



RC  
*Annual Report*  
DC

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2021-2022



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# PRESIDENTS

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

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

# CHAIRS

<b>Dr. Hugh Lamont</b>	2018 - 2020
<b>Dr. Carolyn Mason</b>	2020 - 2022

# REGISTRARS

<b>Dr. John A. Speck</b>	1966 - 1993
<b>Dr. Keith Titley</b>	1993 - 2008
<b>Dr. Patricia A. Main</b>	2008 - 2012
<b>Dr. David S. Precious</b>	2012 - 2014
<b>Dr. Garnet V. Packota</b>	2014 - 2015 (interim)

<b>Dr. Keith Morley</b>	2015 - 2016
<b>Dr. Leland McFadden</b>	2018 - 2020 (Registrar Emeritus)
<b>Dr. John Zarb</b>	2020 - present

# BOARD OF DIRECTORS

**Dr. Carolyn Mason**, Chair

**Dr. Izchak Barzilay**, Vice-Chair

**Dr. John Zarb**, Registrar / Prosthodontics

**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. Maico Melo**, 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

**Ms. Farhana Mahbub**, Public Member



# MESSAGE FROM THE CHAIR

It has been my distinct honour to serve as Board Chair of the Royal College of Dentists of Canada (RCDC, The College) this year. Though times remained complicated we made significant progress in achieving the goals outlined in our Strategic Plan 2020-2023. This would not have been possible without the extraordinary contributions made by our Head Office Staff led by Amandine Perdebat, Managing Director and a supremely active and supportive Board of Directors.

We look forward to building on our successes at our upcoming Strategic Planning session in November 2022. This Strategic Plan will not only include goals and timelines but also provide further follow up to evaluate successes in implementation.

## Governance

When I first became Board Chair, I committed to improving our transparency and communications about our governance both internally and externally. As my term draws to a close, I am confident that we have met this goal.

One of our goals this year was to fill the vacant Public Member position on the Board of Directors. The College used an external governance firm, the Governance Guys, to guide this process. The first task the Board of Directors was asked to do was to complete a comprehensive skills matrix assessment to identify the Board's strengths and weaknesses, as well as gaps that needed to be filled. With this

information, the College undertook a transparent search for a public member to address these gaps and received over 60 applications.

Following a fulsome vetting process, Ms. Farhana Mahbub was appointed by the Board of Directors as the Public Member on the Board of Directors. Ms. Mahbub comes with almost two decades of experience in healthcare, finance, and risk management. Her skill set will complement the Board, namely due to her familiarity with strategic initiatives, identifying and developing risks assessment both nationally and internationally, diversity and inclusion as well as her significant experience on non-profit boards. Ms. Mahbub has only held her role for a short period of time but is already making valuable contributions to the Board and the organization as a whole.

## Fellowship Examination Administration

The Fellowship Examination is designed to evaluate a candidate's clinical decision-making and judgment skills and is now a requirement to receive the FRCDC designation, and therefore membership into the College.

Given the continued unpredictable nature of the COVID-19 pandemic, and as a result of the overwhelmingly successful 2021 administration, the Board of Directors made the decision that the Fellowship Examination would be administered virtually in May and June 2022.

The virtual examination maintained the original case-based format of an in-person examination, but most candidates sat from a place they feel most comfortable and had access to a stable internet connection.

The 2022 administration proved to be exceptionally successful. This is largely due to the leadership of our amazing Examiner-in-Chief, Dr. Christine Corbeil and our Director of IT & Assessments, Mr. Kyle Todt. I would also like to recognize the incredible efforts of our Chief Examiners and their Examination teams.

On the recommendation of Chief Examiners, the Board of Directors made the decision to provide a hybrid format for our Fellowship Examination administration in 2023. This is designed as face-to-screen, in which our Examiners would meet in person and Candidates would continue to challenge the examination virtually from the location most convenient to them. This would allow crucial in person examination delivery to ensure Examiner retention and commitment to the process.

### **Fellowship Affairs**

One of the cornerstones of our Strategic Plan is the development of a fulsome and comprehensive membership program. Under the commitment and leadership of our Registrar, Dr. John Zarb, significant progress has been made in fulfilling this strategic goal.

Our communication with our members continues to build on last year's success. We have maintained our quarterly newsletters, utilized social media to broaden our reach and are constantly finding opportunities to keep our members informed.

This year saw ongoing opportunities for continuing education for our members. The monthly virtual webinars, which covered a diverse range of topics, were very well attended. These will continue in the coming year. These will culminate with a one day in-person continuing education day in September 2022, which I hope will become an annual tradition.

Other initiatives launched under the guidance of the

Registrar are the Brand Ambassador and the Mentorship programs. The Brand Ambassador program intends to showcase how RCDC helps maintain high standards in the Canadian dental specialties by highlighting Fellows and Members from all specialties. The Mentorship program aims to pair Early Career Fellows with more established Fellows to help provide assistance or guidance as they navigate through their professional careers.

### **National Assessment for the Certification of Dental Specialist**

I would like to take this opportunity to state that the College firmly believes in the necessity of an assessment for accredited dental specialists as part of the licensure process in Canada. Discussions with the Dental Regulatory Authorities and the National Dental Examining Board of Canada on this very important topic progressed this year. The College will continue to work in good faith with these parties to strive to come to an agreement on what a National Assessment for the Certification of Dental Specialist will look like in 2024 and beyond.

As my term as Board Chair comes to end, I would like to take this opportunity to express that it has truly been an honour to serve The Royal College of Dentists of Canada. They say that the whole is greater than the sum of its parts and the same is true for the College. It has been an utmost pleasure working 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 MANAGING DIRECTOR

The theme of this year's Annual Report is celebrating Fellowship, which mirrors the motif of the September 2022 Celebrations. It is also a reflection of the mission of The Royal College of Dentists of Canada (RCDC, the College) which is to be the leader in defining, recognizing and promoting excellence in the dental specialties.

The 2020–2023 Strategic Plan continued to provide the framework for the College to diversify, expand, and evolve. While the pandemic still posed some unique challenges, significant work was accomplished on many strategic initiatives this past year. Most notably, extensive work was done on the development of a comprehensive membership program. In the spirit of transparency and accountability, an update on work completed on the strategic plan has been provided in this Annual Report. The decision was made to move some strategies to the next plan in an effort to maximize the limited resources available to the College. These have been identified in the update provided.

Fellows and Members continue to be the foundation of the College and RCDC has made great strides in making sure it provides opportunities that are of interest and pertinent to its members. Under the remarkable guidance of the Registrar, Dr. John Zarb, the development of a comprehensive membership program began in earnest this year, with the launch of a number of new exciting initiatives, including the Brand Ambassador program, the Mentorship program in September 2022, and a new membership portal.

