

The background features a light-colored, marbled texture with veins of blue and gold. Overlaid on this are gold geometric patterns, including vertical lines and semi-circular arches. The text is centered and rendered in a dark blue, serif font.

# RC DC

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## ANNUAL REPORT

2022 - 2023



# CONTENTS

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4	Presidents
4	Chairs
5	Registrars
5	Board of Directors
6	Message from the Chair
8	Message from the Managing Director
10	Strategic Plan Update
11	Committee Structure
12	Bylaw Committee Report
13	Governance Committee Report
15	Fellowship Affairs Committee Report
17	Membership Report
19	In Memoriam
20	Budget and Audit Committee Report
22	Financial Statements
32	Fellowship Examination Committee Report
35	Statistics Fellowship Examination First-time takers
36	Appeals Committee Report
38	Fellowship Examination Report
39	Specialty Examination Teams

# PRESIDENTS

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<b>Dr. Frank A. Smith</b>	1966 - 1967	<b>Dr. Charles G. Baker</b>	1989 - 1991
<b>Dr. C. H. M. Williams</b>	1967 - 1969	<b>Dr. Guy Maranda</b>	1991 - 1993
<b>Dr. R. L. Scott</b>	1969 - 1970	<b>Dr. R. John McComb</b>	1993 - 1995
<b>Dr. C. Ames</b>	1970 - 1971	<b>Dr. Michael I. MacEntee</b>	1995 - 1997
<b>Dr. Arthur M. Hayes</b>	1971 - 1972	<b>Dr. John G. Fraser</b>	1997 - 1999
<b>Dr. W. H. Feasby</b>	1972 - 1973	<b>Dr. Allen S. Wainberg</b>	1999 - 2001
<b>Dr. Arthur W. S. Wood</b>	1973 - 1974	<b>Dr. James Shosenberg</b>	2001 - 2002
<b>Dr. Franklyn W. Lovely</b>	1974 - 1975	<b>Dr. David Kennedy</b>	2002 - 2004
<b>Dr. Sheldon M. Claman</b>	1975 - 1977	<b>Dr. Elie M. Wolfson</b>	2004 - 2006
<b>Dr. George S. Beagrie</b>	1977 - 1979	<b>Dr. James L. Leake</b>	2006 - 2008
<b>Dr. Norman Levine</b>	1979 - 1981	<b>Dr. J. Richard Emery</b>	2008 - 2010
<b>Dr. James H. P. Main</b>	1981 - 1983	<b>Dr. Garnet Packota</b>	2010 - 2012
<b>Dr. K. J. Paynter</b>	1983 - 1984	<b>Dr. Leland McFadden</b>	2012 - 2014
<b>Dr. James H. P. Main</b>	1984 - 1985	<b>Dr. Hugh Lamont</b>	2014 - 2016
<b>Dr. Michael J. Crompton</b>	1985 - 1987	<b>Dr. Christopher Robinson</b>	2016 - 2018
<b>Dr. Rod L. Moran</b>	1987 - 1989		

# CHAIRS

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

# REGISTRARS

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<b>Dr. John A. Speck</b>	1966 - 1993	<b>Dr. Keith Morley</b>	2015 - 2016
<b>Dr. Keith Titley</b>	1993 - 2008	<b>Dr. Leland McFadden</b>	2018 - 2020 (Registrar Emeritus)
<b>Dr. Patricia A. Main</b>	2008 - 2012	<b>Dr. John Zarb</b>	2020 - present
<b>Dr. David S. Precious</b>	2012 - 2014		
<b>Dr. Garnet V. Packota</b>	2014 - 2015 (interim)		

# BOARD OF DIRECTORS

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<b>Dr. Izchak Barzilay</b> , Chair	<b>Dr. Paul Andrews</b> , Paediatric Dentistry
<b>Dr. Jean-Pierre Picard</b> , Vice-Chair	<b>Dr. Jean-Pierre Picard</b> , Periodontics
<b>Dr. John Zarb</b> , Registrar	<b>Dr. Ming-Yi Chou</b> , Prosthodontics
<b>Dr. Carolyn Mason</b> , Board Chair Emeritus	<b>Ms. Farhana Mahbub</b> , Public Member
<b>Dr. James Posluns</b> , Treasurer	
<b>Dr. Christine Corbeil</b> , Examiner-in-Chief	
<b>Ms. Amandine Perdebat</b> , Secretary	
<b>Dr. Constantine Batsos</b> , Dental Public Health	
<b>Dr. John Odai</b> , Endodontics	
<b>Dr. Daniel Turgeon</b> , Oral and Maxillofacial Radiology	
<b>Dr. Maico Melo</b> , Oral and Maxillofacial Surgery	
<b>Dr. Nadia Marchese</b> , Oral Medicine	
<b>Dr. Lisa Johnson</b> , Oral Pathology	
<b>Dr. James Noble</b> , Orthodontics	



RCDC

# MESSAGE FROM THE CHAIR

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It has been my distinct honour to carry out my first year as Board Chair of The Royal College of Dentists of Canada (RCDC, The College). I am extremely pleased that the College was able to build on the successes of my predecessor, Dr. Carolyn Mason. This would not have been possible without the extraordinary contributions made by our Head Office Staff led by the Managing Director, Ms. Amandine Perdebat, and a supremely engaged and supportive Board of Directors.

## **Strategic Initiatives**

This year saw the conclusion of our three-year strategic plan. You will be provided with a few different updates on the work completed throughout this Annual Report. To that end, the College also held a Strategic Planning session in November 2022, which yielded a new three-year strategic plan.

This ambitious Vision 2026 includes the presence of the College on a much more global scale than ever before. The FRCDC designation demonstrates a higher level of commitment to the field of dental specialties and shows that the bearer of this designation is an individual who strives for excellence in every facet of their professional lives. This designation has received recognition beyond North America, and the College has an opportunity to build on this.

From the beginning of my term, I committed to ensuring that the College continued to be transparent and maintained appropriate external and internal communication about our governance. I believe that has been the case, with increased organizational updates to our membership and more significant involvement with our external stakeholders.

