

ANNUAL REPORT

R C D C

2020-2021

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Presidents

Dr. Frank A. Smith	1966 – 1967
Dr. C. H. M. Williams	1967 – 1969
Dr. R. L. Scott	1969 – 1970
Dr. C. Ames	1970 – 1971
Dr. Arthur M. Hayes	1971 – 1972
Dr. W. H. Feasby	1972 – 1973
Dr. Arthur W. S. Wood	1973 – 1974
Dr. Franklyn W. Lovely	1974 – 1975
Dr. Sheldon M. Claman	1975 – 1977
Dr. George S. Beagrie	1977 – 1979
Dr. Norman Levine	1979 – 1981
Dr. James. H. P. Main	1981 – 1983
Dr. K. J. Paynter	1983 – 1984
Dr. James. H. P. Main	1984 – 1985
Dr. Michael J. Cipton	1985 – 1987
Dr. Rod L. Moran	1987 – 1989

Dr. Charles G. Baker	1989 – 1991
Dr. Guy Maranda	1991 – 1993
Dr. R. John McComb	1993 – 1995
Dr. Michael I. MacEntee	1995 – 1997
Dr. John G. Fraser	1997 – 1999
Dr. Allen S. Wainberg	1999 – 2001
Dr. James Shosenberg	2001 – 2002
Dr. David Kennedy	2002 – 2004
Dr. Elie M. Wolfson	2004 – 2006
Dr. James L. Leake	2006 – 2008
Dr. J. Richard Emery	2008 – 2010
Dr. Garnet Packota	2010 – 2012
Dr. Leland McFadden	2012 – 2014
Dr. Hugh Lamont	2014 – 2016
Dr. Christopher Robinson	2016 – 2018

Registrars

Dr. John A. Speck 1966 – 1993

(Registrar Emeritus)

Dr. Keith Titley 1993 – 2008

Dr. Patricia A. Main 2008 – 2012

Dr. David S. Precious 2012 – 2014

Dr. Garnet V. Packota 2014 – 2015 (Interim)

Dr. Keith Morley 2015 – 2016

Dr. Leland McFadden 2018 – 2020

(Registrar Emeritus)

Dr. John Zarb 2020 – present

Board Of Directors

Dr. Carolyn Mason, Chair

Dr. Izchak Barzilay, Vice-Chair

Dr. John Zarb, Registrar

Dr. James Posluns, Treasurer

Dr. Christine Corbeil, Examiner-in-Chief

Ms. Amandine Perdebat, Secretary

Dr. Constantine Batsos, Dental Public Health

Dr. John Odai, Endodontics

Dr. Daniel Turgeon, Oral and Maxillofacial Radiology

Dr. Michel El-Hakim, Oral and Maxillofacial Surgery

Dr. Iona Leong, Oral Medicine and Oral Pathology

Dr. James Noble, Orthodontics

Dr. Paul Andrews, Paediatric Dentistry

Dr. Jean-Pierre Picard, Periodontics

Dr. John Zarb, Prosthodontics

Message from the Chair



In September 2020, I had the distinct honour of being selected as Board Chair of The Royal College of Dentists of Canada (RCDC, the College). I would like to start this message by recognizing my predecessor, Dr. Hugh Lamont. During very uncertain times Dr. Lamont laid the foundation for me to begin a two-year term and continue to lead RCDC towards achieving excellence for our 2,500 Fellows and Members around the world.

The world is continuing to deal with the Covid-19 pandemic and on behalf of the Board of Directors, our thoughts are with those who have suffered illness or hardship during this time.

Despite these challenging and unprecedented times, the College has accomplished a significant amount this year.

Strategic Plan 2020-2023

A chart outlining the work completed by the College in fulfilling our strategic goals has been provided in the Annual Report. The plan clearly outlines the priorities that must be implemented to fulfill RCDC's vision and mission. While the pandemic provided some roadblocks towards meeting these initiatives, the Board of Directors made it a priority of the College to execute as many as feasible during these complicated times.

Fellowship Examination Administration

The Board of Directors made the decision in September 2020 that the May and June 2021 administration of the Fellowship Examination would be entirely virtual. This format would maintain the original case-based format of the in-person examination and allow candidates to sit the examination from a location with reliable internet that was familiar to them.

This proved to be a very successful administration, with all candidates being examined for their full time in each session. This wouldn't have been achievable without the leadership shown by our Examiner-in-Chief, Dr. Christine Corbeil. I would also like to recognize the incredible efforts of our Chief Examiners and their examination teams, who have had to work in challenging conditions to deliver an excellent Fellowship Examination.

Fellowship Affairs

One of the cornerstones of our Strategic Plan is the development of a fulsome and comprehensive membership program. A key piece of this program is communications. I am happy to report that this year saw a marked improvement in communications with our members, with the continuation of our quarterly newsletter, routine email updates on significant College-related

business, and the utilization of social media to broaden our reach.

Another important piece of the program are opportunities for continuing education. The Covid-19 pandemic did not allow for in-person events, however monthly virtual webinars that cover dental specialty topics of interest to our entire membership were launched in November 2020. These were well attended and will continue in the coming year.

Under the guidance of our new Registrar, Dr. John Zarb, a number of new initiatives are being implemented. I would like to take this opportunity to thank Dr. Zarb for his significant involvement within the College and his leadership with the membership program.

National Dental Specialty Examination

This year also saw the College continuing in fulfilling its agreement to assist the National Dental Examining Board of Canada (NDEB) with the development of examination content for the National Dental Specialty Examination (NDSE). The College firmly believes in the necessity of a licensure examination for accredited dental specialists in Canada.

It has truly been an honour to serve The Royal College of Dentists of Canada this past year and to work alongside our dedicated Head Office Staff, examination teams, extraordinary Chief Examiners and Members of the Board. I am filled with pride when I see how much has been accomplished this year and I am incredibly optimistic about the future of the College. I would like to end this message by thanking our Fellows and Members for their continued support and dedication to The Royal College of Dentists of Canada.

Respectfully submitted,

Dr. Carolyn Mason

Chair, Board of Directors

Message from the General Manager



The theme of this year's Annual Report is growth and development, which is a reflection what The Royal College of Dentists of Canada (RCDC, the College) underwent this past year, in part because of the Covid-19 pandemic but also the landscape in which RCDC now operates.

The 2020–2023 Strategic Plan provided the framework for the College to diversify, expand, and evolve. While the pandemic did pose some unique challenges, several strategic initiatives were completed this past year. The College is on track to fulfill the majority of its goals by 2023. In the spirit of transparency and accountability, an update on work completed on the strategic plan has been provided in this Annual Report. We will continue to update the membership and stakeholders as required in the coming years.

Fellows and Members are the foundation of the College, and it is therefore critical that RCDC provides opportunities that of interest and pertinent to its members. The development of a comprehensive membership program began in earnest this year, and I expect a number of new exciting initiatives to be launched in the coming months.

RCDC members showed a renewed connection with the College by expressing interest by getting more involved with RCDC and donating their time within the community. Several Fellows were

onboarded as Members-at-Large in RCDC Committees, which will provide a stronger representation of the membership within the governance of the College. Additionally, two new committees were created: International Fellows and Early Career Fellows. The intent is to build a stronger connection with these two categories of membership, which will help the College's future growth and diversification.

The Fellowship Examination in all nationally recognized dental specialties was successfully administered in May and June 2021. The pandemic forced the oral examinations to be administered in a secure virtual format for the safety of candidates, Examiners, and College staff. Candidates and Examiners were provided multiple opportunities to familiarize themselves with the platforms used and the processes that were implemented ahead of time. I am proud to say that all candidates were able to be examined for their full allocated time in each session. This wouldn't have been possible, in part, without the incredible amount of work completed by Head Office staff ahead of the examination administration.

