

2023-2024
RCDC

Annual
Report

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Presidents

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

Chairs

Dr. Hugh Lamont 2018 - 2020

Dr. Carolyn Mason 2020 - 2022

Dr. Izchak Barzilay 2022 - 2024

Registrars

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

Board Of Directors

Dr. Izchak Barzilay , Chair	Dr. Maico Melo , Oral and Maxillofacial Surgery
Dr. Jean-Pierre Picard , Vice-Chair	Dr. Nadia Marchese , Oral Medicine
Dr. John Zarb , Registrar	Dr. Lisa Johnson , Oral Pathology
Dr. Carolyn Mason , Board Chair Emeritus	Dr. Sandra Maduke , Orthodontics
Dr. James Posluns , Treasurer	Dr. Paul Andrews , Pediatric Dentistry
Dr. Christine Corbeil , Examiner-in-Chief	Dr. Omar Usman , Periodontics
Ms. Amandine Perdebat , Secretary	Dr. Ming-Yi Chou , Prosthodontics
Dr. Keith Da Silva , Dental Public Health	Ms. Farhana Mahbub , Public Member
Dr. John Odai , Endodontics	
Dr. Daniel Turgeon , Oral and Maxillofacial Radiology	

Message From The Chair



As my tenure as Board Chair of The Royal College of Dentists of Canada (RCDC, the College) draws to a close, it brings me immense pride to look back on the extraordinary work the College has completed during a critical year. This would not have been possible without the extraordinary contributions made by our RCDC Staff led by the Managing Director, Ms. Amandine Perdebat, and a supremely engaged and supportive Board of Directors.

This year saw the implementation of our new strategic plan, the successful administration of the National Dental Specialty Examination, the advancement of our membership program, and the continued success of the Fellowship Examination.

Strategic Initiatives

The College's 2023-2026 Strategic Plan outlines our ambitious long-term objectives to create a sustainable model for the National Dental Specialty Examination, expand the presence of the College to a global scale, advance our membership program, and refine some of our organizational capacities. Throughout this Annual Report, you will be provided with updates on the work completed towards our strategic goals.

I have always been committed to ensuring that the College remains transparent and improves its communication with both members and external stakeholders. This year, we continued to keep our members informed through traditional communication methods and our social media channels. Furthermore, we increased collaborations with key stakeholders through consistent communication, more frequent consultations, and active involvement in external meetings and events.

National Dental Specialty Examination

The College held its first administration of National Dental Specialty Examination (NDSE) on June 18, 2024, marking the culmination of a year of dedicated efforts by the College's NDSE Unit. The examination delivered electronically in 24 locations, including 9 sites across Canada and 15 sites in the United States, providing accessibility and convenience for all candidates.

As was previously reported, the College enacted a clear internal and external division between the Fellowship program and the NDSE. This was reflected in the governance structure, the examinations processes as well as staffing operations. To that end, I would like to acknowledge the leadership of Dr. Bob Loney, Examiner-in-Chief, NDSE; Dr. Daniel Turgeon, Associate Examiner-in-Chief, NDSE; and Mr. Sean Gehring, Director of Examinations. I also extend my gratitude to the outstanding NDSE Team Leads, the highly dedicated Examiners, and the NDSE Staff for their herculean efforts throughout this incredibly compressed examination cycle.

I would be remiss not to express my sincere appreciation and recognition to the National Dental Examining Board of Canada for their guidance, direction, and willingness to share documentation, information, and staffing resources.

Fellowship Affairs

A key component of the College's 2023-2026 Strategic Plan is to enhance the already outstanding membership program. Under the leadership of Registrar, Dr. John Zarb, supported by the Director of Operations, Ms. Iryna Melnyk, and the rest of the Membership Staff, significant progress has already been made toward this strategic goal.

Communication with the membership continued to build on the success of previous years. We have maintained our quarterly newsletters, strengthened our social media presence to broaden our reach and have provided several routine written updates to keep us all informed. Additionally, the College has been more engaged in working in identifying opportunities to advocate or share information that would be of interest or importance to its membership, such as the Canadian Dental Care Plan (CDCP).

This year saw ongoing opportunities for continuing education for our members. The monthly virtual webinars, which 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 2024, the third of such day organized by the College.

The College has introduced multiple opportunities for members to connect, including the ongoing mentorship program and the launch of regional networking events. A significant initiative, introduced under the guidance of the Registrar, is the Mentorship Program. This program pairs Early Career Fellows with experienced Fellows to offer support and guidance as they navigate their professional journeys. I look forward to many more initiatives this year to further engage our members.

Advocacy and exploring issues that could be pertinent to our membership is an important goal within our strategic plan. In response to the significant impact that artificial intelligence (AI) is expected to have on dental practice, specialist training, and the delivery of oral health care, RCDC established the AI and Emerging Digital Technology Task Force in 2023. This task force, comprising academic and clinical leaders from universities across Canada, has been pivotal in guiding the profession through these transformative changes. During the summer of 2024, the Royal College of Dental Surgeons of Ontario (RCDSO) sought public input on the integration of AI in dentistry. Contributing to this vital conversation, the RCDC AI Task Force developed a comprehensive position paper, which was submitted to the RCDSO for consideration. The Task Force will continue to work on positioning the College in discourse about AI.

Fellowship Examination Administration

The Fellowship Examination is designed to evaluate a candidate's clinical decision making, judgment, and leadership skills, as well as their ability to effectively evaluate needs and deliver high-quality patient care in a global, holistic, and systematic manner. It continues to be a requirement to receive the FRCDC designation, and therefore membership into the College.

The 2024 administration took place from May to June 2024. I am pleased to confirm that every candidate was given the opportunity to complete their examination in its entirety. The format of this examination was similar to that of the 2023 administration. 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 success of the 2024 administration is largely attributed to the outstanding leadership of Dr. Christine Corbeil, Fellowship Examiner-in-Chief, and Dr. Garry Aslanyan, Fellowship Associate Examiner-in-Chief, with invaluable support from Mr. Kyle Todt, Director of Assessments, and the entire Assessments team.

I would also like to take this moment to acknowledge the remarkable dedication of the Fellowship Chief Examiners and their highly engaged Examination teams.

As I conclude my second and final term as Board Chair, I want to take this opportunity to express what an honour it has been to serve The Royal College of Dentists of Canada. Working alongside our dedicated RCDC Staff, exceptional NDSE and Fellowship Examination teams, and esteemed Board Members has been a true privilege and a highlight of my professional career.

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

Message From The Managing Director



Since 2020, I have had the honour and privilege of serving as Managing Director for The Royal College of Dentists of Canada (RCDC, the College). Over the past four years, we have consistently built on our previous successes, and this year was no different. From a strategic perspective, this was a crucial year for the College, and this Annual Report will provide our members and external stakeholders with a comprehensive overview of the significant work accomplished.

This was the first full year of our 2023-2026 strategic plan, which provides focus and guidance for the organization over the next three years. This plan identifies three key pillars for the College: 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. The specific goals within each strategic initiative have been provided immediately following this report. As with our previous strategic plan, we will provide annual updates to the membership on the work accomplished over the past year.

As highlighted throughout the Annual Report, this was the first year the College took on the responsibility of administering the National Dental Specialty Examination (NDSE). From an operational perspective, a clear separation was established between the NDSE and the Fellowship program to ensure their complete independence. This involved creating a governance structure to effectively oversee the NDSE, hiring dedicated NDSE staff, and onboarding key NDSE leadership roles.

This year's success would not have been possible without the leadership of Dr. Bob Loney, Examiner-in-Chief, NDSE, and Dr. Daniel Turgeon, Associate Examiner-in-Chief, NDSE, along with the guidance and support of the National Dental Examination Board of Canada (NDEB). I also want to express my gratitude to the NDSE Examiners and Staff for their unwavering commitment, with special recognition to Sean Gehring, Director of Examinations. The level of work and dedication that was required to have everything prepared in time for the June 2024 NDSE is truly commendable.

Fellows and Members remain central to the College, and this year, RCDC continued to ensure it offers opportunities that are both engaging and relevant to its members. Under the exceptional guidance of the Registrar, Dr. John Zarb, the membership program flourished, introducing several new initiatives for members while continuing to sustain existing successful ones.