## **Fellowship Examination Administration**

The Fellowship Examination is designed to evaluate a candidate's excellence in decision-making and judgment, including effective evaluation of needs and delivery of excellent patient care in a global, holistic, and systematic way. It continues to be a requirement to receive the FRCDC designation, and therefore membership into the College.

Following the recommendation of the Fellowship Chief Examiners, the Board of Directors made the decision to provide a hybrid format

for the Fellowship Examination administration in 2023. This was designed as face-to-screen, in which Examiners would meet in person and candidates would continue to challenge the examination virtually from the location most convenient to them. This new format allowed crucial in person examination delivery to ensure Examiner retention and commitment to the process.

The 2023 administration took place from May to June 2023. I am pleased to confirm that every candidate was given the opportunity to complete their examination in its entirety.

This success is due to the significant leadership of the Fellowship Examiner-in-Chief, Dr. Christine Corbeil and the Fellowship Associate Examiner-in-Chief, Dr. Garry Aslanyan, supported by the Director of Assessments, Mr. Kyle Todt and the rest of the Assessments staff.

I would also like to take this opportunity to recognize the incredible efforts of the Fellowship Chief Examiners and their incredibly engaged Examination teams.

## **Fellowship Affairs**

One of the cornerstones of the College's 2020-2023 Strategic Plan was the development of a fulsome and comprehensive membership program. Under the leadership of the Registrar, Dr. John Zarb, significant progress has been made in completing this strategic goal.

Communication with the membership continued to build on the success of previous years. We have maintained our quarterly newsletters, deepened our social media presence to broaden our reach and have provided several routine written updates to keep all informed.

This year saw ongoing opportunities for continuing education for our members. The monthly virtual webinars, that covered a diverse range of topics, have been very well attended. These will culminate with a one-day in-person Continuing Education day in September 2023, the second of such day organized by the College.

Another initiative launched under the guidance of the Registrar is the Mentorship program. This program aims to pair Early Career Fellows with more established Fellows to help provide assistance or guidance as they navigate through their professional careers. I know this year will see many more initiatives to engage the membership.

## **National Dental Specialty Examination**

As has been stated numerous times, 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 (DRAs) and the National Dental Examining Board of Canada (NDEB) on this very important topic progressed this year. More specifically, the NDEB has been working closely with RCDC to transition the National Dental Specialty Examination (NDSE) back under the responsibility of RCDC, with involvement in some capacity of the NDEB.

Much work has been done to date to ensure that RCDC is prepared to administer the NDSE in June 2024. One of the key requirements for this to succeed is a clear division of the College between the Fellowship program and the NDSE. This will be reflected in the governance structure of the College, the examinations processes, as well as the internal staffing operations. To that end, a Director of Examinations, Mr. Sean Gehring, was hired following an extensive and transparent search led by an external firm, Boyden Canada. I look forward to continuing to update internal and external stakeholders on the many important initiatives as they relate to the NDSE.

As my first year as Board Chair draws to a close, 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. It has been a privilege for me to work alongside our dedicated RCDC Staff, Examination teams, extraordinary Chief Examiners and Members of the Board.

I am so proud when I see what we have accomplished this year, and I am filled with excitement when I think of what the year ahead will bring.

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. Izchak Barzilay**

Chair, Board of Directors



RCDC

# MESSAGE FROM THE MANAGING DIRECTOR

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This year was a transformational one for The Royal College of Dentists of Canada (RCDC, the College). RCDC built on the foundation placed last year to fulfill many critical strategic initiatives. The intent of this Annual Report is to provide the membership as well as external stakeholders with an understanding of the significant amount of work completed this past year.

This was the final year of the 2020–2023 Strategic Plan. This living document provided the framework for the College to diversify, expand, and evolve. Much like previous years, 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.

This year also saw the development of a new Strategic Plan, which will guide the organization until 2026. This plan identifies the three pillars of the College for this Vision 2026: the assessment of competencies as part of the licensing process through the administration of the National Dental Specialty Examination (NDSE); the advancement of excellence with the membership program; and promoting Fellowship with the Fellowship Examination administration.

From an operational perspective, a clear division had to occur in between the NDSE and the Fellowship program, to ensure that these two remain completely independent from one another. This was done ahead of the transition of responsibility for the NDSE from the National Dental Examining Board of Canada (NDEB) to the College, and included the hiring of a Director of Examinations and establishment of a governance structure to oversee the NDSE. Moving forward, the College will provide an annual update of the NDSE separately from the Annual Report, in the form of a Technical Report. I would like to take this opportunity to acknowledge the NDEB for their guidance and their continued willingness to formally collaborate on this process.

Fellows and Members continue to play an important part in the College and this year RCDC continued to ensure it provides opportunities that are of interest and pertinent to its members. The



execution of the membership program continued this year, under the exceptional guidance of the Registrar, Dr. John Zarb. A number of new exciting initiatives were introduced, including the Brand Ambassador program and the Mentorship program. Continuing education was prioritized, with monthly webinars and a Continuing Education Day in September 2023, all of which highlight the multi-specialty nature of the College.

The Fellowship Examination in nine of the nationally recognized dental specialties was successfully administered in May and June 2023. The format differed from the previous iterations of the Fellowship Examination. This year, it was designed as face-to-screen, in which Examiners would meet in person and most candidates would continue to sit the examination virtually. The decision to move to this format was primarily driven by the need to continue to engage and retain our Examiners, who volunteer their time to be involved in the examination process. While this format was more costly than previous Fellowship Examination administrations, it was very successful, with overwhelmingly positive feedback from Examiners, and all candidates sitting their examination in its entirety.

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 also like to thank the Chief Examiners and their Examination teams for their dedication and engagement. 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 RCDC staff.

On that note, I would like to take the opportunity to recognize the incredibly hardworking RCDC staff:

**Mr. Kyle Todt**, Director of Assessments  
(Fellowship Examinations);

**Ms. Iryna Melnyk**, Director of Operations;

**Mr. Sean Gehring**, Director of Examinations (NDSE);

**Ms. Karine Topalian**, Bilingual Membership Manager;

**Mr. Bruno Cestau Lopez**, Assessments Manager;

**Mr. Charles Bolduc**, Communications Manager;

**Ms. Karen Ghaleb**, Membership Coordinator; and

**Ms. Riya Jogi**, Assessments Coordinator.

It gives me great pleasure to work alongside them every day and they have all truly risen to the challenge of an ever-changing and demanding environment. It is also incredibly heartening to see the number of staff grow year over year to meet the expanding needs of the College.