On that note, I would like to take the opportunity to recognize the hard-working Head Office staff: Ms. Iryna Melnyk, Director of Operations, Mr. Kyle Todt, Director of IT & Assessments, Ms. Karine

Topalian, Bilingual Membership Coordinator, Ms. Martyna Kacala, Bilingual Assessments Coordinator, and Ms. Vanessa Biklo, Bilingual Office Administrator. They have all excelled in an entirely virtual environment during unprecedented and uncertain times. It gives me true pleasure to work alongside them every day.

The College continued this year to work in a collegial and collaborative way with the National Dental Examining Board of Canada (NDEB) in the development of content for the National Dental Specialty Examination (NDSE).

I would like to end my report by thanking Chief Examiners and their Examination teams for their engagement during these challenging times. I would also like to acknowledge the incredible

leadership of the Board of Directors throughout the year. Special recognition goes to our Board Chair, Dr. Carolyn Mason, who skillfully navigated the organization through often turbulent waters.

The Royal College of Dentists of Canada is entering a new and exciting chapter of its existence and we hope that we can continue to count on the support of our valued membership.

Respectfully submitted,

Ms. Amandine Perdebat
General Manager

2020-2023 Strategic Plan

Progress update

1 Maximize Membership Growth and Engagement



Building greater engagement



Promotion of the Fellowship Examination



International symposium



Represent and advocate for new Fellows

2 Review and Revitalize Governance Model



Dynamic organizational structure



Formal succession plan



Fill vacant seats



Enable diversity

3 Develop New Revenue Streams



Government grants



Sponsorships



25% increase in revenue

4 Optimize Fellowship Examination



Increase geographic accessibility



Fiscal viability of the Examination



Excellence competency profiles



Partner with other organizations

5 Achieve Excellence in Communications



90% satisfaction rating



Comprehensive communications plan



Leverage social media

6 Fully Leverage and Engage Volunteers



Volunteer management plan



Increase consultation and collaboration



Networking events



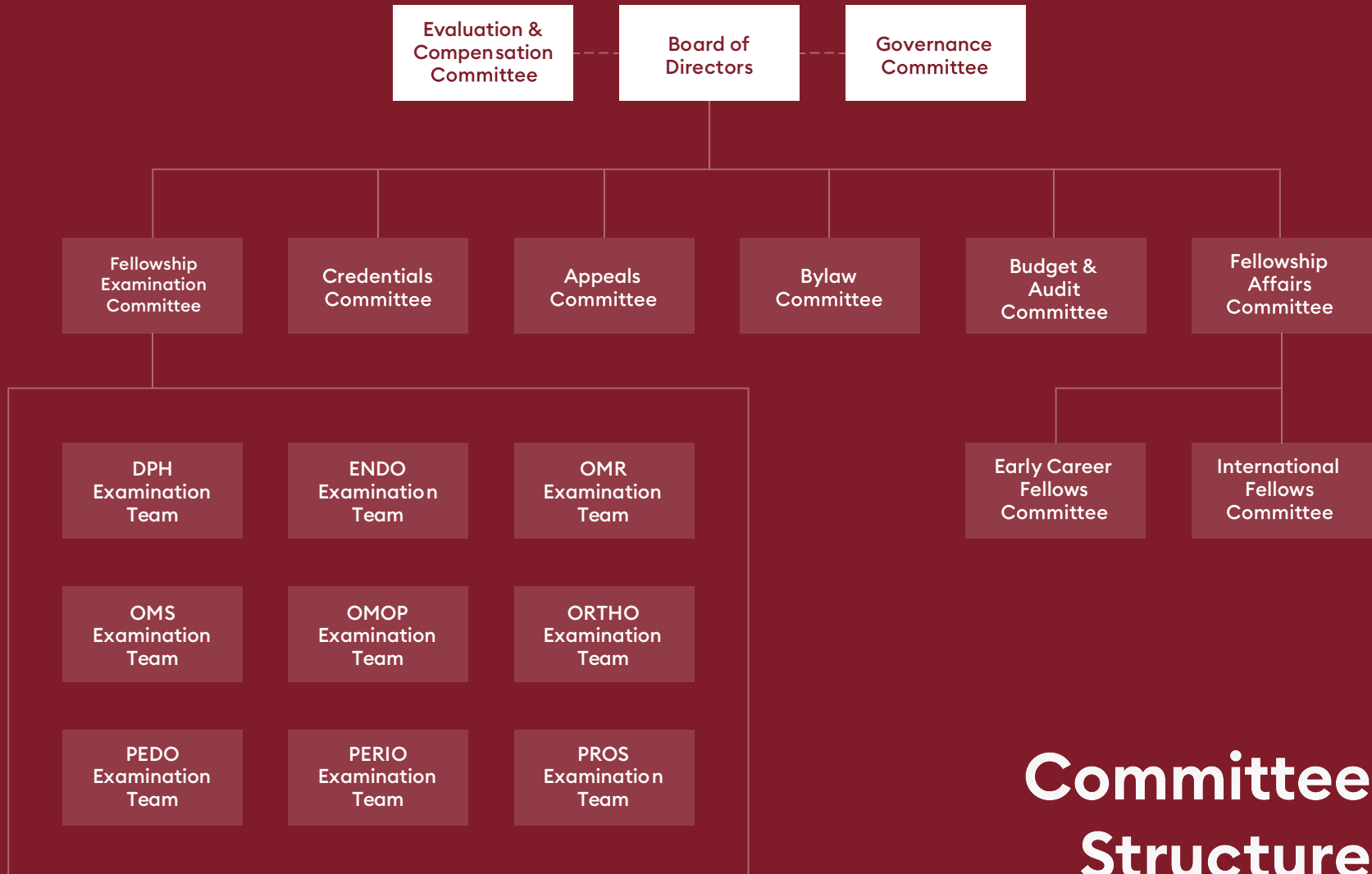
Volunteer recognition and appreciation

7 Engage in Lobbying and Advocacy



Engage in lobbying and advocacy

*as of the time of publication of this report.



Committee Structure



Bylaw Committee Report

Dr. Izchak Barzilay
Chair (Board Vice-Chair)

Dr. Paul Andrews
Chair, Governance Committee

Dr. Angela Wong
Member-at-Large

Dr. Pierre-Luc Michaud
Member-at-Large

Dr. Carolyn Mason
Board Chair (Ex-Officio)

Ms. Amandine Perdebat
General Manager

The Bylaw Committee met once this year to review the current Bylaws. Updates and minor modifications were suggested and discussed. Changes of note include a modification the number of Directors, including the ability to appoint the International Fellow and Early Career Fellow Director positions, which were created this year. Some of the wording and grammar was tightened.

These bylaws will be presented to membership for approval at the Annual General Meeting on September 18, 2021. Once approved, these will be posted on the College's website.

By means of this report, I would like to thank the current members of the Bylaw Committee and welcome the new Members-at-Large: Dr. Pierre-Luc Michaud and Dr. Angela Wong.

Respectfully submitted,

Dr. Izchak Barzilay
Chair, Bylaw Committee



Governance Committee Report

Dr. Paul Andrews

Chair (Director, Paediatric Dentistry)

Dr. John Zarb

Director, Prosthodontics

Dr. John Odai

Director, Endodontics

Dr. Carolyn Mason

Board Chair (Ex-Officio)

Dr. Izchak Barzilay

Board Vice-Chair (Ex-Officio)

The Governance Committee is required to ensure that the Board of Directors fulfills its legal, ethical and functional responsibilities through adequate strategic planning, governance policy development, recruitment strategies, training programs. This report will provide a summary of the work completed this year by the Committee.