This year marked the launch of a new online Member portal, the first regional networking event for members in Halifax, and a focus on advocacy for our membership. Several successful initiatives continued, such as the Brand Ambassador and Mentorship programs, along with the monthly Continuing Education webinars. Additionally, the organization of an engaging Continuing Education Day in September 2024 highlights the College's multi-specialty focus. This productive year would not have been possible without the outstanding support of the Director of Operations, Iryna Melnyk, and the dedicated RCDC Staff working alongside her.

The Fellowship Examination of the nine nationally recognized dental specialties was successfully

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administered in May and June 2024. The format of the examination was similar to the 2023 administration. It was designed as face-to-screen, in which Examiners would meet in person and most candidates would continue to sit the examination virtually from their preferred location. The decision to continue with this format was primarily driven by the positive feedback from Examiners, who volunteer their time to be involved in the examination process and appreciated the opportunity to be with their peers in-person.

I would like to recognize the unwavering leadership of Dr. Christine Corbeil, Examiner-in-Chief, Fellowship Examinations, and Dr. Garry Aslanyan, Associate Examiner-in-Chief, Fellowship Examinations. I would also like to thank the Chief Examiners and their Examination teams for their dedication and engagement. Lastly, I am appreciative of the exemplary efforts of Kyle Todt, Director of Assessments, and the Assessments Staff, who skillfully ensured the successful delivery of the 2024 Fellowship Examination.

In addition, the College's financial position remained strong this year, despite the anticipated significant shortfall resulting from the execution of its numerous strategic initiatives. This is largely due to the diligent and careful stewardship of our Treasurer, Dr. James Posluns. In the coming year, RCDC will escalate its efforts to explore alternative revenue streams to help stabilize its finances in the long term.

Finally, I want to recognize the incredibly hardworking RCDC Staff set out below. It is a pleasure to work alongside them each day, and they have consistently risen to the challenges of an ever-changing and demanding

environment. The number of staff has steadily increased each year to meet the growing needs of the College, which is both encouraging and heartening to see.

- Charles Bolduc, Communications Manager
- Bruno Cestau Lopez, Assessments Manager
- Maria Clemente, Examinations Coordinator, NDSE
- Elizabeth Daley, Manager, NDSE
- Sean Gehring, Director of Examinations
- Karen Ghaleb, Membership Coordinator
- Karanvir Ghuman, Admissions Coordinator, NDSE
- Iryna Melnyk, Director of Operations
- Leena Ramharakh, Executive Assistant
- Ramadan Sheikh, IT Manager
- Kyle Todt, Director of Assessments
- Karine Topalian, Membership Manager

I would like to conclude my report by acknowledging the invaluable leadership of the Board of Directors throughout the year. I am especially grateful to Board Chair, Dr. Izchak Barzilay, whose guidance and vision have been instrumental in the College's success.

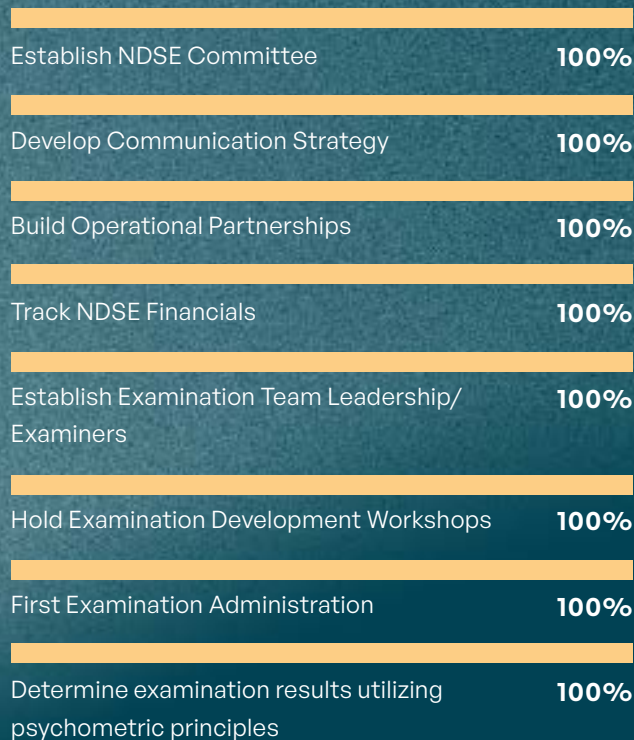
The Royal College of Dentists of Canada is continuing its exciting evolution, and we hope that we can continue to count on the support of our valued membership.

Respectfully submitted,

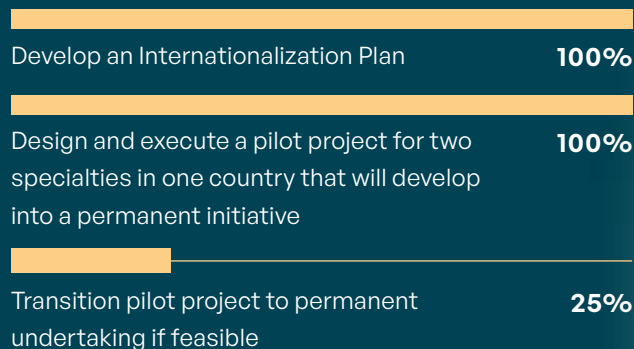
Ms. Amandine Perdebat
Managing Director

2023–2026 Strategic Plan Progress Update

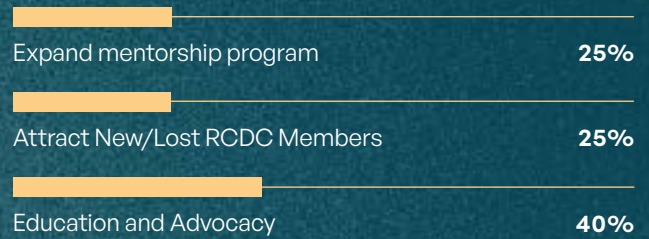
1. Develop and implement a sustainable national assessment for dental specialist as a partner in the licensing process



