Three years ago, the Ontario government increased the number of Family Medicine resident positions to a provincial total of 75 offered at Ontario Faculties of Medicine. This opened up additional opportunities for international medical graduates.

Dr. David Tannenbaum, who was Director of Post-Graduate Education for the Department of Family and Community Medicine at the University of Toronto, and Directors from the other universities, realized that a significant number of the IMG Family Medicine residents seemed to be struggling and had difficulty with the transition into training.

“Family Medicine has a lot to do with good communication,” says Dr. Tannenbaum. “In Ontario, we have a very sophisticated relationship between patients and their family doctors. It is very much a partnership with lots of discussion, patient input and negotiation as we work on a solution. A family doctor cannot be effective without understanding this philosophy regarding communication.”

Family Medicine Residency Programs expect residents to begin to function with a level of independence quite early in training. Family Medicine residents work on many different wards, with many different teams and specialists. And since they have a relatively short training program (two years) compared to other specialties, they are expected to hit the ground running.

“We found that people that had ‘grown up’ in the Canadian medical education system were better prepared for residency programs, because the patient care philosophy had been modeled for them as they worked with others,” says Dr. Tannenbaum.

The Ontario Family Medicine Program Directors clearly recognized the need for some kind of preparatory program to assist internationally trained Family Medicine residents. They approached IMG-Ontario staff members who in turn received funding and the go-ahead from the Ministry of Health and Long-Term Care.

In 2005, Dr. Tannenbaum was appointed as the Consultant Director of the Pre-Residency Program for IMG-Ontario and CEHPEA. He co-chaired a steering committee, along with Dr. Anita Rachlis, that quickly conducted research, designed, developed and implemented one of the foremost preparatory programs in North America. The challenge



was that in developing the program, there were few models to examine, so the team built the curriculum from scratch using the patient-centred clinical method as its foundation.

The program covers a number of topics including the health system in Ontario; regulatory aspects; public health; best practice guidelines for care; mental health issues and doctor/patient communications.

There are modules on difficult topics such as family violence, breaking bad news and active listening. There are educational sessions as well as role-plays with seasoned actor/teachers that simulate patients and are very skilled at providing feedback to the students.

The program has two phases. Phase I is six to eight weeks of classroom seminars and simulations and Phase II is seven weeks of on-site clinical rotations at the sites where the residents have been assigned for their two-year residency program. They are paired up with mentors (residents that are already in the program) to observe the life of a resident and are given an orientation to all the areas in which they will be required to work.

“The program has been very successful in preparing IMGs for residency training,” says Dr. Tannenbaum. “Teachers and Program Directors see the difference and the new residents are better able to handle their responsibilities in the learning and patient care environments. We identified a need, a sensible way to meet that need, and it works!”

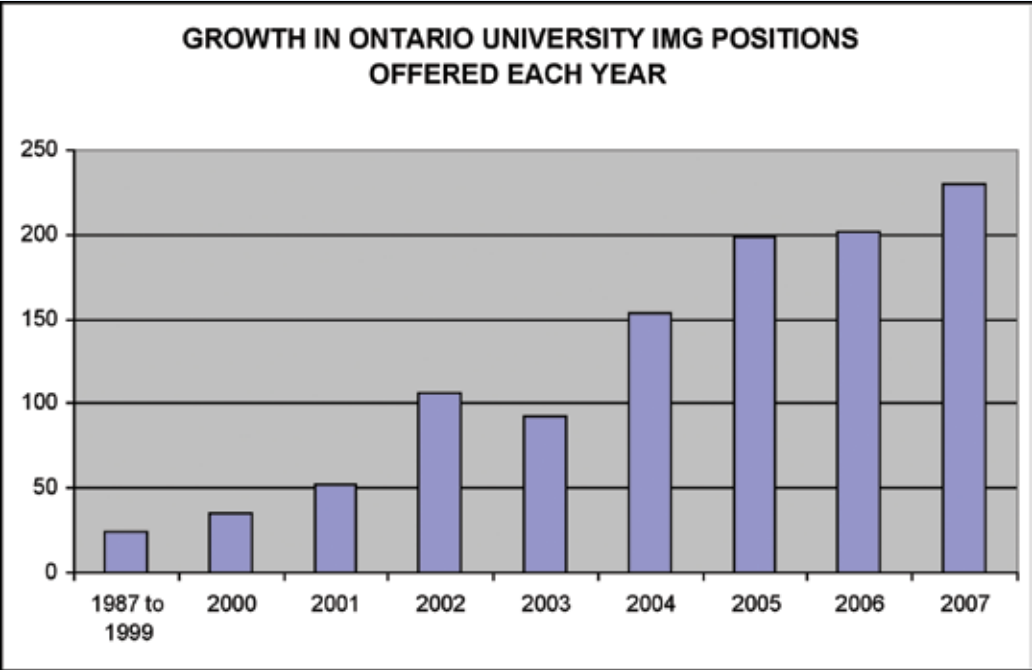
The model has been extremely well received in medical circles across Canada and around the world.