Members-at-Large Recruitment

As directed by the Board of Directors, a recruitment effort for Members-at-Large was initiated this year. A notice was included in the January newsletter to the membership and a follow up email was sent to all Fellows inviting applications to participate in RCDC committees as Members-at-Large. Interested Fellows were required to submit an application indicating their area[s] of interest and have it signed by two current Fellows in support. The new Members-at-Large have now be assigned to various Committees, have completed an orientation session and the Chairs of the Committees have reached out to them as they start their one-year assignment July 1, 2021.

RCDC Organizational Charts

The College will be upgrading its membership portal by January 2022. In order to increase transparency of the Board of Directors and the operations of the RCDC to the membership, the Governance Committee will propose that the Governance Resources including: The Act to Incorporate, Bylaws, Director's Code of Conduct, RCDC Committee Organizational Chart and the RCDC Operations Organizational Chart, Committee Terms of Reference, Policies and Procedures and Position Descriptions, be posted to the members portal once it is live.

Policy Review

This year, the Governance Committee undertook a comprehensive review of all governance and human resources policies. These were approved by the Board of Directors and currently in effect. They will be re-evaluated in the coming year as part of routine Committee and Board business.

Business Plan Deliverables

The Chair of the Governance Committee was assigned the strategic goal "Governance Skills Training" that needed to be completed this year.

The Governance Chair, Board Chair and Board Vice-Chair will be contacting various Directors of the Board to fill vacancies on RCDC committees. Increased committee involvement will assist Directors to have an intimate understanding of the affairs of the organization and to act as a conduit of information to the Board to allow the best decision making. The Governance Chair and Staff have also undertaken to provide New Director Orientation session for all incoming Directors.

It has been my distinct pleasure to serve as Chair of the Governance Committee since November 2020. By virtue of this report, I would like to thank the members of the Committee for the exceptional work that they have accomplished.

Respectfully submitted,

Dr. Paul Andrews

Chair, Governance Committee

Fellowship Affairs Committee Report

Dr. John Zarb
Chair (Registrar)

Dr. James Noble
Director, Orthodontics

Dr. Iona Leong
Member-at-Large

Dr. Effrat Habsha
Member-at-Large

Dr. Izchak Barzilay
Board Vice-Chair (Ex-Officio)

Dr. Carolyn Mason
Board Chair (Ex-Officio)

The Fellowship Affairs Committee is a standing committee of the Board of Directors. It is responsible for the membership program, including professional development, communication and awards, ensuring that the needs of the membership are met. The Committee is chaired by the Registrar and includes at least one Director and at least one Member-at-Large. The Board Chair and Vice-Chair are Ex-Officio.

The year of 2020/2021 has been like no other. During these unprecedented times, the Fellowship Affairs Committee worked hard to support the members of The Royal College of Dentists of Canada (RCDC, the College) and to look ahead for a brighter future. The College has received a large number of applicants for Fellowship in 2021. The Registrar's job is to ensure the validity of their credentials and to confer Fellowship status to all who were successful in meeting all of the necessary requirements on September 18, 2021 at the virtual Convocation Ceremony. We look forward to welcoming our newest Fellows and to celebrate their achievements together.

The Fellowship Affairs Committee has launched another successful initiative – monthly continuing education webinars. The first continuing education webinar was held on November 24th, 2020 on the



topic of managing COVID-19 pandemic in a clinical and/or academic setting. It was followed by monthly webinars on trending topics in Oral and Maxillofacial Surgery, Dental Public Health, Paediatric Dentistry, Endodontics and Oral and Maxillofacial Radiology. A full list, descriptions, and recordings of all past webinars are available on demand for RCDC members on the College's website at www.rcdc.ca. The committee will continue working on establishing monthly webinars for the rest of 2021 and into 2022. We wish to thank all of the speakers and moderators for graciously donating their time and sharing their valuable knowledge with the RCDC community.

The Committee is currently working on launching a new program with a focus on raising awareness of dental specialties within the dental community across Canada. This is set to be accomplished through influencer public relations and expansion of the College's presence on social media. More details will be provided in the coming months.

We look forward to continuing to share updates and new initiatives of the Committee via digital quarterly newsletters. All members are encouraged to get involved within the College by consulting the opportunities available on the College's website at www.rcdc.ca.

In closing, I would like to thank all of the Committee members for their invaluable input and dedication to the College.

Respectfully submitted,

Dr. John Zarb

Chair, Fellowship Affairs Committee

Membership Report

The following chart represents our membership by specialty, excluding 17 Honorary Fellows.

Life Fellowship & Life Membership

SPECIALTY	FELLOWS	MEMBERS	TOTALS	LIFE FELLOWS	LIFE MEMBERS	TOTAL
Dental Public Health	26	0	26	13	4	17
Dental Sciences	3	0	3	8	0	8
Endodontics	312	1	313	19	10	29
Oral and Maxillofacial Radiology	30	3	33	3	0	3
Oral and Maxillofacial Surgery	382	17	399	50	16	66
Oral Medicine	10	0	10	3	0	3
Oral Medicine and Oral Pathology	32	0	32	12	0	12
Oral Pathology	12	0	12	3	0	3
Orthodontics	573	10	583	55	14	69
Paediatric Dentistry	329	7	336	18	14	32
Periodontics	297	17	314	25	19	44
Prosthodontics	205	3	208	21	13	34
Total	2211	58	2269	230	90	320

In Memoriam

Dr. John Stamm

Fellow

Dental Public Health

Chapel Hill, North Carolina
United States

Dr. John Speck

Life Fellow

Periodontics

Aurora, Ontario
Canada

Budget and Audit Committee Report

Dr. James Posluns
Chair (Treasurer)

Dr. Daniel Turgeon
Director, Oral and Maxillofacial Radiology

Dr. Nida Amir
Member-at-Large

Mr. David Rosenbaum
Legal Representative

Ms. Laura Gay
Audit Representative

Ms. Valerie Small
Investment Representative

Dr. Carolyn Mason
Board Chair (Ex-Officio)

Dr. Izchak Barzilay
Board Vice-Chair (Ex-officio)

Ms. Amandine Perdebat
General Manager

The annual audit of The Royal College of Dentists of Canada (RCDC, the College)'s operations for the year which ended March 31, 2021 was successfully completed virtually this past spring. For the 2020-2021 fiscal year, total revenue was comprised of fees for the 2021 Fellowship Examination, Annual Dues, the NDSE service fee received from the NDEB and various other smaller sources.

Overall, expenses remained low this past fiscal year. All categories of expense were well controlled. The reduction in staff, the move to a smaller office location and greater utilization of technology for meetings and workshops realized significant savings to the College in 2020-21. It is anticipated that expenses will rise in the year to come, as operations and staffing return to traditional norms.

The excess of revenue over expenses reinforces the College's already solid financial position and supports some of the larger priorities set out in the current strategic plan. It is extremely fortunate that the College was able to hold its first ever virtual Fellowship Examination in June 2021. While it is anticipated that there will be expenses associated with this format of examination delivery, it is expected that these

expenses will be significantly lower than those associated with the traditional format of examination delivery.

The decision to consolidate the College's long-term investment portfolio and to expand its equity holdings has been of benefit as interest rates remain low. At the most recent meeting with the College's investment advisor, it was suggested and approved by the Board, to again, increase its equity holdings slightly but to remain within the definition of a low risk portfolio.

The College's 2022-2023 budget will be presented at the AGM in September. The primary focus of this budget will be on investing in the execution of the College's major strategic initiatives.

I would like to acknowledge and to thank all members of the Budget and Audit Committee, especially Dr. Bill Wilson for his years of service as Member-at-Large. He is now retired, and the Committee is pleased to welcome Dr. Nida Amir as its new Member-at Large.

The Committee extends its recognition and gratitude to Dr. Carolyn Mason, Board Chair, for her outstanding stewardship and guidance over the past year and to the entire Board for its direction. Special thanks go to Ms. Amandine Perdebat, General Manager, Ms. Iryna Melnyk, Director of Operations, Mr. Kyle Todt, Director of IT and Assessments and the rest of the staff at RCDC, whose hard work and dedication to the College is reflected throughout the content of this report.