2. Pursue Global Leadership



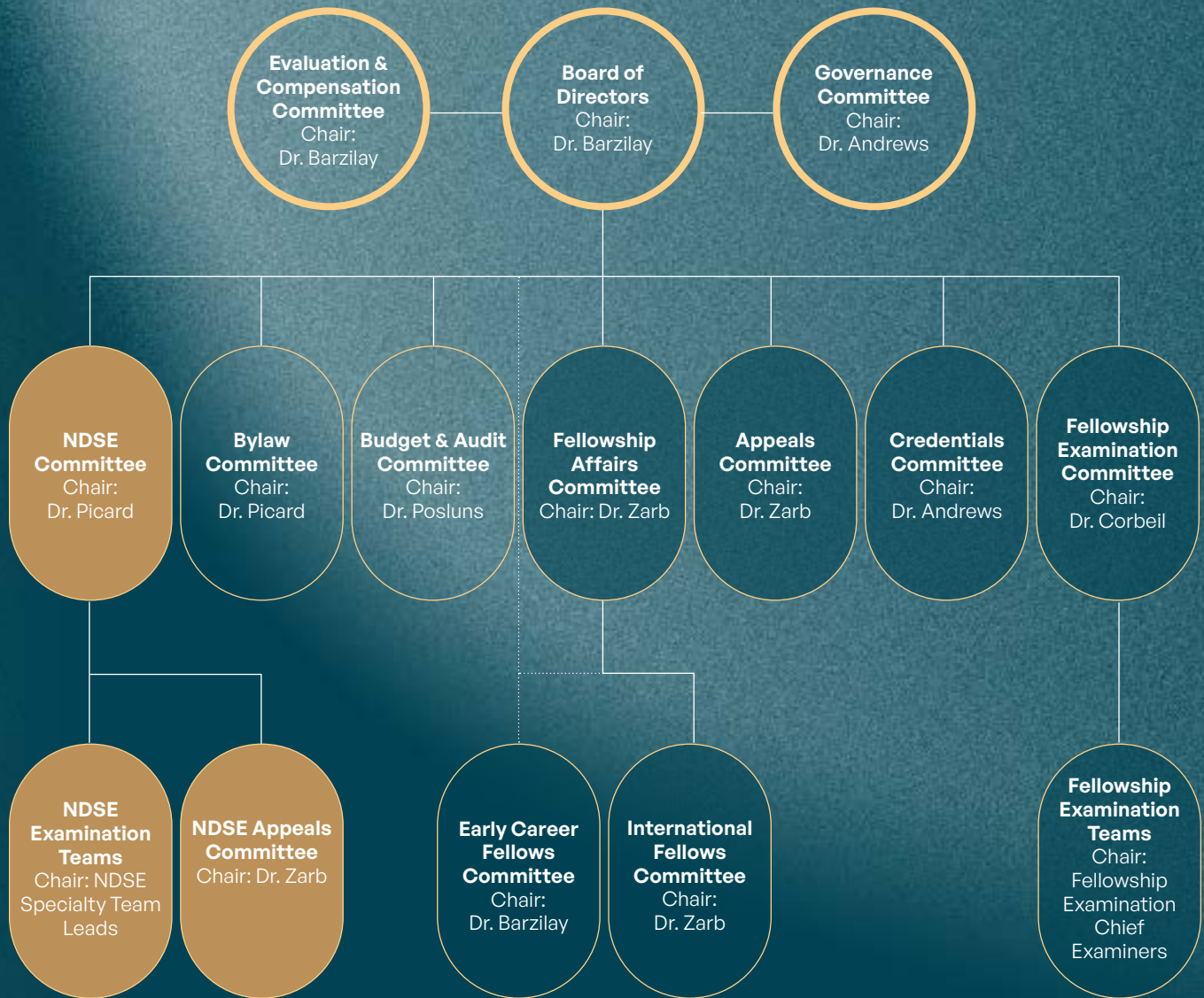
3. Enhance the Value of Fellowship



4. Develop Organizational Capacities



Committee Structure





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

Dr. Paul Andrews
Chair, Governance Committee

Dr. Angela Wong
Member-at-Large

Dr. Pierre-Luc Michaud
Member-at-Large

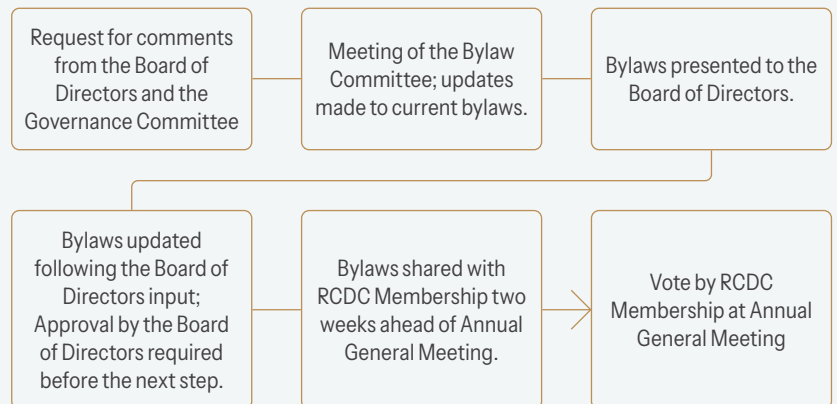
Ms. Amandine Perdebat
Managing Director

Dr. Izchak Barzilay
Board Chair (Ex-officio)

Bylaw Committee Report

The Bylaw Committee is responsible for the oversight of the College’s bylaws to ensure that the Board of Directors fulfills its legal, ethical and functional responsibilities. This is accomplished, in part, by ensuring that the bylaws are aligned with organizational priorities, national and provincial legislations and are effective in achieving the organization’s mandates.

The bylaws are reviewed annually, and follow a stringent review and approval process as outlined below:



This year, the bylaws will be distributed to Fellows and Members ahead of the Annual General Meeting on September 28, 2024, where they will put to a vote. Once approved, these will be published on the College’s website.

Through this report, I would like to express my gratitude to the current members of the Bylaw Committee for their efforts and time spent in ensuring that The Royal College of Dentists of Canada remains current.

Respectfully submitted,

Dr. Jean-Pierre Picard
Chair, Bylaw Committee

Governance Committee Report



Dr. Paul Andrews
Chair (Director, Pediatric
Dentistry)

Dr. Lisa Johnson
Director, Oral Pathology

Ms. Farhana Mahbub
Public Member

Dr. Peter Fritz
Member-at-Large

Dr. Izchak Barzilay
Board Chair (Ex-officio)

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

The Governance Committee is required to ensure that the Board of Directors fulfills its legal, ethical, and functional responsibilities through adequate strategic planning, governance policy development, recruitment strategies, 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. A schedule for the annual review was implemented to ensure consistent oversight.

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: 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 announced at the Annual General Meeting. The new Director in Oral and Maxillofacial Surgery will be Dr. Julia Pompura and the new Board Chair will be Dr. Jean-Pierre Picard.

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; Examiner-in-Chief, Fellowship Examination, Dr. Christine Corbeil. The Secretary, Ms. Amandine Perdebat, has been appointed by the Board by virtue of her position within the College.

Additional highlights of the Governance Committee's activities this year was the development of new Membership categories, now incorporated into the updated bylaws, and the search for a new Public Member, following the relocation of the current Public Member to another country.

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



Dr. John Zarb
Chair (Registrar)

Dr. Iona Leong
Member-at-Large

Dr. Effrat Habsha
Member-at-Large

Dr. Drew Smith
Member-at-Large

Dr. Timucin Ari
Member-at-Large

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

Dr. Izchak Barzilay
Board Chair (Ex-officio)

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.

Our monthly Continuing Education Webinar Series remained highly popular within the RCDC community for the fourth consecutive 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 continued to put a spotlight on dental specialty training programs throughout Canada in 2024, highlighting the work of residents from across the country. The College also welcomed a presentation from Health Canada on the Canadian Dental Care Plan (CDCP). The Fellowship Affairs Committee would like to thank the residents, Program Directors, all speakers, and moderators who contributed to this year's webinars. We look forward to more great sessions planned for the coming year.

Building on the immense success of the 2022 and 2023 editions, the Fellowship Affairs Committee is looking ahead to the 2024 Continuing Education Day – an in-person day of learning, to be held as part of the 2024 September Celebrations in Victoria, BC. This year's CE Day will feature speakers from a variety of specialties, complemented by a networking lunch and cocktail reception.

Another popular initiative of the Fellowship Affairs Committee, the Mentorship Program, is now in its second year. Created to fulfill our vision to inspire and foster excellence in dental specialties, the Mentorship Program directly connects established Fellows and Members with early career Fellows to promote the transfer of

RCDC

knowledge from more experienced members of the College, and to support the next generation of dental specialists. The Program was launched in 2023 and received over a hundred participants. In 2024, the Program reopened in the beginning of the summer and will run another application window in the fall to include the newly convocated Fellows in September. The Fellowship Affairs Committee would like to thank all early career Fellows who participated in the Program and express its deepest appreciation for the established Fellows who so generously gave their time and energy to make this initiative a success.

In June 2024, the College held its first regional networking event in Halifax, NS, marking the beginning of our in-person networking series. This event provided a valuable opportunity for new and established Fellows to forge connections, share insights, and strengthen the RCDC community.

Finally, the Committee continues to work on enhancing membership perks and benefits for the RCDC community. 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 2.7% was observed over last year.