“IMG-Ontario and CEHPEA are organizations that have been dedicated to making this happen and they have been well supported by government,” says Tannenbaum. “Ontario assesses far greater numbers of foreign-trained medical graduates than elsewhere in Canada. Other provinces look with envy at the much-needed resources Ontario has invested in internationally trained medical graduates, including the Pre-Residency Program.”



**IMG Program  
History in Ontario**

Ontario has a long history of providing medical education positions to IMGs. Programs have evolved from the 1980's and 1990's when 24 positions were available each year to IMGs at the clerkship level. Today, CEHPEA assesses hundreds of IMGs each year who can apply for 200+ positions in the Ontario universities at the PGY1, PGY2 and PRA levels.



*Note: In addition to the above positions, Repatriation positions are also offered each year by Ontario Faculties of Medicine.*



# Services Provided - Assessments for International Medical Graduates



Through large-scale written and clinical exams, CEHPEA provides assessment for professional practice for Internationally Educated Health Professionals (IEHPs) in Ontario. Initially, CEHPEA provides assessments for international medical graduates (IMGs) interested in practicing as family physicians or in select medical specialties. In the future, CEHPEA intends to expand its programs and services to other professional practice areas.

The Ontario universities and Postgraduate Program Directors play an integral role in the assessments provided by CEHPEA. CEHPEA assessments are not mandatory in order for IMGs to apply for PGY1 postgraduate residency positions; however, they provide Ontario Program Directors with valuable information that is highly regarded during the application process. Selection of candidates is the responsibility of the Ontario Program Directors; CEHPEA does not select or place candidates.

Family Medicine Stream	
Clinical Exam 1	» Family Medicine
Pre-Residency Program	
Specialist Stream	
Specialists Written Exam	» Anaesthesia
Clinical Exam 2	» General Pathology
	» Anatomical Pathology
	» General Surgery
	» Community Medicine
	» Diagnostic Radiology
	» General Surgery
	» Internal Medicine
	» Obstetrics and Gynaecology
	» Orthopaedic Surgery
	» Paediatrics
	» Psychiatry
	» Radiation Oncology
	» Dermatology
	» Ophthalmology
	» Otolaryngology

## Services Provided - Assessments for International Medical Graduates

*continued*

CEHPEA assesses IMGs to determine their preparedness for the following levels of postgraduate medical education:

- » PGY1 direct entry in Family Medicine
- » PGY1 direct entry in specialties
- » PGY2 entry
- » Practice Ready Assessment (PRA)

*PGY1 refers to the first year of postgraduate training in a Family Medicine or specialty residency program in Ontario. PGY1 positions are offered through the Canadian Residency Matching Service (CaRMS).*

*PGY2 refers to the second year of postgraduate training in a residency program in Ontario. CEHPEA only assesses candidates for PGY2 positions in specialty programs, not in Family Medicine. PGY2 positions are accessed by applying to Ontario Faculties of Medicine.*

*The PRA is a six-month assessment in a supervised clinical setting at an Ontario medical school to determine whether the IMG is ready to enter practice in the province. PRA positions are accessed by applying to Ontario Faculties of Medicine.*

CEHPEA uses a standard assessment process for all candidates:

- » All applicants are screened for basic eligibility requirements (legal status, language proficiency, medical degree and medical knowledge).
- » All candidates who meet the basic eligibility requirements are invited to participate in the Clinical Examination 1 (CE1).
- » All Advanced Specialty Candidates (i.e. PGY2 and PRA) who meet the basic eligibility requirements are invited to participate in the Specialty Written Examination (SWE) and the Specialty Specific Clinical Examination (CE2).