Respectfully submitted,

Dr. James Posluns

Chair, Budget and Audit Committee

Financial Statements

YEAR ENDED MARCH 31, 2021

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23 Financial statements:

23 Statement of revenue and expenses

24 Statement of changes in net assets

24 Statement of cash flow

25 Statement of financial position

26 Notes to financial statements

INDEPENDENT AUDITORS' REPORT TO THE DIRECTORS OF ROYAL COLLEGE OF DENTISTS OF CANADA

Stern Cohen
— ACCOUNTANTS —

Opinion

We have audited the financial statements of Royal College of Dentists of Canada, which comprise of the statement of financial position as at March 31, 2021 and the statements of revenues and expenses, changes in net assets, and cash flow for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements present fairly, in all material respects, the financial position of Royal College of Dentists of Canada as at March 31, 2021, its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNFPO).

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting

standards for not-for-profit organizations (ASNFPO), and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the organization's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

INDEPENDENT AUDITORS REPORT, CONTINUED

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organization's internal controls.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, amongst other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Stern Cohen LLP

Stern Cohen LLP

Chartered Professional Accountants
Chartered Accountants
Licensed Public Accountants

Toronto, Canada
August 5, 2021

STATEMENT OF REVENUE AND EXPENSES

FOR THE YEAR ENDED MARCH 31, 2021

	2021 \$	2020 \$
REVENUE		
Examinations	144,500	1,300,600
Members' fees	1,195,763	1,200,415
National Dental Examining Board - service fee	172,196	135,680
Other	8,980	29,326
	1,521,439	2,666,021
EXPENSES		
Finance and administration	997,378	1,446,775
Governance and international relations	23,663	123,316
Examination administration	17,921	317,076
Strategic communications and membership engagement	50,976	112,166
	1,089,938	1,999,333
EXCESS OF REVENUES OVER EXPENSES BEFORE THE FOLLOWING	431,501	666,688
Investment income, net (Note 5)	206,704	30,412
Government subsidies (Note 6(d))	100,833	-
	307,537	30,412
EXCESS OF REVENUES OVER EXPENSES	739,038	697,100

SEE ACCOMPANYING NOTES

STATEMENT OF CHANGES IN NET ASSETS

FOR THE YEAR ENDED MARCH 31, 2021

			2021	2020
	Self-insurance Fund \$	Operations (Unrestricted) \$	Total \$	Total \$
Beginning of year	1,188,270	1,382,606	2,570,876	1,873,776
Excess of revenues over expenses for the year	-	739,038	739,038	697,100
End of year	1,188,270	2,121,644	3,309,914	2,570,876

STATEMENT OF CASH FLOW

FOR THE YEAR ENDED MARCH 31, 2021

	2021 \$	2020 \$
OPERATING ACTIVITIES		
Excess of revenues over expenses for the year	739,038	697,100
Items not involving cash		
Amortization of capital assets	19,442	54,137
Fair value adjustments to investments	115,729	(55,638)
Working capital from operations	874,209	695,599
Net change in non-cash working capital balances related to operations	178,448	(1,067,900)
Cash from operations	1,052,657	(372,301)
Investing activities		
Purchase of capital assets, net of disposals	(965)	(24,897)
Investments, net of disposals	(1,169,798)	644,066
	(1,170,763)	619,169
Change in cash during the year	(118,106)	246,868
Cash Beginning of year	693,742	446,874
End of year	575,636	693,742

SEE ACCOMPANYING NOTES

STATEMENT OF FINANCIAL POSITION

AS AT MARCH 31, 2021

	2021 \$	2020 \$
ASSETS		
Current assets		
Cash	575,636	693,742
Accounts receivable	27,769	71,680
HST recoverable	12,362	29,514
Investments	4,070,463	3,016,394
Prepaid expenses and inventory	28,366	21,632
	4,714,596	3,832,962
Capital assets (Note 2)	69,114	87,591
	4,783,710	3,920,553
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities	103,283	106,092
Examination fee refunds payable (Note 3)	-	80,000
Deferred revenue (Note 3)		
Dues	838,013	898,585
Examination revenue	532,500	265,000
	1,473,796	1,349,677
NET ASSETS		
Self-insurance fund (Note 7a)	1,188,270	1,188,270
Operations (unrestricted)	2,121,644	1,382,606
	3,309,914	2,570,876
	4,783,710	3,920,553

OTHER INFORMATION (NOTE 6)
SEE ACCOMPANYING NOTES

NOTES TO FINANCIAL STATEMENTS

1. Significant accounting policies

These financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNFPO) and include the following significant accounting policies:

(a) Purpose and incorporation

The Royal College of Dentists of Canada was established in 1965 by an Act of Parliament as a not-for-profit corporation without share capital for the purpose of:

- i. promoting high standards of specialization in the dental profession;
- ii. qualifying and providing recognition and designation to properly trained dental specialists;
- iii. encouraging the establishment of training programs in the dental specialties in Canadian schools; and
- iv. providing for the recognition and designation of dentists who possess special qualifications in areas not recognized as specialties.

The College is a registered charity under the Income Tax Act and is exempt from income taxes.

(b) Revenue recognition

Annual dues are recognized as income in the year to which they relate. Examination fees are recognized as income on the examination date. Application, convenience, review fees and donations are recognized as income when received. Product sales are recognized as income when the product is delivered. Investment income is recognized on an accrual basis.

Revenue on service contracts is recognized on a percentage of completion basis. The percentage of completion is determined by management based on the status of the phases within the contract.

(c) Capital assets

Capital assets are stated at cost. Amortization is recorded at rates calculated to charge the cost of the assets to operations over their estimated useful lives. Maintenance and repairs are charged to operation as incurred. Gains and losses on disposals are calculated on the remaining net book value at the time of disposal and included in income.

Amortization is charged to operations on the declining balance basis at the following annual rates:

- Computer equipment - 30%
- Furniture and equipment - 20%
- Examination software - 20%

Leasehold improvements are amortized on a straight-line basis over the term of the lease.

(d) Investments

Investments are recorded at fair value. The fair value is determined on the basis of quoted market prices. Gains and losses on investments are included in income.

(e) Use of estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, revenue and expenditures during the year. Significant items subject to such estimates include the estimated useful life of capital assets and the percentage of completion of service contracts. Actual results could differ from these estimates.

(f) Government subsidies

Government subsidies for current expenses is recognized in net income for the period where there is reasonable assurance that the assistance will be received and all attached conditions will be complied with by the company. Government subsidies received for future expenses is deferred and recognized in the excess of revenues over expenses when the related expenses are incurred.

(g) Financial instruments

The College initially measures its financial assets and financial liabilities at fair value.

The College subsequently measures all its financial assets and financial liabilities at amortized cost, except for investments in equity instruments that are quoted in an active market, which are measured at fair value. Changes in fair value are recognized in excess of revenue over expenses.

The company's financial assets measured at amortized cost consist of cash, investments and accounts receivable.

The company's financial liabilities measured at amortized cost consist of accounts payable and accrued liabilities, and deferred revenue.

2. Capital assets

	Cost \$	Accumulated amortization \$	Net	
			2021 \$	2020 \$
Furniture and equipment	35,588	18,447	17,141	21,869
Computer equipment	125,188	112,789	12,399	16,255
Leaseholds	7,920	1,584	6,336	7,920
Examination software	103,423	70,185	33,238	41,547
	272,119	203,005	69,114	87,591

3. Deferred examination revenue

	2021 \$	2020 \$
Balance, beginning of year	265,000	1,314,750
Received during the year		
Examination fees	485,000	353,500
Application, convenience and review fees	144,500	70,600
Fees refunded during the year	(217,500)	(92,750)
Fee refunds payable	-	(80,000)
Earned during the year	(144,500)	(1,301,100)
Balance, end of year	532,500	265,000

Deferred dues revenue consists of 2021 annual dues already received that will be recognized as income from the period of April 1, 2021 through December 31, 2021.