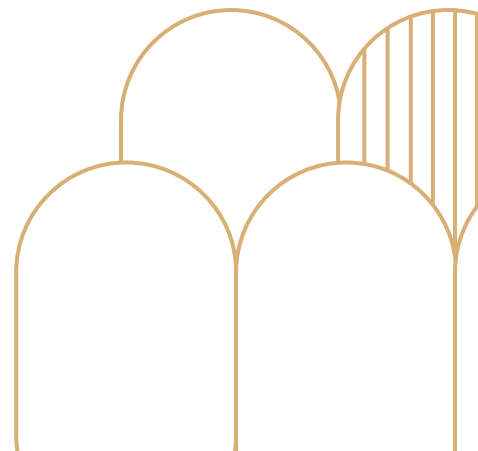
The College's financial position remained strong this year, in spite of the predicted shortfall. This is due to the continued and watchful stewardship of our Treasurer, Dr. James Posluns. As noted in the Audited Financial Statements, RCDC will continue to ensure that its significant assets are appropriately used to fulfill the many strategic initiatives identified in the Vision 2026.

I would like to end my report acknowledging the incredible leadership of the Board of Directors throughout the year. In particular, I would like to thank the Board Chair, Dr. Izchak Barzilay, whose leadership and vision have been invaluable to the College.

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

Respectfully submitted,

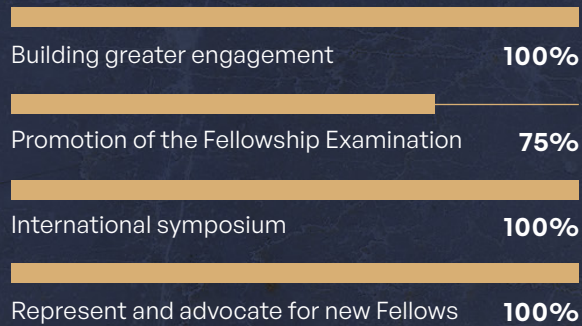
**Ms. Amandine Perdebat**  
Managing Director



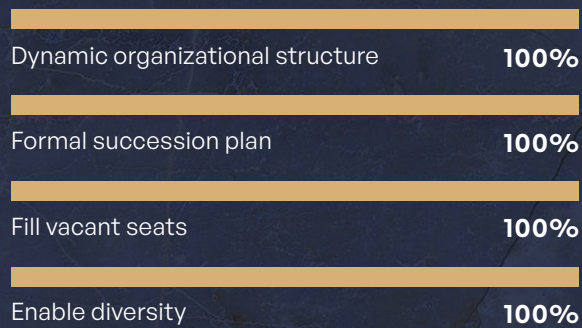
2020-2023 STRATEGIC PLAN

# PROGRESS UPDATE

## 1. Maximize Membership Growth and Engagement

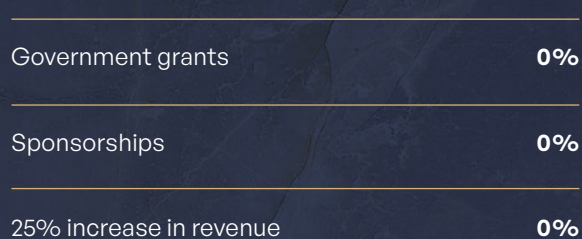


## 2. Review and Revitalize Governance Model

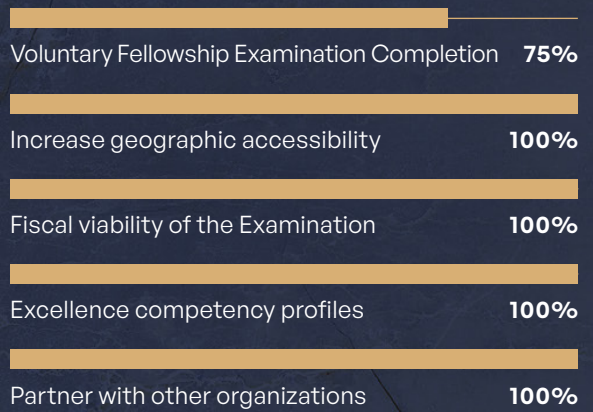


## 3. Develop New Revenue Streams

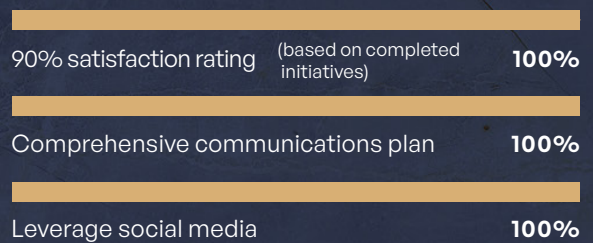
\*Work on this strategic initiative has been paused and moved to the next strategic planning session.



## 4. Optimize Fellowship Examination



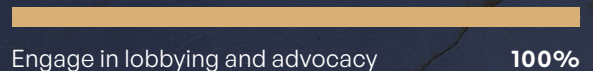
## 5. Achieve Excellence in Communications



## 6. Fully Leverage and Engage Volunteers



## 7. Engage in Lobbying and Advocacy



# COMMITTEE STRUCTURE





**Dr. Jean-Pierre Picard**  
Chair (Board Vice-Chair)

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**Dr. Paul Andrews**  
Chair, Governance Committee

**Dr. Angela Wong**  
Member-at-Large

**Dr. Pierre-Luc Michaud**  
Member-at-Large

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

**Ms. Amandine Perdebat**  
Managing Director

## BYLAW COMMITTEE REPORT

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The Bylaw Committee met once this past year to review the current bylaws. Updates and edits were suggested, discussed, and ultimately made into the bylaws.