SPECIALTY	FELLOWS	MEMBERS	TOTAL	LIFE FELLOWS	LIFE MEMBERS	TOTAL
Dental Public Health	37	0	37	12	4	16
Dental Sciences	1	0	1	9	0	9
Endodontics	324	1	325	25	10	35
Oral & Maxillofacial Radiology	35	2	37	4	0	4
Oral & Maxillofacial Surgery	406	15	421	59	17	76
Oral Medicine	15	0	15	3	0	3
Oral Medicine & Oral Pathology	36	0	36	13	0	13
Oral Pathology	12	0	12	4	0	4
Orthodontics	576	7	583	65	14	79
Pediatric Dentistry	367	6	373	26	14	40
Periodontics	350	12	362	27	22	49
Prosthodontics	281	3	284	23	13	36
Total	2,440	46	2,486	270	94	364

* some Fellows hold dual specialties

Fellowship Tenure Overview

Less than 5 years

1,777

5-9 years

241

10-14 years

190

15-19 years

203

20-24 years

227

25-29 years

59

30 years+

130



Membership by Country

* We do not list the country of residence of all the members



In Memoriam

Dr. Robin S. Jackson

*Life Fellow
Orthodontics
Vancouver, British Columbia
Canada*

Dr. Hugh Maguire

*Fellow
Endodontics
White Rock, British Columbia
Canada*

Dr. Sidney Golden

*Life Fellow
Periodontics
Toronto, Ontario
Canada*

Dr. Jules E. Lemay

*Life Fellow
Orthodontics
Sherbrooke, Québec
Canada*



Dr. James Posluns
Chair (Treasurer)

Dr. Daniel Turgeon
Director, Oral and Maxillofacial
Radiology

Ms. Amandine Perdebat
Managing Director

Dr. Izchak Barzilay
Board Chair (Ex-officio)

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

Budget and Audit Committee Report

In this fiscal year, the College has gone through a number of operational changes which are reflected in the Audited Financial Statements provided in this year's report. The most significant one was assuming responsibility for the administration of the National Dental Specialty Examination (NDSE) as of 2024, which led to considerable expenses for the organization. RCDC was prepared to manage these costs and planned to use its strategic initiative fund to mitigate any potential shortfalls in this first year.

To gain a clearer understanding of its financial operations, the College chose to separate the NDSE costs from the Fellowship operational expenses. This separation is documented in this Annual Report.

At first glance, these Audited Financial Statements show a significant difference compared to the previous fiscal year, suggesting considerable losses and the need to draw from its investments more than initially anticipated. However, a closer examination reveals a more manageable situation. Due to the College's fiscal calendar being from April 1, 2023, to March 31, 2024, most of the NDSE revenue generated this past year from examination fees will be recorded in the next fiscal year and are not included in these financial statements. This is exactly how the revenue and expenses for the Fellowship Examination are accounted for. Therefore, the College should be in a very different position at this time next year, and able to better report on the financial situation of the NDSE.

On the Fellowship side, the deficiency of revenue over expenses remains in line with what was initially projected. Expenses exceed revenue by approximately \$200,000 due to increased Fellowship Examination fees and improved returns on investments, and concurrent increases in expenses in general, that included wages, enhanced annual September Celebrations and member benefits as well as the implementation of strategic plan initiatives.

RCDC

To offset the losses incurred in achieving its strategic goals, including those related to the NDSE and Fellowship initiatives, the College will transfer funds from its Strategic Initiative Fund to the operating fund. Established in 2022, the Strategic Initiative Fund was specifically created to cover the costs associated with executing the organization's Strategic Plan.

The investment portfolio demonstrated a significant improvement in the rate of return this fiscal year in comparison to previous years. In particular, current holdings generated \$116,000 in total return, consisting of earned interest and an increase in capital valuation. While the market value of the investment portfolio has decreased by approximately \$200,000 year over year, the College withdrew \$450,000 to cover operations, which resulted in an overall net decrease in value of the portfolio.

RCDC continues to have robust cash reserves and solid investments on hand. Net assets have essentially remained unchanged from the previous year. Current liabilities have

increased by approximately \$300,000, while total equity (reserves plus retained earnings) has decreased equal to the loss incurred in the current fiscal.

The addition of the NDSE has had a significant impact on operations. It is a financial challenge to produce defensible examinations for all specialties when the number of candidates is small, fees are constrained and costs continue to rise. While RCDC has been able to minimize expenses wherever possible, it will continue to seek novel sources of revenue into the future to enhance its long-term sustainability.

The Budget and Audit Committee thanks Ms. Amandine Perdebat and all of 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, 2024

23 **Independent auditor's report**

Financial statements:

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Independent Auditor's Report

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, 2024 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, 2024, 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

RCDC

Statement of Revenue and Expenses

FOR THE YEAR ENDED MARCH 31,	Note 1(g) RCDC \$	Note 1(g) NDSE \$	2024 \$	2023 \$
REVENUE				
Examinations	654,111	82,500	736,611	636,038
Members' fees	1,368,844	-	1,368,844	1,224,363
Other	28,210	-	28,210	34,147
	2,051,165	82,500	2,133,665	1,894,548
EXPENSES				
Finance and administration	1,435,705	488,663	1,924,368	1,298,886
Governance and international relations	61,829	17,888	79,717	134,538
Examination administration	652,762	276,528	929,290	198,490
Strategic communications and membership engagement	259,580	-	259,580	388,412
	2,409,876	783,079	3,192,955	2,020,326
DEFICIENCY OF REVENUES OVER EXPENSES BEFORE THE FOLLOWING OTHER ITEMS	(358,711)	(700,579)	(1,059,290)	(125,778)
Investment income (loss), net (Note 5)	199,893	-	199,893	(7,106)
Strategic initiatives, net (Note 6b)	(31,517)	(10,506)	(42,023)	(117,541)
	168,376	(10,506)	157,870	(124,647)
DEFICIENCY OF REVENUES OVER EXPENSES	(190,335)	(711,085)	(901,420)	(250,425)

See accompanying notes.

RCDC

Statement of Changes in Net Assets

FOR THE YEAR ENDED MARCH 31,	RESERVE FUND \$	STRATEGIC INITIATIVE FUND \$	OPERATIONS (UNRESTRICTED) \$	2024 TOTAL \$	2023 TOTAL \$
BEGINNING OF YEAR	1,188,270	2,000,000	281,093	3,469,363	3,719,788
Deficiency of revenues over expenses for the year	-	-	(901,420)	(901,420)	(250,425)
Transfer of funds (Note 6b)	-	(860,000)	860,000	-	-
END OF YEAR	1,188,270	1,140,000	239,673	2,567,943	3,469,363

See accompanying notes.

Statement of Cash Flow

FOR THE YEAR ENDED MARCH 31,	2024 \$	2023 \$
OPERATING ACTIVITIES		
Deficiency of revenues over expenses for the year	(901,420)	(250,425)
Items not involving cash		
Amortization of capital assets	10,912	12,488
Fair value adjustments to investments	106,847	(112,819)
Working capital required by operations	(783,661)	(350,756)
Net change in non-cash working capital balances related to operations	845,593	220,845
Cash (required by) from operations	61,932	(129,911)
INVESTING ACTIVITIES		
Purchase of capital assets, net of disposals	(3,388)	-
Investments, net of disposals	(64,386)	(601,021)
	(67,774)	(601,021)
CHANGE IN CASH DURING THE YEAR	(5,842)	(730,932)
CASH		
Beginning of year	514,938	1,245,870
End of year	509,096	514,938

See accompanying notes.

Statement of Financial Position

AS AT MARCH 31,	2024 \$	2023 \$
ASSETS		
Current assets		
Cash	509,096	514,938
HST recoverable	24,793	18,241
Investments	4,510,375	4,552,836
Prepaid expenses and inventory	138,343	42,019
	5,182,607	5,128,034
Capital assets (Note 2)	34,476	42,000
	5,217,083	5,170,034
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities	455,613	163,515
Deferred revenue (Note 3)		
Dues	1,010,214	996,781
Examination revenue	1,183,313	540,375
	2,649,140	1,700,671
NET ASSETS		
Reserve fund (Note 6a)	1,188,270	1,188,270
Strategic initiative fund (Note 6b)	1,140,000	2,000,000
Operations (unrestricted)	239,673	281,093
	2,567,943	3,469,363
	5,217,083	5,170,034

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.

RCDC

(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 and investments.

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

(g) Allocation of expenses

Expenditures allocated to the National Dental Specialty Examinations (NDSE) include the following:

- i) costs specifically identifiable with the examinations;
- ii) a portion of salaries and benefits based on management's estimate of time spent by staff on the preparation and execution of both the written and oral examinations; and
- iii) certain other supplies and services based on management's estimate of the usage of such resources for the examinations.

All other costs are allocated to RCDC's general operations.