4. Credit facility

The College has credit facility in the form of a line of credit available up to \$100,000, bearing interest at bank prime + 1%. As of March 31, 2021 the line was not drawn upon.

5. Investment income

	2021 \$	2020 \$
	Total \$	Total \$
Interest income	3,223	12,951
Mutual fund income	95,282	87,634
Realized gain	26,536	9,762
Unrealized gain (loss)	115,729	(55,638)
Investment income	240,770	54,709
Less: management fees	34,066	24,297
	206,704	30,412

6. Other information

(a) Self-insurance fund

The Self-insurance fund was originally established by the College from RCDC funds. Its use is restricted for the following purposes:

- i. to cover the cost from any potential lawsuit against the College; and
- ii. to meet certain statutory and contractual obligations in the event of termination of the College's operations.

Management assesses the magnitude of the Self-insurance fund annually to ensure that it is sufficient to cover these purposes.

(b) Lease commitment

The College is committed under a net lease for premises until March 2025. Annual rent, inclusive of operating costs in subsequent fiscal years are approximately as follows:

	\$
2022	84,300
2023	84,900
2024	85,600
2025	86,300
	341,100

(c) Financial instruments

The College is exposed to the following significant risks:

i. Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. Fluctuations in interest rate will affect the College's earnings and cash flow.

ii. Market risk

A portion of the College's investments are subject to the risk that their value will fluctuate as a result of changes in market prices. These fluctuations will affect the amount that the College will realize when it disposes of these investments.

iii. Liquidity risk

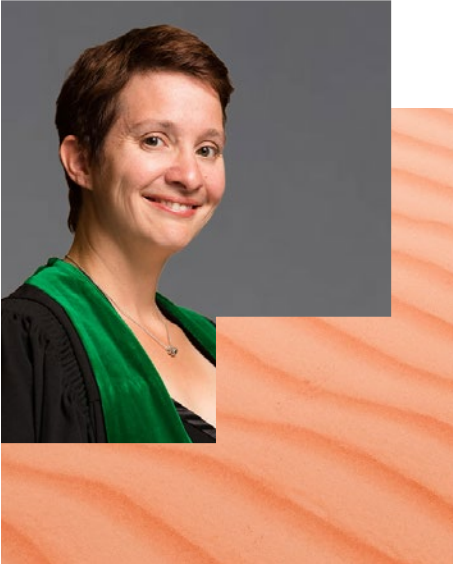
Liquidity risk is the risk that the College may not be able to meet its financial obligations as they become due. The College manages its liquidity risk by monitoring and managing the cash requirements to ensure the College has sufficient funds to meet its operational requirements.

(d) Government subsidies

During the year the College applied for and received \$100,833 in government subsidies in the form of the Canada Emergency Wage Subsidy (CEWS) offered by the Canadian government resulting from the COVID-19 pandemic.

(e) COVID-19

The outbreak of the novel coronavirus ("COVID-19"), in March 2020, has resulted in governments worldwide enacting emergency measures to combat the spread of the virus. These measures, which have included travel bans, state and country lockdowns, self-imposed quarantine periods and social distancing have created material disruption to businesses globally, which are resulting in an economic slowdown. The duration and impact of the COVID-19 pandemic is unknown at this time and as a result it is not possible for management to estimate the severity of the impact it may have on the financial results of the College nor its future condition and operations in future periods.



Fellowship Examination Committee Report

Dr. Christine Corbeil
Chair (Examiner-in-Chief)

Dr. Garry Aslanyan
Associate Examiner-in-Chief/
Chief Examiner, Dental Public Health

Dr. Kalyani Baldota
Associate Chief Examiner, Dental
Public Health

Dr. Craig Tervit
Chief Examiner, Endodontics

Dr. KC Chan
Chief Examiner, Oral and Maxillofacial
Radiology

Dr. Chad Robertson
Chief Examiner, Oral & Maxillofacial Surgery

Dr. Riva Black
Chief Examiner, Oral Medicine and/or Oral
Pathology

Dr. Susan Eslambolchi
Chief Examiner, Orthodontics

Dr. Gordon Payne
Chief Examiner, Paediatric Dentistry

Dr. Omar Usman
Chief Examiner, Periodontics

Dr. Igor Pesun
Chief Examiner, Prosthodontics

Dr. Carolyn Mason
Board Chair (Ex-Officio)

Dr. Izchak Barzilay
Board Vice-Chair (Ex-Officio)

Dr. Brian Hess
Psychometrician

Ms. Amandine Perdebat
General Manager

Mr. Kyle Todt
Director of IT & Assessments

The Fellowship Examination Committee (FEC) is responsible to maintain or enhance the organization's high standards through the administration of a Fellowship Examination; policy development; and volunteer engagement. This was a particularly difficult and challenging year due to dynamic travel restrictions and gathering limits imposed by the COVID-19 pandemic. The FEC's primary focus this year was to ensure a successful delivery of the 2021 Fellowship Examination in a virtual format.

The Committee started the process by conducting an environmental scan of how other organizations were delivering high stake examinations and reviewing psychometric journals on the effects of reliability and validity with virtual administrations. After reviewing the initial findings, the FEC requested that RCDC Staff prepare a feasibility report in having candidates sit the Fellowship Examination from testing centres and continue to monitor the results of other virtual administrations.

The feasibility report presented to the FEC highlighted that testing centres for all specialties were not a viable option due to increased gathering requirements and closures of testing centres due to COVID-19 outbreaks. Based on this report, the Committee recommended that the

Fellowship Examination be administered completely virtually in 2021. The virtual examination was to maintain the original case-based format of the in-person examination, but most specialty candidates would sit from a place they feel most comfortable and have access to a stable internet connection. To ensure the security of the examination process, the College procured a virtual proctoring service to monitor candidates.

As this was an innovative model for all stakeholders, it was important to implement a comprehensive orientation program which including written manuals, training videos, and mock sessions for candidates, Examiners, and examination personnel. The FEC reviewed and vetted the orientation program to ensure it met the needs of all stakeholders. With a virtual administration, came the inherent risk of an outage or dropped connection. Therefore, it was imperative that the committee reviewed and discussed the contingency planning around a variety of scenarios to ensure that all stakeholders were aware and trained on how to handle each situation.

I am happy to report that the Fellowship Examinations were successfully completed with 100% of candidates in all specialties being

examined, most with no disruption, some with some minor disruptions that the Examiners and examination personnel were able to easily accommodate. All candidates, as planned, were examined for their full time in each examination session.

In addition to the planning for the 2021 Fellowship Examination, the Committee reviewed and approved the following policies and procedures:

1. Candidate Misconduct Policy
2. Formal Reviews Policy
3. Examination Leadership Policy

I would like to personally thank the Chief Examiners and their examination teams for their hard work and dedication to the College during these challenging times. I also wish to thank Ms. Amandine Perdebat, Mr. Kyle Todt and Dr. Brian Hess for their support to examination teams and myself.

Respectfully submitted,

Dr. Christine Corbeil

Chair, Fellowship Examination Committee



Psychometrician's Report

The Fellowship Examination in nine dental specialties delivered virtually in 2021 met high psychometric standards in terms of fairness, objectivity, reliability, and validity. All specialty examinations were constructed following the accepted psychometric principles and guidelines for standardized examinations. Each specialty examination team is composed of specialists selected to represent the range and diversity of specialty practice in Canada. Each team constructed their examination blueprint, and from this blueprint they designed standardized clinical cases for the oral examination format. Examination teams met to review and finalize the content of their examinations; as the Psychometrician, I attend these meetings to ensure that the principles and guidelines for developing new content are followed. Once an examination is constructed, it is reviewed several times by the Psychometrician and members of the examination team to further ensure that the content is written to psychometric standards.