These bylaws will be shared with Fellows and Members in advance of the Annual General Meeting on September 23, 2023, 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. Jean-Pierre Picard**  
Chair, Bylaw Committee



**Dr. Paul Andrews**

Chair (Director, Paediatric Dentistry)

## GOVERNANCE COMMITTEE REPORT

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**

In November 2022, a Strategic Planning Session was successfully facilitated by an external governance group, the Governance Guys. This strategic plan will guide the activities of the College over the next 3 years. The report is available on the RCDC website.

### **Committee Vacancies**

The Chair of the Governance Committee, the Board Chair and the Board Vice-Chair have been working with Directors and Committee Chairs to fill vacancies on RCDC committees. This increased Committee involvement will assist Directors and Members-at-Large to have a better 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 initiated its annual review of governance and human resources policies, position, and role descriptions. The Governance Committee will continue to evaluate them in the coming year as required.

### **RCDC Organizational Charts**

In order to encourage transparency of the activities of the Board of Directors and the operations of RCDC to the membership, the following documents are available to the membership on the website:

**Dr. Constantine Batsos**  
Director, Dental Public Health

**Dr. Lisa Johnson**  
Director, Oral Pathology

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

**Dr. Jean-Pierre Picard**  
Board Vice-Chair (Ex-Officio)

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The Act to Incorporate, Bylaws, RCDC Governance Chart, and a description of each Committee.

## **Elections/Appointments**

The Governance Committee is responsible for overseeing the election process for Directors, the Board Chair and the 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 Vice-Chair, Dr. Jean-Pierre Picard and the new Directors: Dental Public Health, Dr. Keith Da Silva; Orthodontics, Dr. Sandra Maduke; Periodontics, Dr. Omar Usman; as well as the re-elected Directors in Endodontics, Dr. John Odai, and Oral and Maxillofacial Radiology, Dr. Daniel Turgeon.

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

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As directed by the Board of Directors a recruitment effort for Members-at-Large was initiated. A notice was included in the January newsletter and a follow-up email was sent to all Fellows, inviting applications to participate in RCDC Committees as a Member-at-Large. They were required to apply, indicating their area[s] of interest and have it signed by two current Fellows supporting their application. The College received a large number of applicants. Members at large have now been assigned to various Committees, will have completed an orientation session and the Chairs of the Committees will have reached out to the members at large to start their one-year assignment.

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

## FELLOWSHIP AFFAIRS COMMITTEE REPORT

The Fellowship Affairs Committee is a standing committee of the Board of Directors. It 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 members. The Committee is responsible for the Membership Program of 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.

The monthly Continuing Education Webinar Series continued to be quite popular with the RCDC community this past year. Nearing the end of its third year, the Webinar Series has consistently grown, both through attendance at the sessions, as well as in the scope of topics covered. In addition to the usual calendar of experienced speakers, the Committee elected to put a spotlight on dental specialty training programs throughout Canada in 2023, highlighting the work of residents from across the country. The Fellowship Affairs Committee would especially like to thank the residents and Program Directors who participated in this year's webinars. We look forward to more great sessions planned for the coming year.

Following the immense success of the 2022 edition, the Fellowship Affairs Committee is looking ahead to the 2023 Continuing Education Day – an in-person day of learning, to be held as part of the 2023 September Celebrations. This year's CE Day will feature speakers from various specialties, punctuated by a networking lunch and cocktail reception.

The most recent initiative of the Fellowship Affairs Committee has been the launch of our new Mentorship Program. The College is proud and fortunate to have a membership comprised of some of the most knowledgeable and experienced professionals in the dental specialties. Every year, new Fellows who are passionate about their



**Dr. John Zarb**  
Chair (Registrar)

**Dr. James Noble**  
Director, Orthodontics

**Dr. Iona Leong**  
Member-at-Large

**Dr. Effrat Habsha**  
Member-at-Large

**Dr. Jean-Pierre Picard**  
Board Vice-Chair (Ex-Officio)

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

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work join our ranks, adding to our incredible community. As part of our vision to inspire and foster excellence in dental specialties, the Mentorship Program is intended to facilitate the transfer of knowledge from our established members, and to help our Fellows who are at the start of their career lean on the expertise of their more senior colleagues.

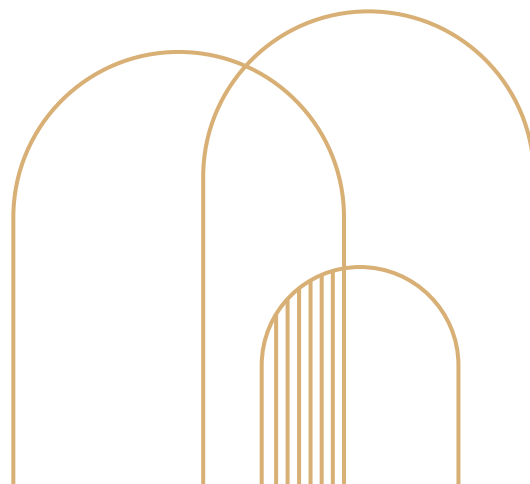
Finally, the Committee is in the final planning stages of various other projects, such as a new and improved membership portal, in-person and virtual networking and learning events, as well as new ways for members to connect and share ideas. As always, the Fellowship Affairs Committee welcomes feedback and insight from Fellows and Members of the College.

In closing, I would like to thank my colleagues of the Fellowship Affairs Committee as well as our incredible RCDC Staff, whom I have had the pleasure to work alongside for another successful year. It is an immense privilege to carry out this work on behalf of the College, and it is a pleasure to be able to do so with such an exceptional team.

Respectfully submitted,

**Dr. John Zarb**

Chair, Fellowship Affairs Committee





# MEMBERSHIP REPORT

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

AN INCREASE IN MEMBERSHIP OF 2.37% WAS OBSERVED OVER LAST YEAR.

SPECIALTY	FELLOWS	MEMBERS	TOTAL
Dental Public Health	30	0	30
Dental Sciences	1	0	1
Endodontics	323	1	324
Oral and Maxillofacial Radiology	37	3	40
Oral and Maxillofacial Surgery	396	16	412
Oral Medicine	14	0	14
Oral Medicine and Oral Pathology	34	0	34
Oral Pathology	12	0	12
Orthodontics	571	7	578
Paediatric Dentistry	360	6	366
Periodontics	335	13	348
Prosthodontics	259	3	262
<b>Total</b>	<b>2,372</b>	<b>49</b>	<b>2,421</b>

# LIFE FELLOWSHIP & LIFE MEMBERSHIP

IN ADDITION TO OUR CURRENT FELLOWS AND MEMBERS, THE FOLLOWING REPRESENTS OUR RETIRED MEMBERSHIP.