2. Capital assets

	Cost \$	Accumulated amortization \$	Net	
			2024 \$	2023 \$
Furniture and equipment	36,708	27,286	9,422	11,778
Computer equipment	128,576	122,124	6,452	5,782
Leaseholds	7,920	6,336	1,584	3,168
Examination software	103,423	86,405	17,018	21,272
	276,627	242,151	34,476	42,000

RCDC

3. Deferred revenue

	RCDC 2024 \$	NDSE 2024 \$	TOTAL	2023 \$
Deferred exam fees, balance, beginning of year	540,375	-	540,375	530,625
Received during the year				
Examination fees	712,250	495,000	1,207,250	550,250
Application, convenience and review fees	122,605	82,500	205,105	110,600
Fees refunded during the year	(32,806)	-	(32,806)	(15,062)
Earned during the year	(654,111)	(82,500)	(736,611)	(636,038)
Deferred exam fees, balance, end of year	688,313	495,000	1,183,313	540,375

Deferred dues revenue consists of 2024 annual dues already received that will be recognized as income from the period of April 1, 2024 through December 31, 2024.

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, 2024 the line was not drawn upon.

5. Investment income (loss)

	2024 \$	2023 \$
Interest income	56,218	32,615
Mutual fund income	104,004	95,682
Realized gain	(45,725)	1,389
Eligible dividends	12,226	9,000
Unrealized loss	106,847	(112,819)
Investment income	233,570	25,867
Less: management fees	33,677	32,973
	199,893	(7,106)

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. For the fiscal 2024 year the Board approved a transfer of \$750,000 back to the General Fund to cover the strategic spending incurred during the year.

(c) Lease commitment

The College is committed under a net lease for premises until March 2025. Annual rent, inclusive of operating costs in fiscal year 2025 is \$87,200.

(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.

(e) Comparative figures

The fiscal year 2023 figures have been reclassified where necessary to conform to the presentation adopted in the current year.



Fellowship Examination Committee Report

Dr. Christine Corbeil

Chair, Examiner-in-Chief,
Fellowship Examination

Dr. Garry Aslanyan

Associate Examiner-in-Chief,
Fellowship Examination

Dr. Kalyani Baldota

Chief Examiner, Dental Public Health

Dr. Ahmed Hieawy

Chief Examiner, Endodontics

Dr. Catherine Nolet-Lévesque

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. Austin Chen

Chief Examiner, Orthodontics

Dr. Felicity Hardwick

Chief Examiner, Pediatric Dentistry

Dr. Vana Andreou

Chief Examiner, Periodontics

The Fellowship Examination Committee (FEC) is responsible for maintaining the high standards of The Royal College of Dentists of Canada (RCDC, the College) by overseeing the Fellowship Examination through the development of policies and procedures to ensure an impartial and comprehensive assessment.

The Fellowship Examination is designed to evaluate a candidate's clinical decision making, judgment, and leadership skills, as well as their ability to effectively evaluate needs and deliver high-quality patient care in a global, holistic, and systematic manner. Successful completion of the Fellowship Examination is one of the criteria for the conferring of the Fellowship designation (FRCDC) within the College.

In 2024, we continued to build on the success of previous years by implementing improvements in our examination processes and addressing new challenges to ensure a reliable and fair assessment for all candidates.

Key Developments in 2024

The 2024 Fellowship Examination took place from May 3 to June 9, with a total of 217 candidates participating. I am pleased to report that all candidates were successfully examined and were given their full allotted time. Our focus this year included an extensive review of each examination domain during calibration, identifying the standards of minimal competence required for entry to Fellowship for each specialty. Ensuring a consistent examination level for all specialties was paramount.

Psychometric Consultation

Following the departure of our previous lead psychometrician, Jimmy Bourque, we appointed Aurelie Lecocq from Meazure Learning as the new lead psychometrician. Aurelie rapidly integrated into our systems and made substantial contributions to the successful administration of the 2024 Fellowship Examination. Her strategic recommendation

to deploy multiple psychometricians on-site for each specialty ensured focused support during training, calibration, and key validation, thereby enhancing the robustness and equity of the examination process.

Performance Level Descriptors

To ensure a precise and consistent standard across all examinations, we implemented performance level descriptors for each domain within the blueprint for each specialty. These descriptors delineate the specific attributes and competencies expected of candidates at various performance levels: Fellowship Level, Below Expectations, and Exceeding Expectations. This structured approach facilitates a clear and objective evaluation framework for Examiners, enhancing the reliability and validity of the assessment process.

Global Rating Scale (GRS) Rubric

Based on recommendations from our psychometrician, we implemented Global Rating Scales (GRS) in six of the nine specialties. GRS are structured assessment tools that provide a comprehensive framework for evaluating general competencies across multiple dimensions. These scales facilitate the synthesis of complex or subjective evaluations into a coherent overall judgment, thereby enhancing the consistency and objectivity of the assessment process. This transition, positively received by Examiners, represents a significant enhancement in our evaluation methodology. We plan to extend this implementation to the remaining specialties by 2025.

iPad Scoring Using RISR

The 2024 administration introduced iPad scoring via the RISR platform, marking a significant improvement to our examination process. This technological upgrade has been positively received by Examiners, who noted the platform's intuitive interface. The rapid availability of scores for key validation improved the efficiency of the marking process.

During calibration sessions, Examiners received comprehensive training on the system to ensure effective utilization. To cater to individual preferences, we also provided binders to supplement the iPads, facilitating a smooth transition to the new scoring method.

We gathered feedback on the iPad configuration and are committed to continually refining the process to enhance future administrations. This integration of advanced technology highlights our dedication to maintaining high assessment standards and achieving operational excellence.

Dr. Igor Pesun

Chief Examiner, Prosthodontics

Dr. John Zarb

Registrar

Ms. Amandine Perdebat

Managing Director

Mr. Kyle Todt

Director of Assessments

Dr. Jean-Pierre Picard

Board Vice-Chair (Ex-officio)

Dr. Izchak Barzilay

Board Chair (Ex-officio)

Fellowship Examination Roadmap

This roadmap outlines the Committee's short-to-medium objectives to ensure a rigorous and fair evaluation process:

- Transition to Global Rating Scales (GRS): We are progressing towards the full implementation of GRS rubrics across all nine specialties. This structured assessment tool will enhance the consistency and objectivity of candidate evaluations.
- Transition to Station-based Examination or OSCE: We are planning to adopt a station-based examination format, or Objective Structured Clinical Examination (OSCE). This format aims to enhance inter-examiner reliability and ensure a standardized candidate experience. This transition is anticipated commencing in 2026, pending a thorough planning and implementation.

Fellowship Examination Competency Profile Development

The competency profile project is nearing completion in 2024. We extend our gratitude to all Fellows who dedicated their expertise and time, which contributed significantly to the success of this extensive initiative.

The Fellowship Examination competency profiles outline the specific knowledge, skills, and cognitive abilities required for Fellowship within the College. The primary outcomes of this project include the development of revised blueprints for each specialty. These blueprints detail both the content and cognitive domains, providing a structured framework that aligns with the purpose of the assessment.

We are particularly eager about integrating these new blueprints in the Global Rating Scale (GRS) rubrics that have been recently introduced. This will facilitate a more

holistic and precise assessment methodology, enhancing the reliability and validity of our examination process. By aligning the blueprints with GRS rubrics, we ensure that both knowledge and practical skills are evaluated cohesively, providing a balanced and rigorous assessment framework.

Acknowledgments

Thank you to all Examiners and Chief Examiners for their dedication and volunteering countless hours to this important process.

I extend sincere thanks to our dedicated staff: Bruno Cestau Lopez, Karine Topalian, Karen Ghaleb, Iryna Melnyk, and Ramadan Sheikh. Your support throughout the examination process has been invaluable. Special thanks to our Managing Director, Amandine Perdebat, for her leadership, and to our psychometricians, Aurelie Lecocq, Natasha Parfyonova, Dustin Shullick, and Valerie Barnett, for maintaining the high standards of the Fellowship Examination.

Dr. Garry Aslanyan, Associate Examiner-in-Chief, has provided exceptional guidance and support in developing policies, procedures, competency profiles, and the appeal process.

Lastly, I am grateful to Kyle Todt, Director of Assessments, for his leadership in implementing the new examination format and striving to elevate our examination standards.