Because the examinations were delivered virtually for the first time in 2021, specialty examination team were provided with extensive training to ensure appropriate and consistent delivery of the virtual examination using the online platform. This helped to maintain high-quality standards for the assessment of clinical decision making and the delivery of excellent patient care. Overall, there were no major technical disruptions that prevented candidates from completing the examination, and Examiners were successful in emulating the in-person format in terms of delivery and scoring of the cases.

The Fellowship Examination for each specialty is scored using objective psychometric methods. Each candidate is scored independently by multiple Examiners. After all candidates are scored, the Psychometrician, the Examiner-in-Chief, and the specialty examination team review their entire examination data and adjustments are made, if needed, based on statistical criteria. This step is called “key validation” and requires the

Psychometrician to evaluate the individual cases and the consistency of the Examiner markings. After this step pass/fail decisions are made. I assisted each specialty examination team with making pass/fail decisions by using the Angoff method—a well-established, evidence-based approach to setting passing standards in the testing industry. This method is based on the examination content and how much a candidate knows rather than on the candidate's performance relative to their peers taking the examination.

For specialties with enough candidates, a psychometric analysis of each Fellowship Examination is underway. Preliminary analyses indicate that in 2021 examinations produced scores with good reliability, and the overall difficulty of the content comprising each specialty examination was appropriate. Overall, the virtual format had no negative impact on candidates' scores.

Over the next year I will work with each specialty examination team to continue producing a Fellowship Examination that meet high psychometric standards. The College will also begin formal review of the competency profiles for its specialties to update their examination blueprints and align with the purpose of fellowship. I extend a debt of gratitude to the members of each specialty team for their ongoing commitment, expertise, and flexibility; their capacity to adapt to change, especially in response to the COVID-19 pandemic, ensures that the quality of the assessment program is maintained.

Respectfully submitted,

Brian Hess, PhD
Psychometrician

Chief Examiner's Report

Dental Public Health

Examination Development

In 2020 and 2021, Examiners held several workshops, with another workshop planned for the Fall of 2021. These helped to develop and confirm the component of the examination and update the cases and questions. The virtual execution of the examination served very well. The examination in 2021 reaffirmed that the structure and components of the Fellowship Examination are sufficient to assess excellence in contemporary Dental Public Health. As this year concludes my six-year tenure of the Chief Examiner for the specialty, I feel very proud of what we have achieved in the recent years and am confident in the role RCDC and its Fellowship Examination plays in shaping and upholding high standards of excellence in Dental Public Health practice in Canada.

Examination Blueprint Review and Development

Dental Public Health is using our current blueprint with added lens of excellence nature of the Fellowship Examination. This proved to be appropriate and allowed for all important domains to be covered in the Fellowship Examination.

Examiner Recruitment and Training

One new Examiner has joined the Examination Team in 2021 and another one will be invited to join shortly. The Examiner has undergone training and had an opportunity to observe examinations in 2021.

Respectfully submitted,



Garry Aslanyan
Chief Examiner,
Dental Public Health



The Team

CHIEF EXAMINER

Dr. Garry Aslanyan

ASSOCIATE CHIEF EXAMINER

Dr. Kalyani Baldota

EXAMINERS

Dr. Albert Adegbebo

Dr. Amir Azarpazhooh

Dr. Constantine Batsos

Dr. Mohamed Elsalhy

Dr. Rafael Figueiredo

Dr. Alyssa Hayes

Dr. Ferne Kraglund

Dr. Vinay Pilly Yadaiah

Dr. Carlos Quinonez

Dr. Sonica Singhal

Dr. Maria van Harten

Chief Examiner's Report Endodontics

Examination Development

As most of you can imagine it has been a challenging examination cycle from many angles. A heartfelt thank you must go out to the staff at The Royal College of Dentists of Canada who have weathered several storms and provide us the resources and support to deliver our examination in "COVID times". A second congratulations must be given to the Examiners who have created, delivered, and marked a high-quality examination all without a single person to person meeting. This was a result of the time and effort put forth in creating examination questions and review of the content by the Examiners and our Psychometrician to ensure adherence to the blueprint.

Examiner Recruitment, Training and Retention in 2021

RCDC Staff were instrumental in bringing new Examiners onboard and online with training and preparation. This year we had 33 candidates challenge the Fellowship Examination in Endodontics virtually. This was delivered as in years past with two Examiners assessing the candidates and observers in the background, the only difference being the virtual format. A special thank you to Dr. Christine Corbeil for her tireless efforts associated with the examination processes.

Respectfully submitted,



Craig Tervit
Chief Examiner,
Endodontics



The Team

CHIEF EXAMINER

Dr. Craig Tervit

EXAMINERS

Dr. Joshua Ananthan
Dr. Nauman Chatha
Dr. Rony Dagher
Dr. Mahmoud Reza Ektefaie
Dr. Mahsa Farzaneh
Dr. Douglas Herrera
Dr. Matthew Kerner
Dr. Gillian Layton
Dr. Debbie Levin
Dr. Rachele Luciano
Dr. Sandra Makkar
Dr. Gevik Malkhassian
Dr. Mana Mirfendereski
Dr. Luis Quiterio Montero
Dr. Carlos Ochoa
Dr. John Odai
Dr. Lisane Paquette
Dr. Jonathan Rapp
Dr. Karina Roth
Dr. Geoffry Sas
Dr. Esther Tam
Dr. Peter Tawil
Dr. Blayne Thibodeau

Chief Examiner's Report

Oral Medicine and/or

Oral Pathology

Examination Development

The Fellowship Examination was administered successfully in June 2021 with three candidates challenging the Oral Medicine Examination, and one candidate challenging the Oral Pathology and Oral Medicine Examination. The Oral Examination components were administered virtually in one-hour sessions per element, while the Microscopic Examination was delivered in person.

I am tremendously grateful to our entire outstanding examination team for their devotion and commitment: Dr. Iona Leong (University of Toronto), Dr. Adel Kauzman (University of Montreal), Dr. Seema Ganatra (University of Alberta), Dr. Samson Ng (University of British Columbia), Dr. Sara Gordon (University of Washington), and Dr. Eli Whitney (University of British Columbia). I especially want to express my profound appreciation to Dr. Christina McCord (Western University) for her tremendous efforts in the leadership role that she undertook. I am incredibly thankful to Mr. Kyle Todt, Director of IT and Assessment, Ms. Amandine Perdebat, General Manager, Dr. Brian Hess, Psychometrician, and the entire staff of The Royal College of Dentists of Canada for their continued support to develop and execute the examination. Thank you so much to our outstanding Examiner-in-Chief Dr. Christine Corbeil and our wonderful Board of Directors for their continued support, encouragement, and professionalism.

Blueprint Review and Development

The restructuring and development of the examinations to fit the delivery methods maintained its excellent quality and were fair, accurate and reproducible tests of clinical judgement, which incorporated all the important domains. The examination content reflects what is currently being taught in Canadian residency programs. The content was prepared, followed by review, and editing at team workshops, followed by review by our Psychometrician, Dr. Brian Hess, in order to help strengthen its validation.



The Team

CHIEF EXAMINER

Dr. Riva Black

EXAMINERS

Dr. Seema Ganatra

Dr. Sara Gordon

Dr. Adel Kauzman

Dr. Iona Leong

Dr. Christina McCord

Dr. Samson Ng

Dr. Eli Whitney

The examination team continues to develop and improve the examinations using feedback from the individual examiners, past candidates, other specialties, and residency training programs.

Examiner Recruitment and Training

Examiner training sessions were held prior to examination implementation to ensure examination delivery, particularly in the new virtual format, were administered successfully and fairly.