The Fellowship Examination in all nationally recognized dental specialties was successfully administered in May and June 2022. Due to the continued uncertainty caused by the COVID-19 pandemic and in light of the successful administration of the 2021 Fellowship Examination, the decision was made to hold the 2022 Fellowship Examination entirely virtually once again. Candidates and Examiners were provided several 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. I would like to recognize the leadership of the Examiner-in-Chief, Dr. Christine Corbeil and Associate Examiner-in-Chief, Dr. Garry Aslanyan. I would like to thank the Chief Examiners and their Examination teams for their dedication and engagement during challenging times. I know first hand how much work goes into ensuring this was a successful administration and it wouldn't have been possible, in part, without the incredible amount of work completed by Head Office staff.

On that note, I would like to take the opportunity to recognize Head Office staff: Mr. Kyle Todt, Director of IT & Assessments, Ms. Iryna Melnyk, Director of Operations, Ms. Karine Topalian, Bilingual Membership Manager, Mr. Bruno Cestau Lopez, Assessment Manager, and Mr. Charles Bolduc, Communications Manager. They have all excelled during unprecedented times and have truly risen to the challenge of working in an ever-changing and demanding environment. It gives me great pleasure to work alongside them every day.

The College's financial position remained strong this year under the continued stewardship of our Treasurer, Dr. James Posluns. As noted in the Audited Financial Statements, RCDC will ensure that its significant assets are appropriately used to fulfil strategic initiatives.

I would like to end my report acknowledging the incredible leadership of the Board of Directors throughout the year. I would like to thank our Board Chair, Dr. Carolyn Mason, who skillfully navigated the organization during a challenging tenure.

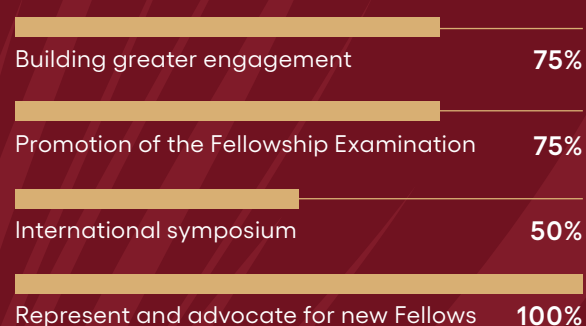
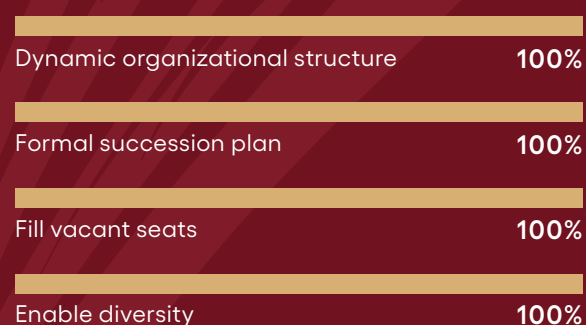
The Royal College of Dentists of Canada is continuing its exciting evolution and we hope that we can count on the support of our valued membership.

Respectfully submitted,

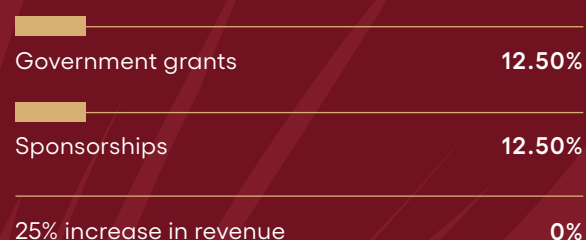
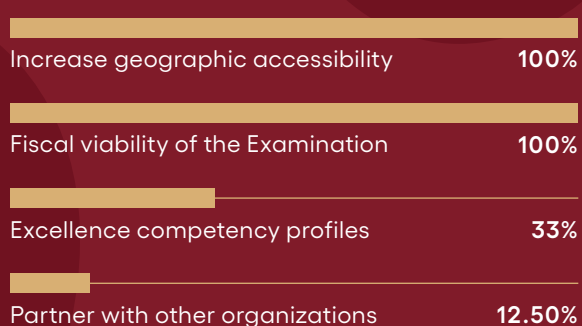
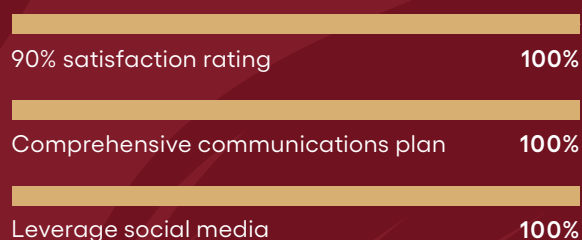
**Ms. Amandine Perdebat**  
Managing Director

## 2020-2023 STRATEGIC PLAN

## PROGRESS UPDATE

**1. Maximize Membership Growth and Engagement****2. Review and Revitalize Governance Model****3. Develop New Revenue Streams**

\*Work on this strategic initiative has been paused and moved to the next strategic planning session.

**4. Optimize Fellowship Examination****5. Achieve Excellence in Communications****6. Fully Leverage and Engage Volunteers****7. Engage in Lobbying and Advocacy**

# 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**  
Managing Director

The Bylaw Committee met once this past year to review the current Bylaws. Updates and minor edits were suggested and discussed. Changes of note include a modification to the definition of Life Fellow and Member and the addition of the Board Chair Emeritus on the Board of Directors. Some of the wording and grammar was tightened.

These bylaws will be shared with Fellows and Members in advance of the Annual General Meeting on September 24, 2022, where they will be voted on. 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 for their efforts and time spent in support of keeping the Royal College of Dentists of Canada current.

Respectfully submitted,

**Dr. Izchak Barzilay**  
Chair, Bylaw Committee



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, and training programs. This report will provide a summary of the work completed this year by the Committee.

### Business Plan Deliverables

The Chair of the Governance Committee was assigned the strategic goals of:

1. Recruitment and onboarding of a Public Member to serve on the RCDC Board of Directors for a 3-year renewable term. Working with Ms. A. Perdebat (Managing Director) and The Governance Guys, an external governance firm, a comprehensive skills matrix assessment was completed to identify the Board's strengths and weaknesses, as well as gaps that need to be filled by a public Member. After a transparent search for a public member, the College received and reviewed the submissions from over 60 applicants. Following a robust vetting process, Ms. Farhana Mahbub was appointed as the Public Member on the Board of Directors.
2. Organize a Strategic Planning Session. Ahead of the November 2022 Strategic Planning Session, a request for proposals was sent to several strategic planning organizations. After due consideration the Board of Directors selected The Governance Guys to facilitate the upcoming Strategic Planning Session.