Respectfully submitted,

Dr. Christine Corbeil

Chair, Fellowship Examination Committee

Four-Year Examination Success Rate For First-Time Takers

Speciality	Number of Candidates	Pass Percentage
Dental Public Health	10	70%
Endodontics	78	76.9%
Oral and Maxillofacial Radiology	16	50%%
Oral and Maxillofacial Surgery	81	81.5%
Oral Medicine	17	58.8%
Oral Pathology	-	-
Orthodontics	123	81.3%
Paediatric Dentistry	104	88.5%
Periodontics	130	76.2%
Prosthodontics	167	62.3%

Due to the limited number of candidates in Oral Pathology, statistics cannot be reported in order to maintain confidentiality.

**Aurelie Lecocq, PhD**

Director, Business Strategy and
Growth - Psychometrics
Meazure Learning

Fellowship Examination Report

The 2024 Fellowship Examination was successfully administered remotely in May and June across nine dental specialties, maintaining our rigorous standards of fairness, validity, and reliability. All examination items were developed by a team of subject matter experts (SMEs) selected to reflect the diversity of Canadian specialty practices and jurisdictions. Prior to the examination day, SMEs received extensive training and participated in rater calibration to ensure consistent and appropriate delivery, as well as rigorous standard setting. The content of each examination, comprised of standardized clinical cases, underwent rigorous validation by the specialty's examination team and the psychometrician. Modifications were made as necessary to ensure alignment with both specialty-specific requirements and psychometric standards, thereby straightening the validity, reliability, and fairness of the assessment process.

Our focus this year has been on transitioning several specialties from a checklist-based scoring system to Global Rating Scales (GRS). GRS offer a more comprehensive evaluation framework by capturing the overall performance and competence of candidates across multiple dimensions, thereby enhancing the accuracy and reliability of the assessments. In addition, Performance Level Descriptors (PLDs) were developed, reviewed, and validated for three levels of competencies of all specialties. These PLDs provide clear benchmarks that support SMEs during their calibration process, ensuring a standardized and accurate assessment of candidate performance. A consensus was reached among raters regarding the minimum level of competencies required from candidates for success. This consensus ensured a unified standard across evaluations, enhancing the consistency and reliability of candidate assessments.

In the examinations using Global Rating Scales (GRS), the pass mark is established through rigorous statistical analysis and meticulous alignment between the GRS and Performance Level Descriptors

(PLDs). For specialties utilizing the checklist method, the pass mark is determined using the Angoff method. This method involves experts estimating the performance level expected of a minimally competent candidate on each checklist item, providing a standardized criterion for passing the examination.

Each candidate was scored by two examiners simultaneously to ensure marking consistency and robustness in scoring. Examiners were equipped with iPads to directly input their evaluations during the examination, eliminating the need for manual data entry. This streamlined process not only facilitated immediate recording of scores but also minimized potential errors associated with manual data handling, ensuring accuracy and efficiency in the assessment process. There were no technical or psychometric irregularities detected during the examination administration. Post-administration, rigorous statistical analyses were conducted, including calculations of inter-rater reliability, p-values, standard error of measurement, confidence intervals, and sensitivity analysis of the pass mark. These analyses ensure that the examinations maintain consistency, fairness, and validity across different assessment methods, aligning with best practices in psychometric. All candidate scores were presented to the examination team along with the 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. Performance of the candidates considered “borderline”, i.e., close to the pass mark, were carefully reviewed before making a final decision as to the pass mark.

Looking ahead, the College, with the assistance of the psychometrician, will continue to update the competency profiles and blueprints for all specialties, implement a new process for the item writing phase that integrates GRS from the early stages of item development, strengthen the calibration process and phase out checklists as scoring tools. These updates reflect our commitment to continuous improvement and adherence to best practices in dental specialty examinations.

Finally, I want to extend warm thanks to the members of each specialty team who contributed their expertise and dedication as examiners and committee members. Your ongoing support is invaluable in maintaining the integrity and excellence of our examination process.

Respectfully,

Aurelie Lecocq, PhD

Director, Business Strategy and Growth - Psychometrics
Meazure Learning

Fellowship Examination Teams

Dental Public Health

Dr. Albert Adegbembo

Dr. Garry Aslanyan

Dr. Amir Azarpazhooh

Dr. Keith Da Silva

Dr. Mohamed Elsalhy

Dr. Rafael Figueiredo

Dr. Abdulrahman Ghoneim

Dr. Alyssa Hayes

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

Endodontics

Dr. Hadi Alamri

Dr. Joshua Ananthan

Dr. Evan Baird

Dr. David Baker

Dr. Karine Charara

Dr. Nauman Chatha

Dr. Mahmoud Ektefaie

Dr. Mahsa Farzaneh

Dr. Dan-Linh Ha

Dr. Matthew Kerner

Dr. Gillian Layton

Dr. Rachele Luciano

Dr. Sandra Makkar

Dr. Gevik Malkhassian

Dr. Mana Mirfendereski

Dr. Carlos Ochoa

Dr. John Odai

Dr. Luis Quiterio Montero

Dr. Jonathan Rapp

Dr. Karina Roth

Dr. Juliana Santos

Dr. Geoffrey Sas

Dr. Kiarash Shabehpour

Dr. Craig Tervit



Dr. Ahmed Hieawy
Chief Examiner



Dr. Riva Black
Chief Examiner

Oral Medicine And/Or Oral Pathology

Dr. Caroline Bissonnette

Dr. Patricia Brooks

Dr. Seema Ganatra

Dr. Sara Gordon

Dr. Adel Kauzman

Dr. Catherine Laliberte

Dr. Iona Leong

Dr. Christina McCord

Dr. Samson Ng

Dr. Yoko Tsukada



Dr. Catherine Nolet-Lévesque
Chief Examiner

Oral And Maxillofacial Radiology

Dr. Anna Csillag

Dr. Noura Alsufyani

Dr. Mariam Baghdady

Dr. Jeffrey Chadwick

Dr. KC Chan

Dr. Teodora Gheorghe

Dr. Fatima Jadu

Dr. Daniel Turgeon

Oral and Maxillofacial Surgery

Dr. Keyvan Abbaszadeh

Dr. Olivier Béchard

Dr. Nick Blanas

Dr. Carl Bouchard

Dr. Susan Bourque

Dr. James Brady

Dr. Marco Caminiti

Dr. Carol Chahine

Dr. Daisy Chemaly

Dr. Marco Chiarot

Dr. Geneviève Chiasson

Dr. Graham Cobb

Dr. Clayton Davis

Dr. Alexandre Dostie

Dr. Jean-Charles Doucet

Dr. Sean Edwards

Dr. Michel El-Hakim

Dr. Bradley Fisher

Dr. Joseph Friedlich

Dr. William Frydman

Dr. Paul Gater

Dr. Patrick Giroux

Dr. Claude Guimond

Dr. Jeanette Johnson

Dr. Fritz Kienle

Dr. Ihab Kodsi

Dr. Pierre-Éric Landry

Dr. Henry Lapointe

Dr. Kristopher Lee

Dr. Mathieu Lenis

Dr. Kevin Lung

Dr. Nicholas Makhoul

Dr. Zain Manji

Dr. Michael Markiewicz

Dr. Scott Martyna

Dr. Kevin McCann

Dr. Taylor McGuire

Dr. Maico Melo

Dr. Julia Pompura

Dr. Joel Powell

Dr. Eddie Reinish

Dr. Brian Rittenberg

Dr. André Rousseau

Dr. Kurt Scherle

Dr. Michael Shimizu

Dr. Mark Shuren

Dr. Miller Smith

Dr. Sarah Théberge



Dr. Chad Robertson
Chief Examiner

Dr. Simon Touchan

Dr. Kevin Vint

Dr. Robert Wagner

Dr. Jeffrey Wallace

Dr. Waleed Zaid

Orthodontics



Dr. Austin Chen
Chief Examiner

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. Chrisovalantou
Cheretakis**