SPECIALTY	LIFE FELLOWS	LIFE MEMBERS	TOTAL
Dental Public Health	11	4	15
Dental Sciences	9	0	9
Endodontics	23	10	33
Oral and Maxillofacial Radiology	3	0	3
Oral and Maxillofacial Surgery	59	17	76
Oral Medicine	3	0	3
Oral Medicine and Oral Pathology	14	0	14
Oral Pathology	3	0	3
Orthodontics	59	14	73
Paediatric Dentistry	24	14	38
Periodontics	27	22	49
Prosthodontics	21	13	34
<b>Total</b>	<b>257</b>	<b>94</b>	<b>350</b>

# IN MEMORIAM

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**Dr. Ahmed Rizk**

*Fellow*

Orthodontics  
Ottawa, Ontario  
Canada

**Dr. Roger Ellis**

*Fellow*

Dental Public Health  
Guelph, Ontario  
Canada

**Dr. George Beagrie**

*Fellow*

Dental Sciences  
Vancouver, British Columbia  
Canada

**Dr. David Kennedy**

*Fellow*

Orthodontics, Paediatric Dendistry  
Vancouver, British Columbia  
Canada



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

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

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

**Dr. Jean-Pierre Picard**  
Board Vice-Chair (Ex-Officio)

**Ms. Amandine Perdebat**  
Managing Director

## RCDC

# BUDGET AND AUDIT COMMITTEE REPORT

Inflation has affected everyone in some manner, and The Royal College of Dentists of Canada is not immune. The financial savings realized from two-plus years of restrictions due to COVID-19 have been effectively erased by increased inflation and skyrocketing costs in all sectors. While RCDC remains within its budgeted predictions overall, the costs associated with fulfilling our many necessary strategic initiatives have resulted in expenses exceeding revenue by more than \$250,000. Nevertheless, the Budget and Audit Committee will continue to fulfill its responsibility for the oversight of the organizations' financial stability.

RCDC successfully completed its annual financial audit in June of 2023. No concerns were raised by the auditors. The audited financial statements are provided in this Annual Report for reference and will be presented by the Auditor at the Annual General Meeting.

Operationally, in comparison to the previous fiscal year ending March 31, 2022, revenue from members fees increased, while revenue from examinations decreased slightly. During the same period, positive returns on investments did not materialize. Returns are anticipated to improve during the next fiscal year, due to rising interest rates that should boost RCDC's returns from its bond and Guaranteed Investment Certificates holdings that make up the majority of the portfolio. Overall, the RCDC's revenue for the 2022-23 fiscal year increased by approximately \$30,000.

Expenses were greater in all categories in comparison to the previous year, particularly in the areas of governance and international relations and strategic communications and membership engagement. It is important to note that a number of these expenses, are outcomes of the 2020-2023 Strategic Plan and the respective expenses are unlikely to recur.

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Overall, the financial health of RCDC remains solid, even with the current losses arising out of the last fiscal year. With assets of \$5.1 million against liabilities of \$1.7 million, RCDC can absorb one or more year of losses without weakening the strength of the organization. With the rise in interest rates, the asset allocation mix of the investment portfolio was adjusted slightly, to increase the proportion of investments into cash. By doing so, RCDC is better positioned to take advantage of the guaranteed interest rate with limited to no risk.

Looking ahead, RCDC is expanding. In addition to the additional staff required to oversee, produce and administer the National Dental Specialty Examination, the associated budgeting, accounting and auditing processes will also increase in complexity, scope and cost. In addition, numerous strategic and membership initiatives continue to be developed and implemented.

The Budget and Audit Committee thanks the Managing Director, Ms. Amandine Perdebat, and all of the RCDC staff for their hard work and fiscal responsibility over the course of the year.

Respectfully submitted,

**Dr. James Posluns**

Chair, Budget and Audit Committee



# FINANCIAL STATEMENTS

YEAR ENDED MARCH 31, 2023

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23 **Independent auditor's report**

**Financial statements:**

25 Statement of revenues and expenses

26 Statement of changes in net assets

26 Statement of cash flow

27 Statement of financial position

28 Notes to financial statements

# INDEPENDENT AUDITORS' REPORT

**Stern Cohen**  
— ACCOUNTANTS —

TO THE DIRECTORS OF THE ROYAL  
COLLEGE OF DENTISTS OF CANADA

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## 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, 2023, 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, 2023, 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, 2023



## Statement of Revenue and Expenses

FOR THE YEAR ENDED MARCH 31,	2023 \$	2022 \$
<b>REVENUE</b>		
Examinations	636,038	657,000
Members' fees	1,224,363	1,167,144
National Dental Examining Board - service fee	-	31,811
Other	34,147	11,085
	<b>1,894,548</b>	<b>1,867,040</b>
<b>EXPENSES</b>		
Finance and administration	1,298,886	1,151,343
Governance and international relations	252,079	36,659
Examination administration	198,490	148,005
Strategic communications and membership engagement	388,412	50,286
	<b>2,137,867</b>	<b>1,386,293</b>
<b>EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES BEFORE THE FOLLOWING:</b>	<b>(243,319)</b>	<b>480,747</b>
Investment income (loss), net (Note 5)	<b>(7,106)</b>	<b>(70,873)</b>
<b>EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES</b>	<b>(250,425)</b>	<b>409,874</b>

See accompanying notes

## Statement of Changes in Net Assets

FOR THE YEAR ENDED MARCH 31,	RESERVE FUND \$	STRATEGIC INITIATIVE FUND \$	OPERATIONS (UNRESTRICTED) \$	2023 TOTAL \$	2022 TOTAL \$
<b>BEGINNING 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>
Excess (deficiency) of revenues over expenses for the year	-	-	(250,425)	(250,425)	409,874
<b>END OF YEAR</b>	<b>1,188,270</b>	<b>2,000,000</b>	<b>281,093</b>	<b>3,469,363</b>	<b>3,719,788</b>