Respectfully submitted,



Dr. Riva Black

Chief Examiner,
Oral Medicine and/or Oral Pathology

Chief Examiner's Report Oral and Maxillofacial Radiology

Examination Development in 2021

The Radiology Examining Team had a total of six Examiners this year. Due to travel restrictions imposed by the SARS-CoV-2 pandemic, the clinical and oral components of the examination were held virtually at multiple testing centres worldwide. Each case of the clinical component was structured in the form of a formal radiologist report. The traditional oral component was utilized, as it remains the best means to assess the analytic skills of the candidates by simulating real life interactions between radiologists and their referrals.

Examiner Recruitment and Training in 2021

There were no new Examiners added in 2021.

I express profound gratitude to all members of the Radiology Examining Team, namely Drs. Fatima Jadu, Mariam Baghdady, Noura Alsufyani, Daniel Turgeon, and Catherine Nolet-Lévesque, for volunteering their valuable time in developing a psychometrically sound examination. I am also grateful to my fellow Chief Examiners, Examiner-in-Chief, and the entire RCDC administration for their guidance and relentless support.

Respectfully submitted,



King Chong Chan

Chief Examiner,
Oral and Maxillofacial Radiology



The Team

CHIEF EXAMINER

Dr. KC Chan

EXAMINERS

Dr. Noura Alsufyani

Dr. Mariam Baghdady

Dr. Fatima Jadu

Dr. Catherine Nolet-Lévesque

Dr. Daniel Turgeon

Chief Examiner's Report Oral and Maxillofacial Surgery

Examination Development in 2021

Examination content for the 2021 Fellowship examination in OMS was submitted to by examiners and subsequently reviewed at an examination workshop held in Toronto in January 2020. Invited Senior Examiners and Dr. Brian Hess, the College's psychometrician, attended this workshop. This oral examination material was intended for the 2020 Fellowship Examination, which due to the COVID-19 pandemic was cancelled. This material then underwent further review and final modifications during numerous virtual meetings between the three section heads and the Chief Examiner in preparation for the 2021 Fellowship Examination. This final review incorporated additional input from Dr. Brian Hess. The 2021 Fellowship Examination was successfully developed to allow for a virtual administration from May 28-30. Under the leadership of the College's administration and the dedication of the OMS examination team, the virtual administration of the examination was a success with all candidates completing the examination.

Examiner Recruitment and Training in 2021

With the OMS examination team focusing on the development and administration of a virtual examination for the first time, no new Examiners were recruited in 2021.

Dr. Brian Rittenberg completed his 6-year term as Chief Examiner in OMS in September 2021. I wish to thank Dr. Rittenberg for his commitment and dedication to the College and the specialty of OMS, as well as the invaluable mentorship he has provided to me throughout my transition into the role as Chief Examiner.

Section heads have been assigned assistants to initiate a transition to the assignment of new section heads for each of the three OMS sections.

Respectfully submitted,



Chad Robertson

Chief Examiner,
Oral and Maxillofacial Surgery



The Team

CHIEF EXAMINER

Dr. Chad Robertson

SENIOR EXAMINERS

Dr. Joseph Friedlich
Dr. Pierre-Éric Landry
Dr. Henry Lapointe
Dr. Kevin Lung
Dr. Julia Pompura
Dr. Brian Rittenburg
Dr. André Rousseau

EXAMINERS

Dr. Keyvan Abbaszadeh
Dr. Olivier Bécharde
Dr. Nick Blanas
Dr. Susan Bourque
Dr. James Brady
Dr. René Caissie
Dr. Marco Caminiti
Dr. Carol Judith Chahine
Dr. Daisy E. Chemaly
Dr. Marco Chiarot
Dr. Geneviève Chiasson
Dr. Graham Cobb
Dr. Alexandre Dostie
Dr. Jean-Charles Doucet
Dr. Sean Edwards

Dr. Michel El-Hakim
Dr. William L. Frydman
Dr. Patrick Giroux
Dr. Claude Guimond
Dr. Fritz Kienle
Dr. Kristopher Lee
Dr. Mathieu Lenis
Dr. Nicholas Makhoul
Dr. Zain Manji
Dr. Kevin J. McCann
Dr. Taylor McGuire
Dr. Maico D. Melo
Dr. Iain Nish
Dr. Joel Eric Powell
Dr. Eddie Reinish
Dr. Michael S. Shimizu
Dr. Mark Shuren
Dr. Miller Smith
Dr. Sarah Théberge
Dr. Simon Touchan
Dr. Robert Wagner
Dr. Jeffrey Wallace

Chief Examiner's Report Orthodontics

Examination Development in 2021

The 2021 Fellowship Examination in Orthodontics was a virtual two-day oral examination. Using our existing blueprint, questions were devised to cover the most relevant domains. We initially held two full-day question development workshops in early 2020. Additionally, two full-day examination workshops were held virtually in February and March 2021 to set the examination and were attended by Senior Examiners. In addition, the contents of the examinations were vetted online by various Examiners. Our Examination team consists of Orthodontic Fellows from both private practice and academia from across Canada (and a few Examiners from the US and South America).

Examiner Recruitment and Training

No new Examiners were recruited this past year. Our goal is to recruit 2 to 3 new Examiners this year and have them undergo New Examiner training and observe the 2022 Fellowship Examination.

I have two years remaining in my second term and have started to initiate succession planning. During the last year of my term, the next CE will shadow me to ensure a smooth transition.

The Orthodontic examination team worked incredibly hard this past year to create and deliver the first ever virtual Fellowship Examination. I would like to thank everyone for their contribution. Special thanks to Dr. Brian Hess, our psychometrician, and Mr. Kyle Todt, who were responsible for the key validation procedures. I would also like to thank Ms. Amandine Perdebat and her team for their efforts to support me and the entire team to ensure smooth delivery of a high quality virtual oral examination.

Respectfully submitted,



Susan Eslambolchi
Chief Examiner,
Orthodontics



The Team

CHIEF EXAMINER

Dr. Susan Eslambolchi

EXAMINERS

Dr. Shervin Abbaszadeh
Dr. Timothy Agapas
Dr. Paula Baby
Dr. Eva Berka
Dr. Allyson Bourke
Dr. Claude Boutin
Dr. David Briss
Dr. Steven Budd
Dr. Austin Chen
Dr. Leonard Chumak
Dr. Glenna Grykuliak
Dr. Paul Helpard
Dr. Lorne Kamelchuk
Dr. Darrel Kemp
Dr. Sonya Lacoursière
Dr. Jules Lemay III
Dr. Sandra Maduke
Dr. Todd Moore
Dr. Kamrin Olfert
Dr. Michael O'Toole
Dr. Julianne Peterson
Dr. Benjamin Pliska
Dr. James Posluns
Dr. Akbar Rawji

Dr. Stephen Roth
Dr. Jean-Marc Retrouvey
Dr. Khushee Sharma
Dr. Ron Sperber
Dr. Daniel Tanguay
Dr. Camilo Yamin-Lacouture
Dr. William Wilson

Chief Examiner's Report Paediatric Dentistry

Examination Development in 2021

As with many other aspects of our lives, the COVID-19 pandemic forced us to re-evaluate the way we developed and delivered our Fellowship Examination in 2021. Thanks to the creativity and expertise of our RCDC staff, these challenges were able to be overcome.

At a previous workshop, our team had prepared and edited several examination cases, and these had been held in reserve for future use. We put together our Fellowship Examination using some of those cases. Because most of the work had already been done, we did not need to have a workshop. Instead, several Examiners were sent individual cases to further edit and refine. Final edits were considered by our Section Heads and Chief Examiner.

This year, we had no francophone candidates and thus our Fellowship Examination did not require French translation.

The week before the Fellowship Examination, we held a Calibration Session with the examination team.