## GOVERNANCE COMMITTEE REPORT

### Dr. Paul Andrews

Chair (Director, Paediatric Dentistry)

### Dr. John Zarb

Registrar (Director, Prosthodontics)

### Dr. John Odai

Director, Endodontics

### Dr. Jean-Pierre Picard

Director, Periodontics

### Dr. Carolyn Mason

Board Chair (Ex-Officio)

### Dr. Izchak Barzilay

Board Vice-Chair (Ex-Officio)

## RCDC Committee Vacancies

The Governance Chair, Board Chair and Board Vice-Chair will be contacting various Directors and Committee Chairs to fill vacancies on RCDC committees. Increased committee involvement will assist Directors and Members-at-Large 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.

## Policy and Position Descriptions Review

As part of its routine Committee business, the Governance Committee undertook its annual review of governance and human resources policies, position, and role descriptions, and made changes to accurately reflect the activities of the organization. These were approved by the Board of Directors and are currently in effect. The Governance Committee will continue to evaluate them in the coming year as is required.

## RCDC Organizational Charts

The College will be upgrading its membership portal by the fall of 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 on the membership portal

## Elections/Appointments

The Governance Committee is responsible for overseeing the Election process for Directors, the Board Chair and Board Vice Chair. The duly elected nominees for these positions will be approved by the membership at the Annual General Meeting.

It is my distinct pleasure to welcome the new incoming Board Chair Dr. Izchak Barzilay, Board Vice Chair Dr. John Odai and Directors representing Oral Pathology Dr. Lisa Johnson, Oral Medicine Dr. Nadia Marchese, and Prosthodontics Dr. Ming-Yi Chou. The Chair of the Governance Committee and Secretary have provided New Director Onboarding/Orientation session for all incoming Officers and Directors.

The Slate of Officers presented at the Annual General Meeting will be as follows, Registrar, Dr. John Zarb; Treasurer, Dr. James Posluns; Examiner-in-Chief, Dr. Christine Corbeil will continue in their current positions. The Secretary, Ms. Amandine Perdebat, has been appointed by the Board by virtue of her position within the College.

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. Finally, I would like to thank all of you for your ongoing commitment to The Royal College of Dentists of Canada.

Respectfully submitted,

**Dr. Paul Andrews**

Chair, Governance Committee



The Fellowship Affairs Committee is a standing committee of the Board of Directors, 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 members. The Committee is responsible for the membership program for The Royal College of Dentists of Canada (RCDC, the College), including professional development, communication, awards, and ensuring that the needs of the membership are met.

Launched by the Committee at the end of 2020, the monthly Continuing Education Webinar series quickly became a favourite of many Fellows and Members of the College. Based on the feedback received, attendees have greatly enjoyed the variety of topics and knowledgeable speakers, as well as the flexibility of joining the sessions remotely. Members are encouraged to view the recordings of past sessions on our website. An in-person Continuing Education Day is planned during the September Celebrations, and the monthly webinars will begin once again in October, with a new lineup of engaging talks by experts across the dental specialties and related fields.

The College is at a turning point in its history and wishes to highlight the value of the Fellowship designation to the dental community. The Brand Ambassador program was launched during the fall of 2021 to demonstrate that Fellows and Members are the foundation of RCDC. The program harnessed Fellows' and Members' collective voices to showcase the importance of RCDC through personal experiences as well as to show the dental community and the public at large how RCDC helps

## 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)

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maintain high standards in the Canadian dental specialties. The relative success of the program encouraged the College to launch a second iteration to help raise awareness about RCDC.

The Fellowship Affairs Committee is also looking forward to the implementation of new projects that are set to be launched before the end of 2022, like the publication of a new online portal for Fellows and Members. With its modern, intuitive interface, our new Membership Portal will simplify routine tasks such as updating personal information and paying invoices, and provide more flexibility, allowing for more reliable communication and the expansion of benefits for our membership. In the same vein, the Committee is also developing a Mentorship Program, intended to provide a platform for the transfer of knowledge from established, experienced dental specialists to Fellows at the start of their career. This program aims to realise the College's vision to inspire excellence in the dental specialties, and to promote and support a new generation of exceptional dental specialists.

In closing, I would like to thank all the members of the Fellowship Affairs Committee for their dedication. It is a distinct pleasure to work with such passionate and committed colleagues.

Respectfully submitted,

**Dr. John Zarb**

Chair, Fellowship Affairs Committee



# MEMBERSHIP REPORT

THE FOLLOWING CHART REPRESENTS OUR MEMBERSHIP BY SPECIALTY, EXCLUDING 17 HONORARY FELLOWS.

RCDC NOTICED AN INCREASE OF 4% OF FELLOWS AND MEMBERS OVER LAST YEAR.

SPECIALTY	FELLOWS	MEMBERS	TOTALS
Dental Public Health	28	0	28
Dental Sciences	3	0	3
Endodontics	325	1	326
Oral and Maxillofacial Radiology	35	3	38
Oral and Maxillofacial Surgery	394	17	411
Oral Medicine	12	0	12
Oral Medicine and Oral Pathology	31	0	31
Oral Pathology	12	0	12
Orthodontics	576	7	583
Pediatric Dentistry	353	6	359
Periodontics	314	15	329
Prosthodontics	230	3	233
<b>Total</b>	<b>2,313</b>	<b>52</b>	<b>2,365</b>

# LIFE FELLOWSHIP & LIFE MEMBERSHIP

SPECIALTY	LIFE FELLOWS	LIFE MEMBERS	TOTAL
Dental Public Health	13	4	17
Dental Sciences	8	0	8
Endodontics	22	10	32
Oral and Maxillofacial Radiology	3	0	3
Oral and Maxillofacial Surgery	55	16	71
Oral Medicine	3	0	3
Oral Medicine and Oral Pathology	13	0	13
Oral Pathology	3	0	3
Orthodontics	59	14	73
Pediatric Dentistry	22	14	36
Periodontics	26	20	46
Prosthodontics	21	13	34
<b>Total</b>	<b>248</b>	<b>91</b>	<b>339</b>

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# IN MEMORIAM

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**Dr. James H.P. Main**

*Fellow*

Oral Medicine and  
Oral Pathology  
Toronto, Ontario  
Canada

**Dr. John D. Townsend**

*Fellow*

Prosthodontics  
Seattle, Washington  
United States





# BUDGET AND AUDIT COMMITTEE REPORT

**Dr. James Posluns**  
Chair (Treasurer)

**Dr. Daniel Turgeon**  
Director, Oral and Maxillofacial Radiology

**Dr. Nida Amir**  
Member-at-Large

**Dr. Carolyn Mason**  
Board Chair (Ex-Officio)

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

**Ms. Amandine Perdebat**  
Managing Director

The annual audit of The Royal College of Dentists of Canada (RCDC, the College)'s operations for the year which ended March 31, 2022, was successfully completed virtually this past spring. For the 2021-2022 fiscal year, total revenue was comprised of fees for the 2022 Fellowship Examination, Member's fees, a reduced NDSE service fee received from the NDEB and various other smaller sources.