*The CE1 is a general, broad-based comprehensive clinical examination designed to test a candidate's appropriateness for the PGY1 level. While the exam is not mandatory to apply to CaRMS, many programs consider it desirable.*

*The SWE is a series of specialty specific examinations designed to test a candidate's appropriateness for the PGY2 or Practice Ready Assessment levels in the specialty stream.*

*The CE2s are a series of specialty specific examinations designed to test a candidate's appropriateness for the PGY2 or Practice Ready Assessment levels in a specialty stream. It is mandatory to pass both the SWE and CE2 in order to be eligible for a PGY2 or PRA position.*

## **Services Provided - Pre-Residency Program for Family Medicine**

CEHPEA created and operates the Pre-Residency Program (PRP), which is a mandatory four-month program for IMGs who have successfully matched to a Family Medicine residency program in Ontario. The PRP assists IMGs to acquire the necessary competencies to prepare them for participation in Family Medicine residency training.

The PRP is an intensive preparatory program that addresses key competency areas such as communication skills and professional roles and responsibilities. The first two months of the PRP are spent in didactic sessions at the CEHPEA office in Toronto. The second two months are spent in clinical observation at the university where the IMG is enrolled for his/her residency program. The PRP is an orientation program that must be completed prior to Family Medicine training; there is no pass/fail judgement made during the PRP.

CEHPEA will soon extend the PRP to all specialties.

## CEHPEA's Goals for 2008-09

Through its mission, CEHPEA presents a strategic opportunity to improve the current state of Ontario's health care system through:

1. Improved access to health care practitioners as a result of the growth in the number of qualified health care providers working in the system;
2. Assurance that internationally educated health professionals are well-equipped with the requisite knowledge, skills and experience to practice at a level consistent with established clinical, professional and regulatory standards;
3. Support for the efforts of educators currently involved in the education of various health professions; and
4. Liaise on a continuous basis with regulatory authorities and applicable professional accreditation agencies to ensure that CEHPEA's programs are aligned with the needs and standards of applicable professional accreditation agencies.

CEHPEA's goals for 2008-09 reflect the organization's intention to continue to grow and expand services, as well as maintain excellent assessment and educational programs:

- » CEHPEA will begin the process to expand its assessment services to other regulated health professions.
- » CEHPEA will take steps to increase the number of assessment services it provides and offer these services more often throughout the year.
- » CEHPEA will continue its work on a new specialty Pre-Residency Program (PRP) curriculum. The Specialty PRP will be a five-week program for all IMGs accepted into specialty residency programs. The purpose of the Specialty PRP will be to address deficiencies in communication skills, understanding of cultural aspects of Canadian medical practice, report writing, oral presentations and understanding of evidence-based medicine.
- » CEHPEA has an important niche in the evaluation and orientation functions of health care personnel and the organization will continue to pursue collaborations with other national and international organizations to promote and enhance the services provided.



## Founding CEHPEA Board Members

A Board of Directors, whose composition is represented by three key stakeholder groups, governs CEHPEA's performance and accountability: professional educators, professional regulatory bodies, and the general public. The Board was established in 2007 with the following founding members:

### **Margaret Nelligan, Chair**

Margaret Nelligan has been a partner since 1989 with Aird & Berlis LLP, Barristers and Solicitors. She is a former Practice Group Leader of the firm's Corporate Finance Group, as well as a member of the Energy, Mergers and Acquisitions and Private Equity and Venture Capital Teams.

Ms. Nelligan practises in the areas of corporate and securities law, including investments for financial institutions and pension plans, mergers and acquisitions, restructurings, public financings, acquisition financings, private placements, proxy solicitations, corporate reorganizations and general corporate work. She is a member of the Securities Advisory Council of the Ontario Securities Commission and is an Adjunct Professor at Osgoode Hall Law School. Ms. Nelligan has also been selected for the Women in the Lead directory, featuring women whose professional expertise and experience recommend them as candidates for corporate board appointments. She acts as counsel to one of Canada's largest gas distribution utilities, one of Canada's largest pension plans, as well as numerous public and private industrial companies. Margaret regularly advises the boards of directors of public companies on corporate governance and other matters. Margaret is a director of Horizon Utilities Corporation, Ontario's third largest electricity distributor.