Dr. Clara Chow

Dr. Leonard Chumak

Dr. Julia Cohen-Levy

Dr. Susan Eslambolchi

Dr. Glenna Grykuliak

Dr. Paul Helpard

Dr. Lorne Kamelchuk

Dr. Asef Karim

Dr. Darrel Kemp

Dr. Sonya Lacoursière

Dr. Parm Lalli

Dr. Jules Lemay III

Dr. Sandra Maduke

Dr. Todd Moore

Dr. Kamrin Olfert

Dr. Michael O'Toole

Dr. Julianne Peterson

Dr. Benjamin Pliska

Dr. James Posluns

Dr. Akbar Rawji

Dr. Stephen Roth

Dr. Khushee Sharma

Dr. David Simone

Dr. Ron Sperber

Dr. Daniel Tanguay

Dr. Camilo Yamin-Lacouture

Pediatric Dentistry

Dr. Paul Andrews

Dr. Marie-Eve Asselin

Dr. Robert Barsky

Dr. Jay Biber

Dr. Marc Casafrancisco

Dr. Edwin Chan

Dr. Daniel Charland

Dr. Isabelle Chase

Dr. Marie-Claude Cholette

Dr. Sonia Chung

Dr. Rebecca Cohen

Dr. Basma Dabbagh

Dr. Tracy Doyle

Dr. Heather Dymment

Dr. Michal Goralski

Dr. Kanu Grewal

Dr. Elsa Hui-Derksen

Dr. Stéphanie Lauzière

Dr. Leslie May Lawrence

Dr. Jacob Lee

Dr. Warren Loeppky

Dr. Trang Nguyen

Dr. Sean Ostro

Dr. Jill Oxner

Dr. Jennifer Park

Dr. Gordon Payne

Dr. Gerry Pochynok

Dr. Rocio Quinonez

Dr. Aisha Romain

Dr. Elizabeth Ross

Dr. Timothy Seto

Dr. Michelle Thal

Dr. Phoebe Tsang

Dr. Duy-Dat Vu

Dr. Cynthia Wong

Dr. Christopher Yue



Dr. Felicity Hardwick
Chief Examiner

Periodontics



Dr. Vana Andreou
Chief Examiner

Dr. Kevin MacDonald

Section Lead

Dr. Isabelle Quenneville

Section Lead

Dr. Charles Alleyn

Dr. Rémi Arseneau

Dr. Saljae Aurora

Dr. Gregory Austin

Dr. Vinay Bhide

Dr. Laura Chano

Dr. David Chvartzaid

Dr. Robert Durand

Dr. Tarek El Sayegh

Dr. Ali Fakhry

Dr. Karen Fung

Dr. Simon Gauthier

Dr. Monica Gibson

Dr. Kevin Guze

Dr. Sari Hershenfield

Dr. Andrea Hsu

Dr. Fayaaz Jaffer

Dr. Theodoros Katsaros

Dr. Jaffer Kermalli

Dr. Hugh Kim

Dr. Jim Lai

Dr. Yanik Roussy

Dr. Ryan Schure

Dr. Chrysi Stavropoulou

Dr. Rana Tarzeman

Dr. Reza Termei

Dr. Heinrich Tillmanns

Dr. Guillaume Tremblay

Dr. Omar Usman

Dr. René Voyer

Dr. Priscilla Walsh

Dr. Kale Wudrich

Prosthodontics

Dr. Mahmood Abu Ruja

Dr. Ghassan Al Dika

Dr. Majd Al Mardini

Dr. Sara Al-Fadda

Dr. Nariman Amiri

Dr. Diego Ardenghi

Dr. Mohammed Baig

Dr. Michael Barczak

Dr. Elahe Behrooz

Dr. Ansgar Cheng

Dr. Ming-Yi Chou

Dr. David Chvartzaid

Dr. Ousama Damlaj

Dr. Tuan Ngoc Dinh

Dr. Cecilla Dong

Dr. Nancy Dubois

Dr. Patrice Fan

Dr. Effrat Habsha

Dr. Richard Kratz

Dr. David Lalande

Dr. Vincent Lee

Dr. Beatrice Leung

Dr. Terry Lim

Dr. Bernard Linke

Dr. Kieth Manning

Dr. Peter McDermott

Dr. Pierre-Luc Michaud

Dr. Anh Bang-Tuyen Nguyen

Dr. Oliver Pin-Harry

Dr. Jose Rojas

Dr. Eszter Somogyi-Ganss

Dr. Mohammad Taheri

Dr. Brenton Winnett

Dr. Angela Wong

Dr. Christopher Wyatt



Dr. Igor Pesun
Chief Examiner

National Dental Specialty Examination



Dr. Robert Loney
Examiner-in-Chief, NDSE

NDSE Report

Examiner-in-Chief, National Dental Specialty Examination and Director of Examinations Report

The Royal College of Dentists of Canada (RCDC) develops and administers the National Dental Specialty Examination (NDSE) for 9 of the nationally recognized dental specialties in Canada. This was the first time the NDSE was administered by RCDC since the 2019 examination cycle. For the past 3 years, the National Dental Examining Board of Canada (NDEB) has been responsible for the NDSE, and we would like to extend our sincere appreciation to the NDEB for their collaboration and significant support during this transition year.

Given the timeframe of the publication of the Annual Report and the timelines for the examination processes, several of the key examination performance indicators and metrics are still in the process of being analyzed and approved. This report will provide an overview of the 2024 NDSE cycle, and a more in-depth will be presented by Dr. Robert Loney at the AGM in September.

Specialty Examination Leadership

Dr. Robert Loney and Dr. Daniel Turgeon continued in their roles as Examiner-in-Chief and Associate Examiner-in-Chief, respectively, for the NDSE in 2024. In addition, 7 of the 9 Specialty Examination Team Leads were able to continue in their roles with their specialty teams. Having these individuals continue in their leadership roles went a long way to ensuring a path to success for the 2024 examination cycle. We welcomed Dr. Ahmed Hieawy and Dr. Karl Cuddy as the Specialty Examination Team Leads in Endodontics and Oral and Maxillofacial Surgery, respectively, to round out the specialty leadership group.

Examination Development

The format of the examinations remained consistent from the 2023 examination. Each specialty examination consisted of a written examination delivered on computer-based platform, with a total testing time of 6 hours. Given the approval timelines for the NDSE policies, procedures and protocol, examination development began in November 2023. The examination development for each specialty involved a series of three workshops: Question Development, Examination Review and Question Selection and Standard Setting. Along with our 9 Specialty Examination Team Leads, 104 Examiners supported the examination development process.

External Stakeholder Observers

The NDSE Committee provides oversight of the NDSE through examination standard setting, policy development, and financial management. The Committee is comprised of representatives of the key stakeholder groups in specialty dentistry. In addition to having three representatives on the NDSE Committee, the Dental Regulatory Authorities were invited to send Observers to the Standard Setting workshops and the key validation meetings. Feedback provided by the Observers will be utilized as part of our continuous quality examination review processes.

Application for the 2024 Examination Cycle

One hundred and fifty-three candidates applied to challenge the NDSE across 9 specialty examinations in 2024. According to candidate volume data for 2021-2023 provided by NDEB, this was similar to the 2-year candidate average of 157. One hundred and forty-two candidates challenged the NDSE in English across all specialty examinations and 9 candidates challenged the NDSE in French across 4 specialty examinations.

2024 NDSE Administration

The NDSE was administered on June 18, 2024 across 24 examination test sites, 9 in Canada and 15 in the United States. Seventy-one percent of candidates selected a

Canadian-based test site and 29% selected a US-based test site. During the course of the examination registration 3 additional test sites were added based on requests in an effort to minimize the burden of travel for the candidates. In addition, we were able to support three candidate accommodation requests.

Psychometrics and Key Validation

Our psychometrics partners, Ms. Aurelie Lecocq and Ms. Marie-Lyne Laliberté, were integral to the standard setting, key validation and result determination. The process and structure for these key activities included the Angoff method to ensure a high quality, reliable and valid examination.

NDSE Staff

The NDSE Staff performed at high levels throughout the examination development and delivery process. During this year of transition, they were able to cope well with the pace of change and implementation timelines, while working with compressed examination development timelines. Developing and administering the NDSE is a huge undertaking that involves hundreds of individuals, including candidates, Examiners, onsite proctors, psychometricians, and others. The staff is to be commended for the high level of project management, professionalism and quality of work they have produced during this examination cycle.

In closing, we would like to extend our sincere gratitude to the Specialty Examination Leadership group and the Examiners. Without their tireless dedication and engagement, the NDSE would not be possible. We would also like to thank Ms. Amandine Perdebat and Dr. Jean-Pierre Picard for their leadership, support and guidance navigating the dental specialty and examinations landscape over the past year.