Overall, again, expenses remained low this past fiscal year. All categories of expense were well controlled. Strict attention to wages and greater utilization of technology for meetings, workshops and examinations realized significant savings to the College in 2021-2022. Expenses did increase year over year, and it is anticipated that the expenses for 2022-2023 will be significantly higher with return to in-person meetings and events, coupled with across the board increases in travel, venue and hotel costs.

The excess of revenue over expenses improved the College's already solid financial position and will fund some of the larger priorities set out in the current strategic plan. It is fortunate that the College was able to continue with its remote access Fellowship Examination in June, 2022. Candidate acceptance of this format is one element to the continued strong numbers who sit the Fellowship Examination. More candidates mean more Fellows and the numbers bode well into the future. Dr. Christine Corbeil, Examiner-in-Chief, Dr. Garry Aslanyan, Associate Examiner-in-Chief and the members of the Fellowship Examination Committee including the Chief Examiners of all specialties are to be commended for their insightful stewardship in implementing this novel format of assessment.

The College's investment holdings remain strong, despite recent volatility in the markets. Conservative strategy, focused on long-term growth, has shielded the College from significant short to medium-term reductions in holdings. At the direction of the College's Auditor, the Board approved the creation of a Strategic Initiative Fund that better defines the long-term objectives of the College's investment portfolio within the guidelines of a Not-For-Profit organization set forth by the Canada Revenue Agency.

At the time of this writing, the Audited Financial Statements are in the process of being finalized and the 2023-2024 budget is being prepared for presentation at the Annual General Meeting on September 24, 2022. It is indeed reassuring to see the College emerge from a very challenging year in such a solid financial position.

To that end, as Treasurer, I would like to acknowledge and to thank the members of the Budget and Audit

Committee that includes Dr. Carolyn Mason, Board Chair, Dr. Izchak Barzilay, Board Vice-Chair, Dr. Daniel Turgeon, Director, Dr. Nida Amir, 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 two years and to the entire Board, as customary, for its direction. Special thanks go to Amandine Perdebat, Managing Director, Iryna Melnyk, Director of Operations, Kyle Todt, Director of IT & Assessments, Karine Topalian, Membership Manager, Charles Bolduc, Communications Manager, and Bruno Cestau Lopez, Assessment Manager 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

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# FINANCIAL STATEMENTS

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YEAR ENDED MARCH 31, 2022

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# INDEPENDENT AUDITORS' REPORT

**Stern Cohen**  
— ACCOUNTANTS —

**TO THE DIRECTORS OF THE ROYAL  
COLLEGE OF DENTISTS OF CANADA**

## 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, 2022 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, 2022, 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.

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  
Licensed Public Accountants

Toronto, Canada  
July 18, 2022



## Statement of Revenue and Expenses

FOR THE YEAR ENDED MARCH 31,	2022 \$	2021 \$
<b>REVENUE</b>		
Examinations	657,000	144,500
Members' fees	1,167,144	1,195,763
National Dental Examining Board - service fee	31,811	172,196
Other	11,085	8,980
	<b>1,867,040</b>	<b>1,521,439</b>
<b>EXPENSES</b>		
Finance and administration	1,151,343	997,378
Governance and international relations	36,659	23,663
Examination administration	148,005	17,921
Strategic communications and membership engagement	50,286	50,976
	<b>1,386,293</b>	<b>1,089,938</b>
<b>EXPENSES OF REVENUES OVER EXPENSES BEFORE THE FOLLOWING:</b>	<b>480,747</b>	<b>431,501</b>
Investment income (loss), net (Note 5)	(70,873)	206,704
Government subsidies	-	100,833
	<b>(70,873)</b>	<b>307,537</b>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<b>409,874</b>	<b>739,038</b>

See accompanying notes

## Statement of Changes in Net Assets

FOR THE YEAR ENDED MARCH 31,	RESERVE FUND \$	STRATEGIC INITIATIVE FUND \$	OPERATIONS (UNRESTRICTED) \$	2022 TOTAL \$	2021 TOTAL \$
<b>BEGINNING OF YEAR</b>	<b>1,188,270</b>	<b>-</b>	<b>2,121,644</b>	<b>3,309,914</b>	<b>2,570,876</b>
Excess of revenues over expenses for the year	-	-	409,874	409,874	739,038
Transfer of funds	-	2,000,000	(2,000,000)	-	-
<b>END OF YEAR</b>	<b>1,188,270</b>	<b>2,000,000</b>	<b>531,518</b>	<b>3,719,788</b>	<b>3,309,914</b>

See accompanying notes

## Statement of Cash Flow

FOR THE YEAR ENDED MARCH 31,	2022 \$	2021 \$
<b>OPERATING ACTIVITIES</b>		
Excess of revenues over expenses for the year	<b>409,874</b>	739,038
Items not involving cash		
Amortization of capital assets	<b>15,747</b>	19,442
Fair value adjustments to investments	<b>(191,944)</b>	115,729
Working capital from operations	<b>233,677</b>	874,209
Net change in non-cash working capital balances related to operations	<b>14,267</b>	178,448
Cash from operations	<b>247,944</b>	1,052,657
<b>INVESTING ACTIVITIES</b>		
Purchase of capital assets, net of disposals	<b>(1,121)</b>	(965)
Investments, net of disposals	<b>423,411</b>	(1,169,798)
	<b>422,290</b>	(1,170,763)
<b>CHANGE IN CASH DURING THE YEAR</b>	<b>670,234</b>	(118,106)
<b>CASH</b>		
Beginning of year	<b>575,636</b>	693,742
End of year	<b>1,245,870</b>	575,636

See accompanying notes

## Statement of Financial Position

FOR THE YEAR ENDED MARCH 31,

2022 \$

2021 \$

### ASSETS

Current assets		
Cash	1,245,870	575,636
Accounts receivable	-	27,769
HST recoverable	28,002	12,362
Investments	3,838,996	4,070,463
Prepaid expenses and inventory	90,316	28,366
	5,203,184	4,714,596
Capital assets (Note 2)	54,488	69,114
	5,257,672	4,783,710

### LIABILITIES

Current liabilities		
Accounts payable and accrued liabilities	133,165	103,283
Deferred revenue (Note 3)		
Dues	874,094	838,013
Examination revenue	530,625	532,500
	1,537,884	1,473,796

### NET ASSETS

Reserve fund (Note 6a)	1,188,270	1,188,270
Strategic initiative fund (Note 6b)	2,000,000	-
Operations (unrestricted)	531,518	2,121,644
	3,719,788	3,309,914
	5,257,672	4,783,710

Other information (Note 6)  
See accompanying notes.