See accompanying notes

## Statement of Cash Flow

FOR THE YEAR ENDED MARCH 31,	2023 \$	2022 \$
<b>OPERATING ACTIVITIES</b>		
Excess (deficiency) of revenues over expenses for the year	<b>(250,425)</b>	409,874
Items not involving cash		
Amortization of capital assets	<b>12,488</b>	15,747
Fair value adjustments to investments	<b>(112,819)</b>	(191,944)
Working capital from operations	<b>(350,756)</b>	233,677
Net change in non-cash working capital balances related to operations	<b>220,845</b>	14,267
Cash from operations	<b>(129,911)</b>	247,944
<b>INVESTING ACTIVITIES</b>		
Purchase of capital assets, net of disposals	-	(1,121)
Investments, net of disposals	<b>(601,021)</b>	423,411
	<b>(601,021)</b>	422,290
<b>CHANGE IN CASH DURING THE YEAR</b>	<b>(730,932)</b>	670,234
<b>CASH</b>		
Beginning of year	<b>1,245,870</b>	575,636
End of year	<b>514,938</b>	1,245,870

See accompanying notes

## Statement of Financial Position

AS AT MARCH 31,	2023 \$	2022 \$
<b>ASSETS</b>		
Current assets		
Cash	514,938	1,245,870
HST recoverable	18,241	28,002
Investments	4,552,836	3,838,996
Prepaid expenses and inventory	42,019	90,316
	<b>5,128,034</b>	5,203,184
Capital assets (Note 2)	42,000	54,488
	<b>5,170,034</b>	5,257,672
<b>LIABILITIES</b>		
Current liabilities		
Accounts payable and accrued liabilities	163,515	133,165
Deferred revenue (Note 3)		
Dues	996,781	874,094
Examination revenue	540,375	530,625
	<b>1,700,671</b>	1,537,884
<b>NET ASSETS</b>		
Reserve fund (Note 6a)	1,188,270	1,188,270
Strategic initiative fund (Note 6b)	2,000,000	2,000,000
Operations (unrestricted)	281,093	531,518
	<b>3,469,363</b>	3,719,788
	<b>5,170,034</b>	5,257,672

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	
			2023 \$	2022 \$
Furniture and equipment	36,708	24,930	11,778	14,722
Computer equipment	125,188	119,406	5,782	8,424
Leaseholds	7,920	4,752	3,168	4,752
Examination software	103,423	82,151	21,272	26,590
	273,239	231,239	42,000	54,488

### 3. Deferred examination revenue

	2023 \$	2022 \$
Balance, beginning of year	<b>530,625</b>	532,500
Received during the year		
Examination fees	<b>550,250</b>	537,500
Application, convenience and review fees	<b>110,600</b>	120,500
Fees refunded during the year	<b>(15,062)</b>	(2,875)
Earned during the year	<b>(636,038)</b>	(657,000)
Balance, end of year	<b>540,375</b>	530,625

Deferred dues revenue consists of 2023 annual dues already received that will be recognized as income from the period of April 1, 2023 through December 31, 2023.

### 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, 2023 the line was not drawn upon.

### 5. Investment loss

	2023 \$	2022 \$
Interest income	<b>32,615</b>	3,618
Mutual fund income	<b>95,682</b>	106,674
Realized gain	<b>1,389</b>	44,579
Eligible dividends	<b>9,000</b>	
Unrealized loss	<b>(112,819)</b>	(191,944)
Investment income	<b>25,867</b>	(37,073)
Less: management fees	<b>32,973</b>	33,800
	<b>(7,106)</b>	(70,873)

## 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
- ii. 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>2024</b>	86,000
<b>2025</b>	86,700
	<b>172,700</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.



**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 and  
Maxillofacial Surgery

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

**Dr. Susan Eslambolchi**  
Chief Examiner, Orthodontics

**Dr. Felicity Hardwick**  
Chief Examiner, Paediatric Dentistry

**Dr. Omar Usman**  
Chief Examiner, Periodontics

**Dr. Igor Pesun**  
Chief Examiner, Prosthodontics

# FELLOWSHIP EXAMINATION COMMITTEE REPORT

The Fellowship Examination Committee (FEC) is tasked with upholding the high standards of The Royal College of Dentists of Canada (RCDC, the College) through the execution of the Fellowship Examination. The FEC's primary responsibility involves the formulation of policies and procedures for the Fellowship Examination, aiming to provide an impartial and balanced assessment of candidates' excellence in decision making, judgment, and leadership skills, including effective evaluation of needs and delivery of excellent patient care in a global, holistic, and systematic way.

In 2023, the Committee concentrated its efforts on ensuring a reliable execution of the Fellowship Examination in a newly introduced 'face-to-screen' format, with Examiners together in person at one central location and candidates sitting remotely. This new approach was a significant focus, aimed at ensuring seamless administration of the examination process despite the shift from a completely virtual administration. Moreover, the FEC has been deeply invested in defining the future trajectory of the Fellowship Examination. Through the development and continual refinement of a strategic roadmap, the Committee aims to shape a future-ready examination process that meets psychometric standards, candidate accessibility, and technological advancements.

## 2023 Fellowship Examination

A key aspect of the Committee's work in 2023 was to identify an appropriate venue for the 'face-to-screen' administration of the Fellowship Examination. They prioritized internet reliability and redundancies, understanding the crucial nature of these factors in preventing a substantial outage. Given the central location of all Examiners, a significant outage would have considerable repercussions. The Committee meticulously evaluated multiple options and engaged in extensive discussions regarding the most advantageous approach for the College that also remained



economically viable. Ultimately, they made a recommendation to the Board of Directors to utilize the Prosthodontic Associates Centre for Excellence (PACE). This venue satisfied all the Committee's requirements and promised to provide a seamless experience for the candidates, ensuring the smooth conduct of the Examination under this new format. It is with great pleasure that I report the successful completion of the Fellowship Examination for the third consecutive year, with all candidates across all specialties being examined. The majority of the examinations proceeded without disruption, and in the few instances where minor disruptions occurred, the Examiners and examination personnel were able to accommodate seamlessly. As planned, each candidate was examined for their full allotted time in each examination session, thus maintaining the integrity and comprehensiveness of the assessment process. I would like to express our gratitude to Dr. Izchak Barzilay for his generous contribution in providing the facilities at the Prosthodontic Associates Centre for Excellence (PACE), which was used as the central examination location.