Respectfully submitted,

Dr. Robert Loney

Examiner-in-Chief, NDSE

Mr. Sean Gehring

Director of Examinations



Dr. Jean-Pierre Picard
NDSE Committee Chair

Mr. Daniel Faulkner
Dental Regulatory Authority
Representative, Ontario

Ms. Caroline Daoust
Dental Regulatory Authority
Representative, Québec

Dr. Randall Crouze
Dental Regulatory Authority
Representative, Alberta

Dr. John Zarb
NDSE Registrar and the NDSE
Appeals Committee Chair

Dr. Carolyn Mason
The Royal College of Dentists
of Canada Representative

Dr. Omar Usman
The Royal College of Dentists
of Canada Representative

Dr. Vern Naik
Public Member

Dr. Mintoo Basahti
Commission on Dental Accreditation
of Canada Member

NDSE Committee Report

The National Dental Specialty Examination (NDSE) Committee is a Standing Committee of The Royal College of Dentists of Canada (RCDC). The Committee provides oversight of the NDSE through examination standard setting, policy development, and financial management. The Committee is responsible for ensuring the integrity of the examination through management of the development, administration, quality assurance and evaluation of the NDSE.

The NDSE Committee is comprised of representation from the following key stakeholder groups, with the number of representative/members in parentheses:

- Dental Regulatory Authorities (3)
- The Royal College of Dentists of Canada (2)
- The National Dental Examining Board of Canada (1)
- The Association of the Canadian Faculties Dentistry (1)
- The Commission on Dental Accreditation in Canada (1)
- Canadian Dental Specialties Association (1)
- Public Member (1)

The NDSE Committee was established in the summer of 2023 and held its first meeting in September. Following the September meeting chaired by Dr. Izchak Barzilay, I was nominated for a two-year term as the NDSE Committee Chair. In this role, I had the great privilege to work with an exceptional group of dedicated professionals unified by a common purpose of ensuring the success of the NDSE.

Building on the great work done at the National Dental Examining Board of Canada with the NDSE, the NDSE Committee was responsible for laying the foundations for the success of the NDSE moving forward. This led to significant work by the Committee members during this examination cycle. Key decisions made by the

NDSE Committee included, but were not limited to:

- Approval of the NDSE Policies and Procedures
- Approval of the NDSE Protocol, which included the specialty examination blueprints
- Approval of the Specialty Examination Team Leadership
- Approval of key vendor partnership to support examination development and delivery
- Approval of the pass marks for each specialty examination
- Recommendation for the 2024/25 budget and examination fees to the RCDC Board of Directors

I take this opportunity to express my gratitude to all NDSE Committee members for their exceptional engagement and contributions, which greatly contributed to the overall success of the 2024 NDSE. I would also like to highlight the outstanding job done by Mr. Sean Gehring, Director of Examinations, and the Examination teams for their collective dedication and tremendous work, resulting in a successful 2024 NDSE cycle.

Looking ahead to 2025, the focus of the NDSE Committee will involve optimizing the examination development cycle, strategizing on Examiner recruitment and ensuring the financial sustainability of the NDSE.

Respectfully submitted,

Dr. Jean-Pierre Picard
NDSE Committee Chair

Dr. Trish Lukat

Canadian Dental Specialties
Association Member

Dr. Doug MacKay

The National Dental Examination
Board of Canada Member

Dr. Haider Al-Waeli

Association of Canadian Faculties
of Dentistry Member

Dr. Robert Loney

Examiner-in-Chief, NDSE

Ms. Amandine Perdebat

The Royal College of Dentists
of Canada Managing Director

Ms. Marie-Lyne Laliberté

Psychometrician

Ms. Liz Daley

Manager, NDSE

Mr. Sean Gehring

Director of Examinations/
Committee Support

NDSE Examination Teams

Dental Public Health

Dr. Amir Azarpazhooh

Examiner

Dr. Constantine Batsos

Examiner

Dr. Keith Da Silva

Examiner

Dr. Rafael Figueiredo

Examiner

Dr. Robert Hawkins

Examiner

Dr. Steven Patterson

Examiner

Dr. Maria Van Harten

Examiner



Endodontics

Dr. Hind Al-Zuhair

Examiner

Dr. Peter Bellingham

Examiner

Dr. Evan Baird

Examiner

Dr. Les Campbell

Examiner

Dr. Ksenia Federova

Examiner

Dr. Gevik Malkhassian

Examiner

Dr. Mana Mirfendereski

Examiner

Dr. Brent Moore

Examiner

Dr. Karina Roth

Examiner

Dr. Kiarash Shabehpour

Examiner

Dr. Deborah Szabo

Examiner

Dr. Charles Tra

Examiner

Dr. Leslie Wang

Examiner



Dr. Ahmed Hieawy

Team Lead



Oral Medicine And/Or Oral Pathology

Dr. Caroline Bissonnette

Examiner

Dr. Justin Bubola

Examiner

Dr. Bertrand Chan

Examiner

Dr. Amanda Gruza

Examiner

Dr. Gisèle Mainville

Examiner

Dr. Samson Ng

Examiner

Dr. Pallavi Parashar

Examiner

Dr. Catherine Poh

Examiner

Dr. Firoozeh Samim

Examiner

Dr. Yoko Tsukada

Examiner



Dr. Catherine Nolet-Levesque

Team Lead

Oral And Maxillofacial Radiology

Dr. KC Chan

Examiner

Dr. Teodora Gheorghe

Examiner

Dr. Gaurav Krishnamoorthy

Examiner

Dr. Camila Pacheco-Pereira

Examiner

Dr. Susanne Perschbacher

Examiner

Dr. Trevor Thang

Examiner

Oral and Maxillofacial Surgery

Dr. Clayton Davis
Examiner

Dr. Mohamed El-Rabbany
Examiner

Dr. Matthew Fay
Examiner

Dr. Sina Hashemi
Examiner

Dr. Pierre Eric Landry
French Reviewer

Dr. Zain Manji
Examiner

Dr. Brian Rittenberg
Examiner

Dr. Adnan Shah
Examiner

Dr. Jonathan Shum
Examiner

Dr. Miller Smith
Examiner



Dr. Karl Cuddy
Team Lead

Orthodontics

Dr. Normand Bach
French Reviewer

Dr. Austin Chen
Examiners

Dr. Tarek El-Bialy
Examiners

Dr. Manuel Lagravere
Examiners

Dr. Athena Papadakis
Examiners

Dr. Kathy Russell
Examiners

Dr. Pavel Sectakof
Examiners

Dr. Edwin Yen
Examiners



Dr. James Posluns
Team Lead

Pediatric Dentistry



Dr. Trang Nguyen
Team Lead

Dr. Tila Bahri
Examiner

Dr. Edwin Chan
French Reviewer

Dr. Tracy Doyle
Examiner

Dr. Shannon Fitzpatrick
Examiner

Dr. Irwin Fried
Examiner

Dr. Marc Horton
Examiner

Dr. Elsa Hui-Derksen
Examiner

Dr. Catherine Lee
Examiner

Dr. Raymond Lee
Examiner

Dr. Christine Lee Kim
Examiner

Dr. Becky Olacke
Examiner

Dr. Jill Oxner
Examiner

Dr. Caroline Quach
French Reviewer

Dr. Rae Varughese
Examiner

Dr. Duy Dat Vu
Examiner

Dr. Andrew Wong
Examiner

Dr. Edward Yoon
Examiner



Dr. Jim Lai
Team Lead

Periodontics

Dr. Parvaneh Bahrami
Examiner

Dr. Nader Hamdan
Examiner

Dr. Nancy Mouradian
Examiner

Dr. Ryan Noh
Examiner

Dr. Chrysi Stavropoulou
Examiner

Dr. René Voyer
French Reviewer

Prosthodontics

Dr. Vince Lee

Examiner

Dr. Peter McDermott

Examiner

Dr. Pierre-Luc Michaud

Examiner

Dr. Caroline Nguyen

Examiner

Dr. Meng Francois Seng

Examiner

Dr. Tyler Verhaeghe

Examiner

Dr. Christopher Wyatt

Examiner

Dr. Haya Zora

Examiner



Dr. Tanya Cook

Team Lead

RCDC



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