# 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.

Capital assets are tested for recoverability whenever events or changes in circumstances indicate that their carrying amount may not be recoverable. An impairment loss is recognized when the carrying amount of the asset exceeds the sum of the undiscounted cash flows resulting from its use and eventual disposition. The impairment loss is measured as the amount by which the carrying amount of the long-lived asset exceeds its fair value.

#### (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) 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	
			2022 \$	2021 \$
Furniture and equipment	36,708	21,986	14,722	17,141
Computer equipment	125,188	116,764	8,424	12,399
Leaseholds	7,920	3,168	4,752	6,336
Examination software	103,423	76,833	26,590	33,238
	273,239	218,751	54,488	69,114

### 3. Deferred examination revenue

	2022 \$	2021 \$
Balance, beginning of year	532,500	265,000
Received during the year	537,500	485,000
Examination fees		
Application, convenience and review fees	120,500	144,500
Fees refunded during the year	(2,875)	(217,500)
Fee refunds payable	-	-
Earned during the year	(657,000)	(144,500)
Balance, end of year	530,625	532,500

Deferred dues revenue consists of 2022 annual dues already received that will be recognized as income from the period of April 1, 2022 through December 31, 2022.

### 4. Credit facility

The College has credit facility in the form of a line of credit available up to \$125,000, bearing interest at bank prime + 1%. As of March 31, 2022 the line was not drawn upon.

### 5. Investment income

	2022 \$	2021 \$
Interest income	3,618	3,223
Mutual fund income	106,674	95,282
Realized gain	44,579	26,536
Unrealized gain (loss)	(191,944)	115,729
Investment income	(37,073)	240,770
Less: management fees	33,800	34,066
	(70,873)	206,704

## 6. Other information

### (a) Reserve fund

The Reserve 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
- i. to meet certain statutory and contractual obligations in the event of termination of the College's operations.

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

### (b) Strategic initiative fund

The Strategic initiative fund was created with the purpose to provide the funding for the College to fulfill the strategic initiatives developed at the November 2022 strategic planning retreat.

### (c) 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:

	\$
<b>2023</b>	85,700
<b>2024</b>	86,300
<b>2025</b>	87,000
	<b>259,000</b>

### (d) 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.



# FELLOWSHIP EXAMINATION COMMITTEE REPORT

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

**Dr. Garry Aslanyan**  
Associate Examiner-in-Chief

**Dr. Kalyani Baldota**  
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. John Zarb**  
Registrar

**Dr. Carolyn Mason**  
Board Chair (Ex-Officio)

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

**Dr. Brian Hess**  
Psychometrician

**Ms. Amandine Perdebat**  
Managing Director

**Mr. Kyle Todt**  
Director of IT & Assessments

The Fellowship Examination Committee (FEC) has a mandate to maintain The Royal College of Dentists of Canada (RCDC, the College)'s high standards through the administration of a Fellowship Examination. The foundational work of the FEC focuses on policy and procedure development for the Fellowship Examination to ensure a fair and equitable assessment while maintaining volunteer engagement.

A significant focus of the Committee was continuing to gather feedback and monitoring other assessments to find appropriate and fair delivery model for the Fellowship Examination. The committee separated its discussion in two separate timelines: 2022 Fellowship Examination and 2023 Fellowship Examination.



## 2022 Fellowship Examination

The FEC was unanimous in maintaining the same virtual delivery model for the 2022 Fellowship Examination. Given the success of the 2021 administration, it was important for the Committee to provide a consistent delivery model for candidates without threat of last-minute cancellation due to travel restrictions or gathering limits. The Committee requested feedback from candidates and Examiners as well as results from other organizations delivering virtual examinations. The 2021 candidate and Examiner survey results were shared with the Committee and with this information, the College was able to make improvements to the 2022 Fellowship Examination to provide a better experience for all stakeholders. The Committee is extremely grateful for all the candidates and Examiners that took the time to provide their feedback.

## 2023 Fellowship Examination

The Committee had significant discussions over multiple meetings about the preferred delivery method of the 2023 Fellowship Examination. Three distinct options were considered for recommendation to the Board of Directors:

1. Face-to-face – an in-person administration at one central location
2. Screen-to-screen – a virtual administration much like the 2021 and 2022 administrations
3. Screen-to-face – a hybrid approach with Examiners in person, while candidates take the examination remotely via computers

A decision was made to move forward with the screen-to-face administration for the 2023 Fellowship Examination. This decision was revisited and confirmed following the conclusion of the 2022 Fellowship Examination. It was important for the College to provide an accessible assessment for candidates while ensuring the most reliable means of delivery for Examiners in person.

## Fellowship Examination Competency Profile Development

The College has entered an agreement with Meazure Learning to develop competency profiles for all specialties over the next three years. The development and validation of competency profiles and examination

blueprints is a rigorous, consultative, and iterative process involving a diverse group of Fellows. These profiles will clearly articulate the competencies and skills required for Fellowship of The Royal College of Dentists of Canada. The first phase of this project has commenced with Dental Public Health, Endodontics, and Orthodontics.

## Psychometrician

The 2022 Fellowship Examination was Brian Hess' last administration with the College. He has been with the College for over 7 years and has implemented significant processes to improve the reliability and validity of our assessments. I would like to personally thank Brian for his dedication to the College and I wish him the best in his future endeavours. In order to find a suitable replacement, the College struck a Search Committee to find a new Psychometrician. After receiving over 35 applications for the position and conducting two rounds of interviews, the Search Committee was unanimous in its recommendation of Dr. Jimmy Bourque and Meazure Learning. Dr. Bourque has overseen multiple high-stakes assessment projects in Canada and internationally. Dr. Bourque previously worked for the Royal College of Physicians and Surgeons of Canada in the administration of their oral OSCE assessments. His work has included multiple choice, constructed response and oral practical assessments.

## Position Descriptions

The FEC is responsible for reviewing position descriptions for volunteers annually to determine if they still reflect the current state of assessments. The committee reviewed and approved the Chief Examiner and Examiner position descriptions.

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



## PSYCHO- METRICIAN'S REPORT

The Fellowship Examination in nine dental specialties delivered virtually for the second time in 2022 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 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 again in 2022, I provided each specialty Examination team with refresher 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 Examinations 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 2022 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 the College will continue its 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 has ensured that the quality of the assessment program is maintained.

Respectfully submitted,

**Brian Hess, PhD**  
Psychometrician

## TWO-YEAR EXAMINATION SUCCESS RATE FOR FIRST-TIME TAKERS

Dental Speciality	Number of Candidates	Pass Percentage
Dental Public Health	-	-
Endodontics	50	78%
Oral Medicine and / or Oral Pathology	-	-
Oral and Maxillofacial Radiology	10	70%
Oral and Maxillofacial Surgery	46	87%
Orthodontics	65	81.5%
Paediatric Dentistry	59	93.2%
Periodontics	73	79.5%
Prosthodontics	94	69.1%

\* Due to the limited number of candidates in Dental Public Health and in Oral Medicine and/or Oral Pathology, statistics cannot be reported in order to maintain confidentiality.