## **Fellowship Examination Roadmap**

The Fellowship Examination roadmap presents a comprehensive plan for ensuring the most rigorous and fair evaluation process for all candidates.

**Calibration Sessions:** The roadmap proposes the integration of role-playing and mock cases into calibration sessions. This strategy will serve to better prepare Examiners for the range of responses or situations they may encounter delivering the examination, enhancing the consistency among markers in providing a reliable examination.

**Transition to Global Rating Scales (GRS):** Over a three-year plan, the roadmap anticipates a transition towards using global rating scales (GRS) for examinations. This approach allows for a more holistic evaluation of candidates, considering not only specific skills but also overall performance and competence, which is a preferable form of evaluating candidates especially when assessing higher-level skills such as judgment in decision-making and the capacity to justify decisions.

**Standard Setting Using the Angoff with the Hofstee Method:** Building on the introduction in 2017, the roadmap continues to utilize the Angoff method for standard setting. This year, we also added the Hofstee method. This combination balances the judgment of expert panellists (Angoff method) with the establishment of minimum and maximum cut-off scores (Hofstee method), resulting in a fair and rigorous standard for the examination and a better determination of the pass rates.

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**Dr. John Zarb**  
Registrar

**Dr. Jean-Pierre Picard**  
Board Vice-Chair (Ex-Officio)

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

**Dr. Jimmy Bourque**  
Psychometrician

**Ms. Amandine Perdebat**  
Managing Director

**Mr. Kyle Todt**  
Director of Assessments

**Transition to Station-based Examination or OSCE:** The roadmap envisions a transition to a station-based examination format, or Objective Structured Clinical Examination (OSCE). This approach can offer a more robust evaluation of a candidate's practical and clinical skills and can increase fairness through improved inter-examiner reliability and providing candidates a more uniform experience.

In summary, the Fellowship Examination roadmap promises a series of progressive changes aimed at enhancing the examination's reliability, fairness, and thoroughness.

## **Fellowship Examination Competency Profile Development**

The development of the Fellowship Examination Competency Profile is an extensive process, with completion for all specialties projected for early 2024. To date, this process has either commenced or concluded in Orthodontics, Endodontics, Dental Public Health, Periodontics, Prosthodontics, Oral Medicine, and Oral Pathology.

A key element of this development is the generation of a list of competencies required for each specialty, which is subsequently turned into a blueprint. This blueprint not only outlines the necessary skills and knowledge for each specialty but also defines the purpose of the Fellowship in each respective area.

The method of developing these competency profiles involves the use of Steering Committees and Focus Groups. These groups comprise a diverse range of Fellows, ensuring varied perspectives and comprehensive coverage of all relevant areas of expertise.

Once finalized, the Competency Profiles and Blueprints for all specialties will be published. This publication will provide an accessible, transparent, and detailed representation of the standards and expectations for Fellowship in each dental specialty, guiding future candidates in their preparation and ongoing professional development.

## **Fellowship Examination Policy**

A key aspect of the Committee's work involved the review and recommendation of the Fellowship Examination Policy. This policy represents a vital step forward, as it

brings together all the rules and procedures that govern the Fellowship Examination into one unified, central document. The consolidation of these guidelines ensures greater clarity and coherence in the administration of the Fellowship Examination. As a testament to our commitment to transparency and openness, this policy has been made publicly available on the RCDC website, granting all stakeholders easy access to the regulations and guidelines of the Fellowship Examination.

I have been fortunate to be surrounded and work with a very dedicated and hardworking team who all had a significant role to play in our important successes and uphold the high standards of The Royal College of Dentists of Canada.

To all Examiners and Chief Examiners: Our organization is blessed to have such an amazing and exceptional team of volunteers. Thank you for volunteering your very precious time!

Sincere thanks for the incredible devoted staff especially, Bruno Cestau Lopez, Riya Jogi, Karine Topalian, Karen Ghaleb, and Ramadan Sheikh. Thank you for your support with the examination process, for the Examiners as well as the candidates. A special thanks to our Managing Director, Amandine Perdebat, for her leadership throughout the year as well as having given us a much appreciated helping hand during the examinations. I would also like to express gratitude to our psychometrician, Jimmy Bourque, for his expertise to help us maintain the high standards of the Fellowship Examination.

Dr. Garry Aslanyan, the Associate Examiner-in-Chief, has provided me with incredible help, wisdom, and guidance. His exceptional work in the development of policies and procedures, the competency profiles, the appeal process, and many other contributions are greatly appreciated.

And finally, Kyle Todt, as Director of Assessments, you have led the way in a new format of the Fellowship Examination and continue to strive to push our examination to the next level. I am grateful for your support, your devotion and for your immense contributions to another successful year.

Respectfully submitted,

**Dr. Christine Corbeil**

Chair, Fellowship Examination Committee

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

<b>Speciality</b>	<b>Number of Candidates</b>	<b>Pass Percentage</b>
Dental Public Health	-	-
Endodontics	69	73.9%
Oral and Maxillofacial Radiology	11	72.7%
Oral and Maxillofacial Surgery	65	84.6%
Oral Medicine	14	64.3%
Oral Pathology	-	-
Orthodontics	92	79.3%
Paediatric Dentistry	71	88.7%
Periodontics	100	77%
Prosthodontics	132	66.7%

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



**Dr. John Zarb**  
Chair (Registrar)

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

**Dr. Jean-Pierre Picard**  
Board Vice-Chair (Ex-Officio)

**Ms. Amandine Perdebat**  
Managing Director

**Mr. Kyle Todt**  
Director of Assessments

## APPEALS COMMITTEE REPORT

The Appeals Committee ensures that the formal reviews of the Fellowship Examination are carried out as directed by the Fellowship Examination Policy. The Committee's duty is to maintain a standard, timely, and confidential review process to maintain transparency, fairness, and integrity in the examination process.