Angoff scores for the Fellowship Examination were determined by a group of Senior Examiners.

Examiner Recruitment and Training in 2021

Because of the pandemic no new Examiners were recruited in 2020 or 2021.

Respectfully submitted,



R. Gordon Payne
Chief Examiner,
Paediatric Dentistry



The Team

CHIEF EXAMINER

Dr. Gordon Payne

FELLOWSHIP LEADS

Dr. Felicity Hardwick
Dr. Marie-Claude
Cholette

EXAMINERS

Dr. Marie-Eve Asselin
Dr. Robert L Barsky
Dr. Jay Biber
Dr. Marc Casafrancisco
Dr. Daniel Charland
Dr. Isabelle Chase
Dr. Sonia Chung
Dr. Rebecca Cohen
Dr. Basma Dabbagh
Dr. Tracy Doyle
Dr. Heather Dymont
Dr. Michal Goralski
Dr. Elsa Hui-Derksen
Dr. Lorne Koroluk
Dr. Stéphanie Lauzière
Dr. Leslie May Lawrence
Dr. Warren Loeppky
Dr. Trang Nguyen
Dr. Sean Ostro

Dr. Jill Oxner
Dr. Gerry Pochynok
Dr. Rocio B. Quinonez
Dr. Aisha Romain
Dr. Elizabeth Ross
Dr. Timothy Seto
Dr. Michelle Thal
Dr. Duy-Dat Vu
Dr. Christopher Yue

Chief Examiner's Report

Periodontics

It has been an honour to act as the current Chief Examiner for the discipline of Periodontics. I would like to take this opportunity to thank Dr. Jean-Pierre Picard (former CE Periodontics) for his leadership to our examination team and for facilitating my transition into this new role.

The 2021 Fellowship Examination in Periodontics was comprised of 2 sections, with each of 60 minute duration covering 24 topic areas/domains in the field of Periodontics and Implant Dentistry. Given the current pandemic, these examinations were administered virtually (and remotely) by a dedicated examination team consisting of RCDC Fellows in Periodontics from across North America. The administration of the examination was impeccable thanks to the efforts of Mr. Kyle Todt, Ms. Amandine Perdebat and the outstanding members of the RCDC Staff. Furthermore, it would be remiss to not mention the amazing leadership of our Examiner-in-Chief, Dr. Christine Corbeil.

Examination Development

Our examination team is currently working diligently on the development of new content for future examinations. This enthusiastic team of approximately 30 Examiners is being led by Dr. Vana Andreou, Dr. Isabelle Quenneville, Dr. René Voyer and Dr. Greg Austin. I am greatly indebted to the entire team for their dedication and fortitude through this process.

Blueprint Review and Development

As mentioned, the current blueprint consists of 24 domains. These domains are reviewed annually and modified regularly with the goal of continuous quality improvement of our examinations. In addition, the examination team intends to foster engagement with the six Graduate Periodontics Programs in Canada throughout the process.



The Team

CHIEF EXAMINER

Dr. Omar Usman

SENIOR EXAMINERS

Dr. Vana Andreou

Dr. Gregory Austin

Dr. Isabelle Quenneville

Dr. René Voyer

EXAMINERS

Dr. Charles Alleyn

Dr. Rémi Arseneau

Dr. Saljae Aurora

Dr. Vinay Bhide

Dr. Laura Chano

Dr. David Chvartszaid

Dr. Ellen Lee Colfer

Dr. Robert Durand

Dr. Tarek El Sayegh

Dr. Ali Fakhry

Dr. Karen Fung

Dr. Simon Gauthier

Dr. Edmund Ghiabi

Dr. Georgios Giannelis

Dr. Monica Gibson

Dr. Kevin Guze

Dr. E.M. Hershenfield

Dr. Sari Hershenfield

Dr. Andrea Hsu

Dr. Fayaaz Jaffer

Dr. Mohammad Javaid

Dr. Theodoros Katsaros

Dr. Jaffer Kermalli

Dr. Hugh Kim

Dr. Vivien Kwok

Dr. Jim Lai

Dr. Maud Lassonde

Dr. Kevin MacDonald

Dr. Yanik Roussy

Dr. Ryan Schure

Dr. Reza Termei

Dr. Heinrich Tillmanns

Dr. Guillaume Tremblay

Dr. Priscilla Walsh

Dr. Scott Yamaoka

Dr. Ron Zohar

Examiner Recruitment and Delivery

There has been significant interest amongst the community of RCDC Fellows in Periodontics to engage and assist the Fellowship Examination team. We are in the process of developing the requisite systems to eventually train these new Examiners in anticipation of the Fellowship Examinations in 2022 and 2023.

We continue to work steadfastly as a team to create the optimal Fellowship Examination process for Periodontics in 2022 and beyond.

Respectfully,



Omar Usman

Chief Examiner,
Periodontics

Chief Examiner's Report

Prosthodontics

Examination Development in 2021

Over the past year, multiple examination development workshops were held via Zoom. Before each question development workshop, Examiners are asked to submit questions and during the workshops, up to 12 Examiners gather together and review questions. These new questions are reviewed in advance of the following workshop to ensure clarity, consistency, and blueprint adherence. At the following workshops, Examiners are then asked to review questions and adjust those questions to make them ready for examination. A question development workshop was held on February 5. We invited new Examiners to participate in content creation and involved them in the examination process. Once the general content has been created, key Examiners (Dr. Preston and Dr. Habsha) are responsible to assemble the examinations and then review these examinations with the Chief Examiner. The Fellowship Examination was reviewed on March 27 and April 10. The examination team undertook calibration on May 29 in advance of the Fellowship Examination on June 4 and 5 with the key validation completed on June 17. Our goal is to continuously set a new examination which is in line with prosthodontic teaching and current practice trends. The examination follows the RCDC published blueprint. We worked on a very short timeline and were able to get valid examinations set.

Examiner Recruitment, Training and Retention in 2021

This past year multiple new Examiners were recruited for the Fellowship Examination due to the high number of oral examinations that were undertaken. The new Examiners were paired up with seasoned Examiners. In advance of the Fellowship Examination, all Examiners are trained on how to deliver an online examination by the staff of the College.



The Team

CHIEF EXAMINER

Dr. Igor Pesun

SENIOR EXAMINERS

Dr. Effrat Habsha

Dr. Kirk Preston

EXAMINERS

Dr. Sara Abdulaziz Al-Fadda

Dr. Majd Al Mardini

Dr. Bobby Baig

Dr. Michael Barczak

Dr. Izchak Barzilay

Dr. Elahe Behrooz

Dr. Ansgar Chi-Chung Cheng

Dr. Ming-Yi Chou

Dr. David Chvartszaid

Dr. Ngoc Tuan Dinh

Dr. Cecilia Dong

Dr. Patrice Fan

Dr. David Lalande

Dr. Vincent Lee

Dr. Bernie Linke

Dr. Kieth Manning

Dr. Peter T. McDermott

Dr. Pierre-Luc Michaud

Dr. Anh Bang-Tuyen Nguyen

Dr. Oliver Pin Harry

Dr. Mohammad Taheri

Dr. Brenton Winnett

Dr. Angela Wong

Dr. Christopher Wyatt

Dr. John Zarb

Our examination team is made up of specialists from both academia and from private practice. They cover the full spectrum of prosthodontic practice and are evenly distributed across the country. We continue to look for additional Examiners. This past Fellowship Examination showed a need for many Examiners as the specialty examined a high number of candidates compared to other groups.

As Chief Examiner I have just taken over this role. Special thanks to Dr. Izchak Barzilay who allowed me to shadow him for the last year of his term. This shadowing ensured that there was an uneventful handoff of responsibilities. This will ensure that future examinations are produced and delivered without fail and on time.

Respectfully submitted,



Igor Pesun

Chief Examiner,
Prosthodontics

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