Ms. Nelligan received her LL.B. (Hons., Dean's List), University of Windsor in 1984 and a B.A. (Hons.), History, University of Western Ontario in 1981.

She is a member of the Canadian Association of Law Teachers Canada's Venture Capital & Private Equity Association (CVCA), the Ontario Energy Association, the Ontario Energy Network, the Women's Executive Network, Women in Capital Markets, and Women in Food Industry Management.

## Founding CEHPEA Board Members

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### **Anne Coghlan**

Anne Coghlan is the Executive Director of the College of Nurses of Ontario. The College is the regulatory body for Registered Nurses and Registered Practical Nurses in the province.

Ms. Coghlan has over 20 years of leadership experience in varied professional practice, management, regulatory and educational roles. She obtained both her Baccalaureate and Master of Science in Nursing degrees from the University of Toronto and started her nursing career at the Hospital for Sick Children as a staff nurse and Paediatric Clinical Nurse Specialist. Ms. Coghlan introduced the roles of Director of Professional Practice and Chief of Nursing Practice at Markham Stouffville Hospital in the early 1990s. She has also held faculty positions in the Faculty of Nursing at the University of Toronto and Ryerson's School of Nursing. Prior to joining the College of Nurses in May 2000, she was a Principal in the health care practice of Ernst & Young Consulting Services.

Currently, Ms. Coghlan holds an appointment as Adjunct Professor in the Lawrence S. Bloomberg Faculty of Nursing, University of Toronto. She is a member of the Board of Directors of the Federation of Health Regulatory Colleges of Ontario. Her professional interests include leadership in knowledge-based organizations, the public accountability of self-regulated professionals and the impact of globalization on regulatory policy.

### **Dr. Rocco Gerace**

Dr. Rocco Gerace is the Registrar of the College of Physicians and Surgeons of Ontario, appointed in May 2002.

From 1997-2002, Dr. Gerace served on the College's Council as the University of Western Ontario representative. He was elected President of Council in November 2000, for a one-year term.

Prior to his appointment as Registrar, Dr. Gerace was an attending staff physician in the Department of Emergency Medicine at the London Health Sciences Centre. He was also a consulting staff member at the Poison Information Centre at the Hospital for Sick Children in Toronto.

## Founding CEHPEA Board Members

*continued*

Dr. Gerace graduated from the University of Western Ontario in 1972. He is a fellow of the Royal College of Physicians and Surgeons of Canada in Emergency Medicine, and a diplomat of the American Board of Emergency Medicine. Dr. Gerace is also certified in Medical Toxicology from the American Board of Emergency Medicine.

Dr. Gerace is a professor in the Department of Medicine, Division of Emergency Medicine at the University of Western Ontario, and was a past-chair of this division. He also held a cross-appointment in the Department of Pharmacology and Toxicology. Dr. Gerace is also an Adjunct Professor in the Department of Medicine at the University of Toronto.

Dr. Gerace is also the current President of the Medical Council of Canada.

### **Dr. Ken Harris**

Dr. Harris is the Associate Dean, Postgraduate Education at the University of Western Ontario (UWO) Schulich School of Medicine/Dentistry since 2002. Dr. Harris also currently holds the positions of Director of the Education, Research and Resource Unit at UWO and Director of the South Western Ontario Medical Education Network.

Prior to his appointment as Associate Dean, Dr. Harris was Chair of the Division of Vascular Surgery, London Health Sciences Centre, and Chair of the Department of Surgery, UWO. He has also held positions of Chief of the Department of Surgery at the London Health Sciences Centre and with St. Joseph's Health Care London.

Since 2006, Dr. Harris has served as Chair of the Postgraduate Education Committee of the Council of Ontario Faculties of Medicine. He is also a member of the Accreditation Committee of the Royal College of Physicians and Surgeons of Canada, on the Board of Directors of the Fowler-Kennedy Sports Medicine Clinic and a member of the Interprofessional Education Working Group of the Ministry of Health and Long-Term Care.

Dr. Harris graduated from Queen's University in 1977. He is a fellow of the Royal College of Physicians and Surgeons of Canada in General Surgery and Vascular Surgery. In 2007 he was awarded the Vicky Blair Vascular Surgery

## Founding CEHPEA Board Members

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Fellowship and is the recipient of the James IV Association of Surgeons Travelling Fellowship, BCOE Teaching Award and USC Teaching Honour Role.