The Appeals Committee is responsible for supervising the entire process of formal reviews. This supervision includes verifying that all procedures are carried out correctly, ensuring that all parties involved are treated fairly, and resolving any issues that arise.

Formal reviews are conducted only based on alleged significant irregularities in the procedures of the administration of the examination. This process does not review examination content but focuses solely on procedural accuracy.

Candidates who were unsuccessful in the examination can request a formal review from the Associate Examiner-in-Chief and/or Examiner-in-Chief on the grounds of procedural irregularities. This process provides an opportunity for candidates to challenge any perceived procedural faults. The outcome of this stage is an opinion letter from the Associate Examiner-in-Chief and/or Examiner-in-Chief.

If a candidate chooses to proceed, a second step involves a review by a Formal Review Panel in written format. This panel examines the details of the case and provides a written response based on their findings.

As a final step, candidates can opt for an Oral Review Panel. This format allows a candidate to explain their concerns verbally and directly to an Oral Review Panel that will assess the situation accordingly. All decisions made by the Oral Review Panel are binding.

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As of the writing of this report, we are still within the period for formal reviews to be submitted and there are no updates to report at this time.

The Appeals Committee is committed to ensuring the fairness and standardization of the Fellowship Examination process. We will continue to ensure that all candidates are provided with a robust and transparent review process, and to uphold our commitment to the highest standards of transparency and integrity.

Respectfully submitted,

**Dr. John Zarb**

Chair, Appeals Committee

# FELLOWSHIP EXAMINATION REPORT

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The 2023 Fellowship Examination was administered remotely in May and June to nine dental specialties. As with previous years, it met high psychometric standards in terms of fairness, validity, and reliability. All examinations were developed by a team of experts, representative of Canadian specialty practices and jurisdictions. The examination process followed industry guidelines and best practices. Examination content was based on a comprehensive blueprint and consisted of typical, standardized clinical cases. All cases were reviewed by the specialty's examination team and by the psychometrician and modified if needed to meet both specialty and psychometric standards.

Prior to the examination day, the Psychometrician provided all examiners with extensive training and rater calibration to ensure consistent and appropriate delivery as well as rigorous standard setting. This year, in addition to the Angoff method, the Hofstee method was also used for standard setting. These two methods provided the examination team with a set of benchmarks to help with the determination of the pass mark. There were no major technical issues or psychometric irregularities.

Each candidate was scored by two Examiners simultaneously to ensure marking consistency and robustness of the results. All scores were then entered by a data entry team, after which a quality assurance review was performed by RCDC staff. Once the accuracy and completeness of the results were confirmed, the Psychometrician, the Examiner-in-Chief, and the specialty examination team reviewed the data to identify and address any remaining anomaly. Each examination administration was followed by a key-validation session during which all candidate scores were presented to the

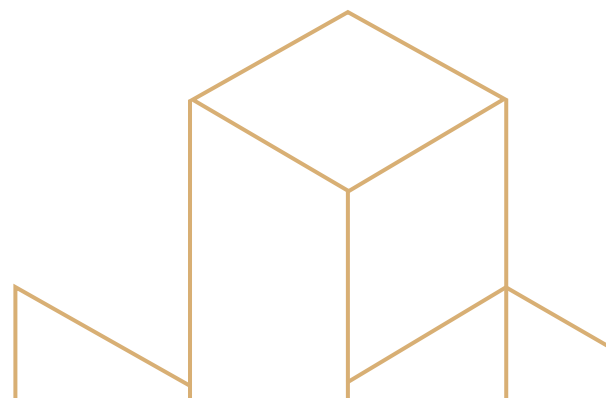
examination team along with standard setting benchmark. The group then decided on a criterion-based pass mark through a statistical analysis of all data and benchmarks, with considerations for inter-rater reliability and the standard error of measurement. We proceeded with a more fine-grained analysis and deliberations of candidates considered "borderline", i.e., close to the pass mark, before making a final decision as to the pass mark. For specialties with enough candidates, the next step will be to conduct and report on in-depth psychometric analyses.

Over the next few years, the College, with the assistance of the Psychometrician, plans to continue to update the competency profiles and blueprints for all specialties, strengthen rater calibration, and introduce global rating scales to replace checklists as scoring tools.

Finally, I want to extend warm thanks to the members of each specialty team who worked either as examiners or on the various committees responsible for the development of the new blueprints. Their expertise and commitment are crucial to a high-quality examination process.

Respectfully,

**Jimmy Bourque, PhD**  
Senior Psychometrician  
Measure Learning



## DENTAL PUBLIC HEALTH

**Dr. Albert Adegbembo**

**Dr. Garry Aslanyan**

**Dr. Amir Azarpazhooh**

**Dr. Constantine Batsos**

**Dr. Keith Da Silva**

**Dr. Mohamed Elsalhy**

**Dr. Rafael Figueiredo**

**Dr. Alyssa Hayes**

**Dr. Ferne Kraglund**

**Dr. Alexandra Nicolae**

**Dr. Vinay Pilly**

**Dr. Carlos Quinonez**

**Dr. Faahim Rashid**

**Dr. Sonica Singhal**

**Dr. Maria van Harten**

**Dr. Bonnie Yu**



**Dr. Kalyani Baldota**  
Chief Examiner

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## ENDODONTICS

**Dr. Joshua Ananthan**

**Dr. David Baker**

**Dr. Karine Charara**

**Dr. Nauman Chatha**

**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. Mahmoud Reza Ektefaie**

**Dr. Karina Roth**

**Dr. Geoffrey Sas**

**Dr. Esther Tam**

**Dr. Peter Tawil**



**Dr. Craig Tervit**  
Chief Examiner

## ORAL MEDICINE AND/OR ORAL PATHOLOGY



**Dr. Riva Black**  
Chief Examiner

**Dr. Caroline Bissonnette**

**Dr. Seema Ganatra**

**Dr. Sara Gordon**

**Dr. Adel Kauzman**

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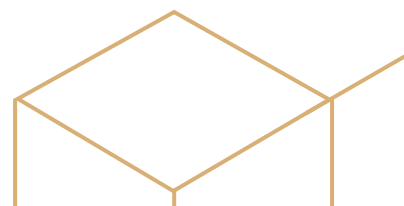
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