## CHIEF EXAMINER'S REPORT

# DENTAL PUBLIC HEALTH



## THE TEAM

### CHIEF EXAMINER

Dr. Kalyani Baldota

### EXAMINERS

Dr. Albert Adegbembo  
Dr. Garry Aslanyan  
Dr. Amir Azarpazhooh  
Dr. Constantine Batsos  
Dr. Mohamed Elsalhy  
Dr. Rafael Figueiredo  
Dr. Alyssa Hayes  
Dr. Ferne Kraglund  
Dr. Vinay Pilly Yadaiah  
Dr. Carlos Quiñonez  
Dr. Faahim Rashid  
Dr. Sonica Singhal  
Dr. Maria van Harten

### Examination Development

For the 2022 Fellowship Examination cycle, the Dental Public Health team has had several achievements. Thanks to the guidance and support of Dr. Garry Aslanyan, Dr. Constantine Batsos and the camaraderie of all Examiners, we have had a smooth transition to a new Chief Examiner. Examination development workshops were conducted, and new content was developed to augment existing content for all components. The virtual execution of the examination, for a large number of DPH candidates, went very well. Content development workshops have been planned for the Fall of 2022. The team looks forward to the planned hybrid model for the 2023 Fellowship Examination and meeting each other in person.

### Blueprint Review and Development

This year DPH was among the first three specialties to review competencies for the specialty over a two-day workshop followed by focus groups. A new blueprint will be developed for the 2023 Fellowship Examination.

### Examiner Recruitment and Training

DPH welcomed a new Examiner in its fold. The Examiner was involved in the 2022 Fellowship Examination for training and observation. Another new Examiner will be invited to join in the Fall.

Respectfully submitted,

**Dr. Kalyani Baldota**

Chief Examiner,  
Dental Public Health



## ENDODONTICS



## CHIEF EXAMINER'S REPORT

The Fellowship Examination in Endodontics was created by a dedicated team of exceptional individuals who have graciously given their time again this year. The content development workshops were held virtually with individuals from east to west coasts of the country participating over multiple sessions. With the help of the RCDC staff, Mr. Kyle Todt, Mr. Bruno Cestau Lopez and Dr. Brian Hess in particular, it was a seamless process.

The process of blueprint development continues as Endodontics was selected this year. A group of Endodontic specialists not associated with the examination content and delivery were recruited. With the aid of our psychometricians they have created, over a two-day workshop, a content blueprint for future administrations of the Fellowship Examination.

Endodontics was grateful to welcome two new hard-working Examiners this year, Dr. Karine Charara and Dr. Ahmed Hieawy who have actively participated in the development of the examination content and the examination delivery this year.

A special thank you to Dr. Christine Corbeil, our Examiner-in-Chief, who has again this year been tireless in her dedication to the RCDC Examination process.

Sincerely,

**Craig Tervit**

Chief Examiner,  
Endodontics

## THE TEAM

### CHIEF EXAMINER

Dr. Craig Tervit

### EXAMINERS

Dr. Joshua Ananthan  
 Dr. Karine Charara  
 Dr. Nauman Chatha  
 Dr. Mahmoud Reza Ektefaie  
 Dr. Mahsa Farzaneh  
 Dr. Ahmed Hieawy  
 Dr. Matthew Kerner  
 Dr. Gillian Layton  
 Dr. Debra Levin  
 Dr. Rachele Luciano  
 Dr. Sandra Makkar  
 Dr. Gevik Malkhassian  
 Dr. Mana Mirfendereski  
 Dr. Carlos Ochoa  
 Dr. John Odai  
 Dr. Lisane Paquette  
 Dr. Luis Quiterio Montero  
 Dr. Jonathan Rapp  
 Dr. Karina Roth  
 Dr. Geoffrey Sas  
 Dr. Esther Tam  
 Dr. Peter Tawil  
 Dr. Blayne Thibodeau



## CHIEF EXAMINER'S REPORT

# ORAL MEDICINE AND/OR ORAL PATHOLOGY



## THE TEAM

### CHIEF EXAMINER

Dr. Riva Black

### EXAMINERS

Dr. Seema Ganatra  
Dr. Sara Gordon  
Dr. Adel Kauzman  
Dr. Catherine Laliberté  
Dr. Iona Leong  
Dr. Christina McCord  
Dr. Samson Ng  
Dr. Yoko Tsukada  
Dr. Eli Whitney

### Examination Development

The Fellowship Examination was executed successfully in May 2022 with three candidates challenging the Oral Medicine and Oral Pathology Examinations, and four candidates challenging the Oral Medicine Examination. The Oral Examination components were administered virtually while the Microscopic Examination was delivered in person. A new component of the Microscopic Examination was implemented that integrated an Oral Examination based on the candidate's examination of microscopic cases.

I am tremendously grateful to our entire outstanding Examination team for their devotion and commitment: Dr. Iona Leong (University of Toronto), Dr. Christina McCord (Western University), Dr. Adel Kauzman (University of Montreal), Dr. Seema Ganatra (University of Alberta), Dr. Sara Gordon (University of Washington), Dr. Samson Ng (University of British Columbia), and Dr. Eli Whitney (University of British Columbia). I am also very appreciative of our newest examiners, Dr. Catherine Laliberté (University of Montreal) and Dr. Yoko Tsukada (University of British Columbia). I am incredibly thankful to Mr. Kyle Todt, Director of IT & Assessments, Ms. Amandine Perdebat, Managing Director, Mr. Brian Hess, Psychometrician, Mr. Bruno Cestau Lopez, Assessments Manager, and the entire staff of The Royal College of Dentists of Canada for their continued support to develop and execute the Examination. Thank you as well to our outstanding Examiner-in-Chief Dr. Christine Corbeil and our wonderful Board of Directors for their continued support, encouragement, and professionalism.

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## Blueprint Review and Development

The restructuring and development of the examinations to fit the delivery methods maintained their excellent quality and were fair, accurate, and reproducible tests of clinical judgment, 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 team workshops, followed by review by our psychometrician, Dr. Brian Hess, in order to help strengthen its validation. The inclusion of our additional Microscopic Examination component enriched the examination process while continuing to integrate the critical domains. The Examination team continues to develop and improve the examination using feedback from the individual examiners, past candidates, other specialties, and residency training programs.