### Dr. Jim Wilson

Dr. Jim Wilson is a native of Port Colborne, Ontario and a graduate of Queen's University in Chemistry. He received his medical degree from Queen's University in 1977 and completed his residency education in Urology in Kingston in 1982.

Following a research fellowship in Urolithiasis at the Mayo Clinic in Rochester, Minnesota in 1982-1983 he returned to Kingston and joined the Faculty of Medicine at Queen's in the Department of Urology. He was promoted to Associate Professor in 1988 and was appointed Head of the Department of Urology in 1997. He is Chief of Urology at Kingston General Hospital and Hotel Dieu Hospital.

Dr. Wilson was President of the Clinical Teachers Association of Queen's University from 1992-94 during which he became involved with the establishment of the Southeastern Ontario Academic Medical Organization (SEAMO) - the Alternative Funding Plan for Queen's University physicians. He was a Governor of SEAMO from 1998-2001 and served as Chair of the Staffing Committee of SEAMO from 1998-2000.

From 1995 to 1998 he was Associate Dean of Postgraduate Medical Education at Queen's University. He was Chief Examiner of Urology for the Royal College of Physicians and Surgeons from 2000-2002, and was President of the Canadian Urological Association in 2002 and is currently President of the Northeastern Section of the American Urological Association.

Dr. Wilson has been Chair of the Credentials Committee of the Royal College of Physicians and Surgeons of Canada, the Specialty Committee in Urology for the Royal College and the Postgraduate Management Committee of the Council of Ontario Faculties of Medicine.

### Public Representatives

Public representatives will be added to the Board in 2008-09.



## CEHPEA Staff

### **Anne Marie Crescenzi, Executive Director**

Anne Marie Crescenzi is the Executive Director of CEHPEA. She successfully administered the transition of the former IMG-Ontario to CEHPEA, including the separation of assessment/evaluation from case management/counselling services, which were transferred to HealthForceOntario's Access Centre.

Prior to CEHPEA, Ms. Crescenzi managed the Postgraduate Medical Education Office of the University of Toronto Faculty of Medicine for many years, overseeing the registration and certification of approximately 2500 medical residents and fellows. While in this position, she was responsible for the development and successful negotiation of several medical training agreements with external agencies and governments. Ms. Crescenzi was nominated for the University Chancellor's award to acknowledge her work in responding to the needs of international communities and the Faculty's vision of international leadership in health research and education. She is a graduate of St. Michael's College at the University of Toronto.

### **Arin De Fazio, Director, Finance & Administration**

Arin De Fazio is CEHPEA's Director of Finance and Administration. Ms. De Fazio has over 12 years of experience at the University of Toronto, Faculty of Medicine where she held the role of Administrative Manager for IMG-Ontario and, prior to that, was Manager of Finance and Awards, Postgraduate Medical Education Office. Her career has evolved in the areas of administration and financial management. Ms. De Fazio is a graduate of the University of Toronto's Specialist Programme in Management.

### **Dr. Sheldon Mintz, Director, Educational Programs**

Dr. Mintz is CEHPEA's Director of Educational Programs. He graduated with his medical degree from the University of Toronto in 1963, did his internship at Toronto General Hospital in 1964, and followed this with Internal Medicine training at the Mayo Clinic from 1964 to 1967 and Respiratory Diseases training at Boston City Hospital and Pittsburgh University from 1967 to 1970. He completed a Masters in Education at OISE in 1990.

Dr. Mintz has held multiple administrative positions within the teaching community, including: ICU Chief at Women's College Hospital; Acting Physician in Chief at Women's College Hospital on two occasions; and Division Chief

## **CEHPEA Staff**

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of Respiriology at Sunnybrook and Women's College Hospital. He has been involved in technology development committees.

Dr. Mintz has received multiple honors and awards, including faculty-wide awards such as the Aikins award (twice) and Teacher of the Year, University Department of Medicine in 1999. He has developed several courses: "Basics of Respiriology", an immersion transition course for new Fellows in Respiriology across Ontario; "Respiratory Physiology", a course for all first-year medical students since 1996; "Building the Perfect Presentation" a presentation skills course for graduate physicians; and grand rounds at Sunnybrook and Women's College Hospital 2002-2006.

### **Marla Nayer, Director, Assessment Operations**

Dr. Nayer, PhD, is the Director of Assessment Operations. Prior to this position she was the Director, Quality Management, at the College of Physiotherapists of Ontario for six years. She is known for her work in assessing clinical competence, program evaluation and measurement.

Dr. Nayer conducts workshops and lectures in both Canada and the USA on multiple-choice item writing, standard setting and clinical examinations. She worked for five years running the clinical component of the Canadian Physiotherapy Competency Examination and for nine years as consultant to the College of Psychologists of Ontario managing their jurisprudence and ethics licensure examination. She consulted with the College of Dietitians of Ontario in developing their quality management assessment program and both the Colleges of Physical Therapists of Alberta and Respiratory Therapists of Ontario in evaluating their continuing competence and quality assurance programs.

### **Dr. Murray Urowitz, Medical Director**

Dr. Murray Urowitz received his M.D. from the University of Toronto in 1963 and completed his post-graduate training in Rheumatology at the University of Toronto and at The Johns Hopkins Hospital. He was Chief of Medicine at the Wellesley Hospital in Toronto from 1988-95 and has been a senior scientist at the Toronto Western Hospital since 1995 where he established the Center for Prognosis Studies in the Rheumatic Diseases and the UofT Lupus Clinic of which he is Director.

## CEHPEA Staff

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Dr Urowitz has always been involved in medical education in all of its spheres undergraduate, postgraduate and continuing education. His teaching excellence is exemplified by his having won the outstanding clinical teacher award in the medical school for a remarkable eight times.

In 1995 he was appointed Associate Dean Postgraduate Education at the University of Toronto responsible for the management of the Postgraduate Medical Education Office and for overseeing 1360 residents in Royal College and College of Family Physicians of Canada programs and 940 fellows at the University of Toronto for top-up training. Dr. Urowitz established the web-based registration and evaluation systems and he increased recruitment of international medical graduates between 1995 and 2005 to over 800 trainees. During his tenure he also introduced a number of novel programs to promote the development of clinician investigators and clinician educators. He served in this position until 2005. During these administrative activities he continued his career as a funded clinician scientist with over 250 publications and 32 book chapters and many international speaking invitations.

In 2004, Dr. Urowitz was awarded the American College of Rheumatology (ACR) Master Award, the highest honour the ACR bestows on an ACR member; the Duncan Graham Award of the Royal College of Physicians and Surgeons of Canada, in recognition of outstanding lifelong contribution to medical education; and an OMA (Ontario Medical Association) Life Membership Award in recognition of his outstanding contributions to medical science.

## 2007-08 CEHPEA Financial Statement

### Condensed Financial Statements for the Year Ended March 31, 2008 Condensed Balance Sheet as at March 31, 2008

#### Assets

##### Current

Cash	\$ 3,114,768	
Other current	<u>74,839</u>	\$ 3,189,607

Capital assets	<u>320,904</u>	
	<u>\$ 3,510,511</u>	

#### Liabilities

##### Current

Accounts payable	\$ 398,411	
Due to MOHLTC	<u>2,791,196</u>	\$ 3,189,607

Deferred capital funding	<u>320,904</u>	
	<u>\$ 3,510,511</u>	

### Condensed Statement of Revenue and Expense Year Ended March 31, 2008

#### Revenue

Ministry of Health and Long Term Care	\$ 5,695,028	
Fees and miscellaneous	<u>494,450</u>	\$ 6,189,478

#### Expenses

Examinations and support	1,983,734	
Salaries and wages	1,122,309	
Professional fees	1,077,934	
Occupancy	880,246	
Clinical	655,566	
Other	<u>469,689</u>	6,189,478

**Excess of Revenue Over Expense** **\$ -**





## **Office Location and Contact Information**

For comprehensive information about CEHPEA's services, partners and application process, please visit [www.kehpea.ca](http://www.kehpea.ca) or write to:

CEHPEA  
80 Bloor Street West  
Suite 902, Toronto, ON  
M5S 2V1

Phone: (416) 924-8622  
Fax: (416) 924-8921

Email: [info@kehpea.ca](mailto:info@kehpea.ca)



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CENTRE FOR THE EVALUATION OF HEALTH  
PROFESSIONALS EDUCATED ABROAD