## Examiner Recruitment and Training

I am thrilled to announce new Examiners to our team: Dr. Catherine Laliberté (University of Montreal) and Dr. Yoko Tsukada (University of British Columbia) who bring their breadth of expertise and dedication. Examiner training sessions were held prior to examination implementation to ensure examination delivery was 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



## THE TEAM

### CHIEF EXAMINER

Dr. King Chong Chan

### EXAMINERS

Dr. Noura Alsufyani  
Dr. Mariam Baghdady  
Dr. Anne Csillag  
Dr. Fatima Jadu  
Dr. Catherine Nolet-Lévesque  
Dr. Daniel Turgeon

The Oral and Maxillofacial Radiology Examination Team had a total of five Examiners this year. Due to the easing of travel restrictions imposed by the SARS-CoV-2 pandemic, the clinical and oral components of the examination were delivered in a hybrid format (i.e. face-to-screen). All candidates were examined at a specific testing site in Toronto by multiple examiners online. As in 2021, each case of the clinical component was structured in the form of a formal radiologist report, while each case of the oral component aimed to determine the analytic skills of the candidates by simulating real life interactions between radiologists and their referrals.

I express profound gratitude to all members of the Oral and Maxillofacial Examination Team, namely Drs. Mariam Baghdady, Noura Alsufyani, Daniel Turgeon, and Catherine Nolet-Levesque, for volunteering their valuable time in developing a psychometrically solid 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,

**Dr. King Chong Chan**

Chief Examiner,  
Oral and Maxillofacial Radiology



# ORAL AND MAXILLOFACIAL SURGERY



## CHIEF EXAMINER'S REPORT

### 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 Rittenberg  
Dr. André Rousseau

#### EXAMINERS

Dr. Keyvan Abbaszadeh  
Dr. Olivier Béchar

Dr. Nick Blanas  
Dr. Carl Bouchard  
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. Scott Martyna  
Dr. Kevin J. McCann  
Dr. Taylor McGuire  
Dr. Maico D. Melo  
Dr. Joel Eric Powell  
Dr. Eddie Reinish  
Dr. Kurt Scherle  
Dr. Michael S. Shimizu  
Dr. Mark Shuren  
Dr. Miller Smith  
Dr. Sarah Théberge  
Dr. Simon Touchan  
Dr. Robert Wagner  
Dr. Jeffrey Wallace  
Dr. Waleed Zaid

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## Examination Development in 2022

Examination content for the 2022 Fellowship Examination in Oral and Maxillofacial Surgery was submitted by Examiners and subsequently reviewed by a group of Senior Examiners. This material then underwent further review and modifications by the Chief Examiner prior to a final psychometric review by Dr. Brian Hess. The 2022 Fellowship Examination was successfully developed to allow for a virtual administration from June 17 - 19. Under the leadership of the College's administration and the dedication of the Oral and Maxillofacial Examination team, the virtual administration of the examination was a success with all candidates completing the examination.

## Examiner Recruitment and Training

The Oral and Maxillofacial Surgery Examination team recruited four new Examiners this past year: Dr. Kurt Scherle (Winnipeg), Dr. Carl Bouchard (Québec City), Dr. Scott Martyna (Kelowna), and Dr. Waleed Zaid (Baton Rouge). Our goal is to recruit more new Examiners this year and have them undergo New Examiner training and observe the 2023 Fellowship Examination.

Respectfully submitted,

### **Dr. Chad Robertson**

Chief Examiner,  
Oral and Maxillofacial Surgery



# ORTHODONTICS



## CHIEF EXAMINER'S REPORT

### 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. Chrisovalantou Cheretakis  
Dr. Clara Chow  
Dr. Leonard Chumak  
Dr. Glenna Grykuliak  
Dr. Paul Helpard  
Dr. Lorne Kamelchuk  
Dr. Darrel Kemp  
Dr. Sonya Lacoursière  
Dr. Parm Lalli  
Dr. Jules Lemay III

Dr. Sandra Maduke  
Dr. Todd Moore  
Dr. Michael O'Toole  
Dr. Kamrin Olfert  
Dr. Julianne Peterson  
Dr. Benjamin Pliska  
Dr. James Posluns  
Dr. Akbar Rawji  
Dr. Stephen Roth  
Dr. Khushee Sharma  
Dr. Ronald Sperber  
Dr. Daniel Tanguay  
Dr. Camilo Yamin-Lacouture

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## Examination Development in 2022

The 2022 Fellowship Examination in Orthodontics was a virtual two-day oral examination, similar to the Examination that was delivered in June 2021. Using our existing blueprint, questions were devised to cover the most relevant domains. Two full-day examination workshops were held virtually in February 2022 to set the examination and were attended by Senior Examiners. In addition, the contents of the examination were vetted online by a diverse group of Examiners. Our Examination team consists of Orthodontic Fellows from both private practice and academia from across Canada as well as a few Examiners from the United States and South America.

We are currently developing a new blueprint for the 2023 Orthodontics Fellowship Examination.

## Examiner Recruitment and Training

Two new Examiners were recruited this past year: Dr. Chrissy Cheretakis from Montreal, and Dr. Parm Lalli from Saskatoon. Our goal is to recruit two to three new Examiners this year and have them undergo New Examiner training and observe the 2023 Fellowship Examination.

I have one year remaining in my second term and I'm happy to announce that Dr. Austin Chen has stepped in as Associate Chief Examiner. He has been an Examiner since 2009 and has been a section leader for a few years. In this role, he will shadow me to ensure a smooth transition.

The Orthodontic Examination team worked tirelessly this past year to create and deliver the second 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,

**Dr. Susan Eslambolchi**

Chief Examiner,  
Orthodontics



# PAEDIATRIC DENTISTRY



## CHIEF EXAMINER'S REPORT

### THE TEAM

#### CHIEF EXAMINER

Dr. R. Gordon Payne

#### SENIOR EXAMINERS

Dr. Marie-Claude Cholette  
Dr. Felicity Hardwick  
Dr. Elsa Hui-Derksen  
Dr. Duy-Dat Vu

#### EXAMINERS

Dr. Marie-Eve Asselin  
Dr. Robert L. Barsky  
Dr. Jay Biber  
Dr. Mark 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. 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. Christopher Yue

## Examination Development in 2022

Despite the ongoing challenges of the pandemic, we developed and delivered our Fellowship Examination virtually in 2022. Thanks to the lessons learned in 2021, both events ran relatively smoothly, as we gain mastery in the milieu of virtual examinations.

We held a virtual workshop in January 2022. Submitted cases were reviewed by Senior Examiners ahead of time and cases for the Fellowship Examination were selected. The workshop teams edited and refined the cases several times. Fine tuning of the cases was done by our Senior Examiners and myself.

The week before the Fellowship Examination, we held a virtual Calibration Session with the examination team to review the cases and finalize the marking scheme. Angoff scores for the Fellowship Examination were determined by a group of Senior Examiners.

## Blueprint Review and Development

Under the guidance of Dr. Brian Hess, we undertook our last review of our content domains and blueprint in 2017, which included a survey sent to Canadian program directors for their input.

Competency profile development and revised blueprint workshops for all specialties were started this year, with the workshop sessions for Paediatric Dentistry scheduled to take place in 2024.

## Examiner Recruitment and Training in 2022

No new Examiners were recruited in 2022 as we have a full complement at this time. Past Chief Examiner, Dr. Lorne Koroluk retired from our team this year. We are grateful for his many years of service and wish him all the best.

## Final Words

As my second term as Chief Examiner draws to a close, I would like to thank those that made my job easier during my terms, despite the challenges we have faced in recent years. Thanks to Dr. Christine Corbeil for her stalwart support and leadership as Examiner-in-Chief, and to the RCDC staff for their hard work and innovation, especially Ms. Amandine Perdebat and Mr. Kyle Todt. A huge thank you to my amazing team of Examiners, who have so generously donated their time and expertise to this great organization.

The position of Chief Examiner will be taken over by the eminently qualified Dr. Felicity Hardwick.

Respectfully submitted,

**Dr. R. Gordon Payne**

Chief Examiner,  
Paediatric Dentistry



# PERIODONTICS



## CHIEF EXAMINER'S REPORT

### THE TEAM

#### CHIEF EXAMINER

Dr. Omar Usman

#### SENIOR EXAMINERS

Dr. Vana Andreou  
Dr. Gregory Austin  
Dr. Isabelle Quenneville  
Dr. René Voyer

#### EXAMINERS

Dr. Charles Alleyne  
Dr. Rémi Arseneau  
Dr. Saljae Aurora  
Dr. Parvaneh Bahrami  
Dr. Vinay Bhide  
Dr. Laura Chano  
Dr. David Chvartzsайд  
Dr. Robert Durand  
Dr. Tarek El Sayegh  
Dr. Ali Fakhry  
Dr. Karen Fung  
Dr. Simon Gauthier  
Dr. Georgios Giannelis  
Dr. Monica Gibson

Dr. Kevin Guze  
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. Kevin MacDonald  
Dr. Yanik Roussy  
Dr. Ryan Schure  
Dr. Rana Tarzeman  
Dr. Reza Termei  
Dr. Heinrich Tillmanns  
Dr. Guillaume Tremblay



It has been an honour to act as the Chief Examiner for the discipline of Periodontics thus far.

The 2022 Fellowship Examination in Periodontics was comprised of two sections, with each of 60 minutes duration covering 24 topic areas/domains in the field of Periodontics including Implant Dentistry as well as Oral Pathology.

These examinations were administered virtually (and remotely) by a dedicated Examination team consisting of RCDC Fellows in Periodontics from private practice and academia from across North America and abroad. The administration of the examination could not have been successful without the efforts of Mr. Kyle Todt, Ms. Amandine Perdebat and the outstanding members of the RCDC Staff. Furthermore, it would be remiss not to mention the leadership of our exceptional Examiner-in-Chief, Dr. Christine Corbeil.

## **Examination Development**

A core group of our Examination team participated in a development workshop for new content in November of 2021. Our current plan for 2022 is to continue to develop new content for future examinations. I am greatly indebted to our entire Examination team for their commitment to our examination process.

## **Blueprint Review and Development**

The current blueprint (consisting of 24 domains) will be undergoing review in 2022 and 2023 with the continuous goal of providing high quality examinations whereby candidates are evaluated on current and relevant information. In addition, the Examination team continues to foster engagement with the Graduate Periodontology Programs in Canada as well as other key organizations.

## **Examiner Recruitment and Delivery**

Significant interest continues amongst the community of RCDC Fellows in Periodontics to engage and assist the Fellowship Examination team. This year, our team was able to successfully train, calibrate and include 5 new Examiners to our Examination team. Our goal is to continue to train new Examiners in anticipation of the Fellowship Examinations in 2023 and 2024.

We continue to work persistently as a team to create a Fellowship Examination for Periodontics in 2023 and beyond.

Respectfully,

**Dr. Omar Usman**

Chief Examiner,  
Periodontics



# PROSTHODONTICS



## CHIEF EXAMINER'S REPORT

### THE TEAM

#### CHIEF EXAMINER

Dr. Igor Pesun

#### EXAMINERS

Dr. Sara Abdulaziz Al-Fadda  
Dr. Majd Al Mardini  
Dr. Mohammed Baig

Dr. Michael Barczak  
Dr. Izchak Barzilay  
Dr. Elahe Behrooz  
Dr. Ansgar Chi-Chung Cheng  
Dr. David Chvartzaid  
Dr. Ming-Yi Chou  
Dr. Ngoc Tuan Dinh  
Dr. Cecilla Dong  
Dr. Nancy Dubois  
Dr. Patrice Fan  
Dr. Effrat Habsha  
Dr. David Lalande  
Dr. Vincent Lee  
Dr. Terry Lim

Dr. Bernard Linke  
Dr. Kieth Manning  
Dr. Peter T. McDermott  
Dr. Pierre-Luc Michaud  
Dr. Anh Bang-Tuyen Nguyen  
Dr. Oliver Pin Harry  
Dr. Kirk Preston  
Dr. Mohammad Taheri  
Dr. Brenton Winnett  
Dr. Angela Wong  
Dr. Christopher Wyatt  
Dr. John Zarb

## Examination Development in 2022

Over the past year, multiple examination development workshops were held via Zoom and we finally were able to hold one face to face meeting in Toronto on April 29 - 30. Before each question development workshop, Examiners are asked to submit questions and during the workshops, up to six Examiners gathered and reviewed 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. We invited new Examiners to participate in content creation and involved them in the examination process. Once the general content has been created, we assemble the examination and then review the examination with the Chief Examiner. The Fellowship Examination was reviewed and a group of Examiners completed an Angoff rating for the examination. The Examination team undertook calibration on June 4 in advance of the Fellowship Examination on June 10 and 11 with the key validation completed on July 4. Our goal is to continuously set a new examination each year which is in line with Prosthodontic teaching and current practice trends. The examination follows the RCDC published blueprint. Based on the results of the examination we felt we were able to get valid examinations set.

## Examiner Recruitment, Training and Retention in 2022

In advance of the Fellowship Examination, all Examiners are trained on how to deliver an online examination by the Staff of the College. 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. This past Fellowship Examination showed a need for many Examiners as the specialty examined a high number of candidates and we continue to look for additional Examiners.

As Chief Examiner I would like to thank the team at the RCDC office and my examination colleagues for their hard work to ensure that excellent examinations are produced and delivered without fail and on time.

Respectfully submitted,

**Dr. Igor Pesun**

Chief Examiner,  
Prosthodontics



RCDC



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